

A discussion paper of the Victorian state disability plan 2017–2020

Victorian Government

Please tell us what you think



VICTORIA
State
Government

How to use this document



This information is written in an easy to read way. We use pictures to explain some ideas.



This document has been written by the Victorian Government. When you see the word 'we', it means the Victorian Government.



Some words are written in **bold**. We explain what these words mean. There is a list of these words on page 45.



This Easy Read document is a summary of another document.



You can find the other document on our website at www.statedisabilityplan.vic.gov.au



You can ask for help to read this document. A friend, family member or support person may be able to help you.

What's in this document?

What is this document about?	4
Disability in Victoria	9
Being an active citizen	14
Having rights and being equal	20
Taking part in the economy	27
The National Disability Insurance Scheme	36
Achieving our goals	41
How to tell us what you think	44
Word list	45

What is this document about?



Hi, I'm Martin Foley MP. I'm the Minister for Housing, Disability and Ageing.

I'd like to tell you what this document is about.



In 2015 we started to write the state disability plan 2017-2020.

We met with:



- people with a disability
- **peak bodies** – organisations that represent an industry or group
- **advocacy organisations** – supporting people to stand up for their rights and have their say
- the Victorian Disability Advisory Council
- local government authorities.



This gave us a lot of information about what is important to people with a disability.

We learnt that:



- many services and systems are not accessible – this means people with a disability can't take part in their community



- negative community attitudes have a big effect on the lives of people with a disability



- people with a disability struggle to be independent and have their say



- taking part in the economy is important – this could be through having a job or going to school



- there needs to be ways of measuring whether we are improving the lives of people with a disability.



We also looked at other reports, surveys and research.



All the information helped us to write:

- this discussion paper
- a document that has more detailed information and evidence on what we have learnt.

It is called the 'companion document'.



This discussion paper has 4 main ideas:



- being an active citizen



- having rights and being equal



- taking part in the **economy** – the economy is the total amount of goods, services and money that the community makes and uses



- the National Disability Insurance Scheme.



This discussion paper talks about what we think so far, but we want to hear from everyone else.



We want to hear your ideas about what we should do in Victoria to make it a better place for people with a disability.

We want to know:



- what matters most to you



- what will make a difference in your life



- what the government, business and community can do to help make this happen.



We have included some 'Questions to think about' in this document.

These questions may help you to work out what you want to say.



Your ideas will help us to write the final version of the Victorian state disability plan 2017-2020.



It will be released in December 2016.



It will start on 1 January, 2017.

Disability in Victoria



1 in 5 people in Victoria has a disability.



Each of these people will experience disability differently.



Their experience will depend on the different barriers they face each day.

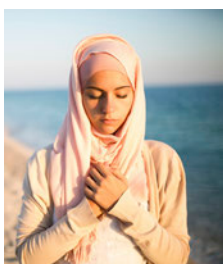
People with a disability can also experience more barriers because of:



- their gender – being a man or a woman



- their age



- their cultural or religious background



- being an Aboriginal or Torres Strait Islander person



- being lesbian, gay, bisexual, transgender or intersex



- how much money they have.

Victorians with a disability are more likely to:



- experience **discrimination**

Discrimination is when you are treated unfairly because of your race, beliefs, sexuality, disability or age.



- live in **poverty**

Poverty means you have little or no money, food, clothes or shelter.



- have worse health



- have less education



- not have a job.



We need to do a lot more to make sure people with a disability are included in our community.



We want Victoria to be a national leader in this area.

The previous state disability plans that we have written focused on:



- rights
- improving choice and control
- being included in the community.



The National Disability Insurance Scheme (NDIS) also looks at these things.



The NDIS is a new way for people with a disability to get care and support.



The NDIS gives people with a disability more choice and control over the supports they receive, and who will provide that support.



The NDIS also helps people with a disability to take part in their community.



It will help around 105,000 Victorians with a disability to lead full and active lives by 2020.



But we also need to make sure that our everyday services, like health and transport, are accessible to everyone with a disability.



People with a disability should have the same opportunities as any other person who lives in Victoria.



Even though Victorians with a disability have the same rights as everyone else, they face barriers that stop them from taking part in activities in their community.



People often make decisions about what people with a disability can and can't do.



This means they aren't able to reach their full potential.

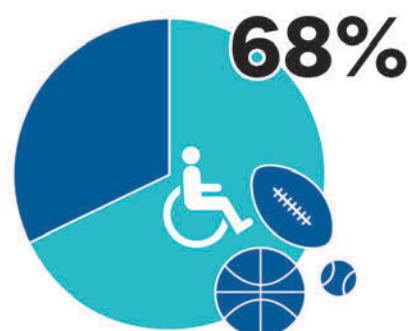


We all have a responsibility to do better for Victorians with a disability.

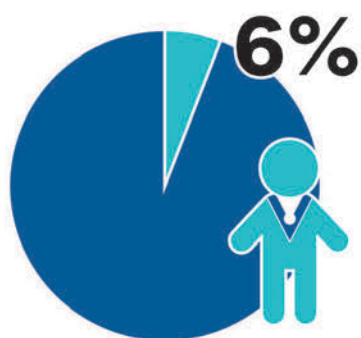
Being an active citizen



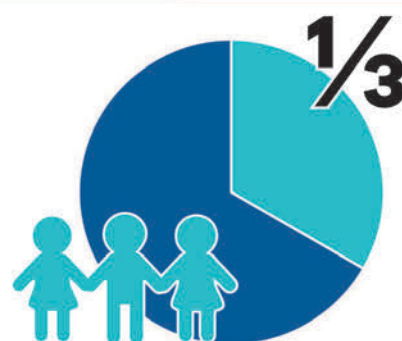
Less than 1% of people on government boards or committees have a disability.



Only 68% of people with a disability take part in sport, while 79% of people without disability take part in sport.



Only 6% of local government councillors have a disability.



Less than a third of Victorians with a disability are involved in community groups, compared to around 36% of all Victorians.



A **citizen** is a person who lives in a particular country, state, city or town.

When we talk about citizens in this document, we mean people who live in Victoria.



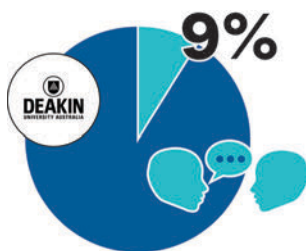
Being an active citizen means taking part in things that happen in Victoria.

Important things to know about being an active citizen

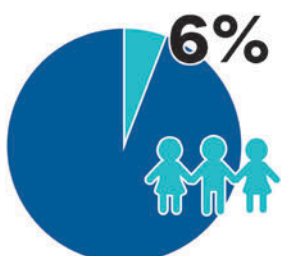


2 of the most important issues to people with a disability are:

- making a difference in their community
- taking part in their community.



In a study by Deakin University, only 9% of people with a disability said they had enough social contact.



Only 6% said they were taking part in their community as much as they wanted to.



A Parliamentary Inquiry found that everyday services and systems do not include all people with a disability.



There is more information about this in the companion document on our website

www.statedisabilityplan.vic.gov.au.



Being connected and feeling like you belong are an important part of having a good life.



People with a disability have lots of different ideas, experience and knowledge.

Every community benefits from this when people with a disability are involved.



We need to support everyone in our community to have a say and give something back as:



- active citizens
- decision makers
- leaders
- **volunteers** – people who do something, like work, without being paid.



We need to make sure that people with a disability are able to speak for themselves and have their say.



Victoria has made progress over the last 10 years.



For example, there is a strong **self-advocacy** sector in Victoria.

Self-advocacy is when a person with a disability is supported to speak up for themselves.



There is also the Victorian Disability Advisory Council.

This is a group of people with a disability, and carers, who give advice to the government on disability issues.

But there is still a lot to do.

Some important things that could be done over the next 4 years include:



- increasing the number of people with a disability on boards and committees



- giving people with a disability the opportunity to become leaders



- holding a formal meeting for people with a disability to put forward their ideas for change



- making sure there are ways for people with a disability to join different clubs and groups



- helping local sports clubs to include people with a disability.

Questions to think about being an active citizen

What would make the most difference to you in the area of being an active citizen?

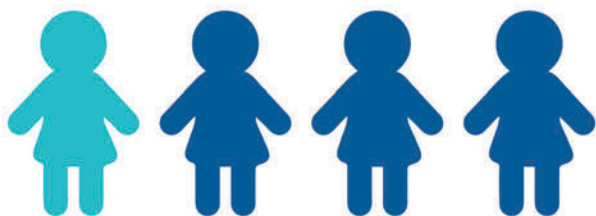
What can the Victorian Government do to make a real difference in the area of being an active citizen?

How should the Victorian Government measure how well they are doing?

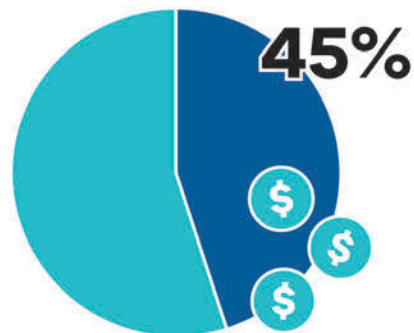
What could the community, and business, do to make a real difference in the area of being an active citizen?



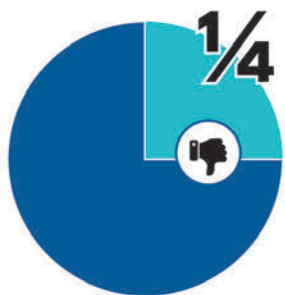
Having rights and being equal



Nearly 1 in 4 women and girls with a disability have experienced family violence.



45% of people with a disability live in, or near, poverty.



In 2014-15, disability discrimination made up $\frac{1}{4}$ of all complaints to the Victorian Equal Opportunity and Human Rights Commission.



People with a disability are 6 times more likely to rent public or social housing.



Victorians believe everyone has rights and should be given a fair go.



But this does not always happen.

Important things to know about having rights and being equal



Women with a disability experience all kinds of violence more than women without a disability.

This violence usually lasts longer and is worse for women with a disability.



People with a disability have worse health than people without a disability.



Some health service providers don't have the right equipment, or knowledge, to provide the services people with a disability need.



Not having equal access to transport is a barrier for many people with a disability.

This can be worse in areas that are further away from the city.



There is more information about this in the companion document on our website

www.statedisabilityplan.vic.gov.au



A Parliamentary Inquiry found that there are many bad attitudes towards people with a disability.



This changes how people behave.
It also means that people with a disability aren't being included.



Many people with a disability experience violence and **abuse** in their community.

Abuse is when someone hurts you.



Recent research shows that people with a disability are still being abused while in care.



Many people with a disability experience different types of violence, including family violence – which is violence that occurs in the home.



Everyone has the right to feel safe.



People with a disability also find they are not treated equally when using everyday services.

Some important things that could be done over the next 4 years include:



- making the disability advocacy sector stronger so that it can deal with more issues and protect the rights of people with a disability



- looking at training and education programs about family violence and disability



- making more housing accessible



- designing new public areas and buildings so they can be used by everyone



- making sure all new government schools are built to meet the needs of all students



- more training for teachers to meet the needs of students with a disability



- making sure government information on the internet is accessible



- making everyday services better for people with a disability



- improving the quality and safety of these services so people can feel good about using them



- thinking of ways to change bad attitudes towards people with a disability



- improving everyday services, like health and transport, so they meet the needs of people with a disability.

Questions to think about having rights and being equal

What do you think are the most important things about being equal that the Victorian Government needs to deal with?

What can the Victorian Government do to make a real difference in the area of having rights and being equal?

How should the Victorian Government measure how well they are doing?

What could the community, and business, do to make a real difference in the area of having rights and being equal?

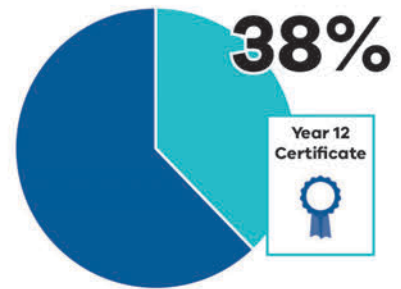


Taking part in the economy

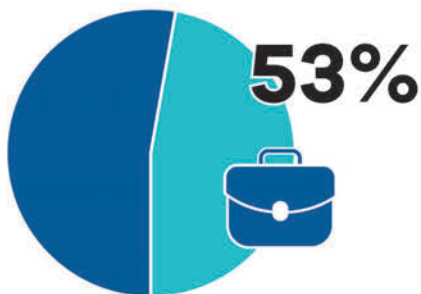


Out of 29 countries, Australia is ranked number 21 for employing people with a disability.

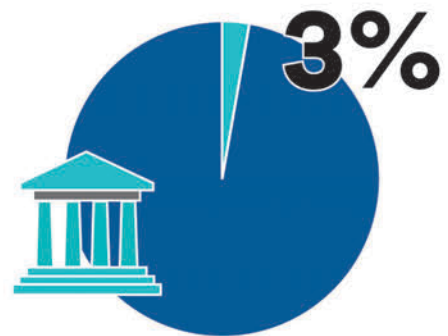
This is nearly last place.



Only 38% of people with a disability, who are old enough to work, have finished year 12. Compared to 61% of people without a disability.



Only 53% of people with a disability are in the **workforce**, compared to 83% of people without a disability.

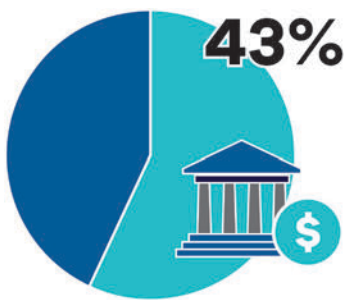


Only 3% of people working in the Victorian Government have a disability.

Important things to know about taking part in the economy



The workforce is all the people who are working at the moment, and all the people who are looking for jobs.



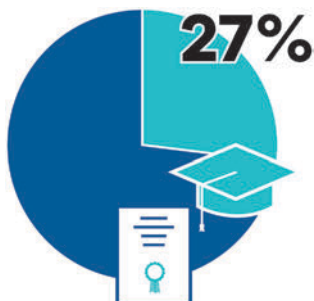
43% of people with a disability rely on government payments, such as the Disability Support Pension, as their main way of getting money.

This is compared to 10% of people without a disability.



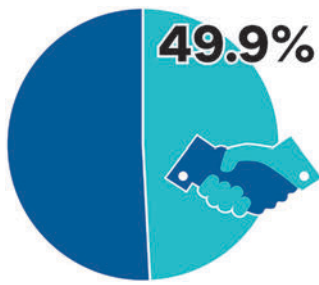
People with a disability are paid an average wage of \$400 a week.

People without a disability are paid an average wage of \$750.



Less than 27% of people with a disability who are aged between 15 and 64 have a bachelor degree or higher from a university.

This is compared to around 40% of people without a disability.



Only 49.9% of people with a disability got a job after they finished their training, compared to 76.2% of people without a disability.

People with a disability want:



- a job



- their own money



- to be able to make their own choices.



There is more information about this in the companion document on our website
www.statedisabilityplan.vic.gov.au

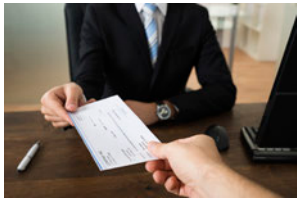
Victorians with a disability have the right to:



- a good education



- a fair go in the workplace



- be paid a fair wage.



However, many people with a disability don't have a good education.



This means they don't have as many opportunities to get a good job.



They also miss out on the skills they need to take part in the economy.

People with a disability often face barriers when looking for, and keeping, a job.

They include:



- physical barriers



- employers having an attitude, or behaviour, that treats them less fairly than other people.

We want a Victoria where people with a disability have:



- a place in the community



- more income, or money



- an improved way of living



- independence.

The NDIS will create more opportunities for people with a disability to take part in the economy as:



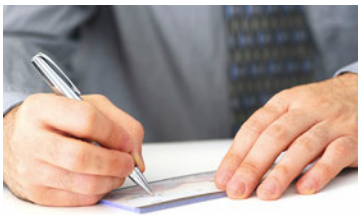
- workers



- employers



- business leaders



- investors – people who provide money for business



- consumers – people who buy and use things.



While this is good, more needs to be done to break down barriers in the workplace.



We have made some progress, for example, some government departments offer **internships** to university students with a disability.

An internship is a short-term position where you are trained in how to do a job.

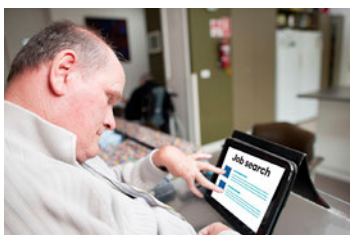
Some important things that could be done over the next 4 years include:



- working with businesses to make a plan for how more people with a disability can take part in the economy



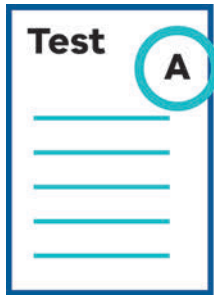
- helping people develop their skills



- helping people with a disability find jobs



- stronger support for teachers and schools to meet the needs of students with a disability



- making results in education better for students with a disability



- working with employers to help them employ people with a disability



- working with suppliers to make their services more accessible to people with a disability



- finding ways to have more people with a disability working for the Victorian government.

Questions to think about taking part in the economy

How can the Victorian Government increase the number of people with a disability taking part in the economy?

What can the Victorian Government do to make a real difference to taking part in the economy?

How should the Victorian Government measure how well they are doing?

What could the community, and business, do to make a real difference to taking part in the economy?



The National Disability Insurance Scheme



The Victorian Government is putting \$2.5 billion a year into the NDIS.



The NDIS will be introduced across Victoria over 3 years. It starts from 1 July, 2016.



You can use the NDIS if you:

- are an Australian citizen
- are under 65 years of age
- need support from a person, or equipment, to do everyday activities.



You will be able to receive support from the NDIS from 1 July 2016 if you live in North Eastern Melbourne.

The NDIS will support:



- Victorians with a disability



- their families



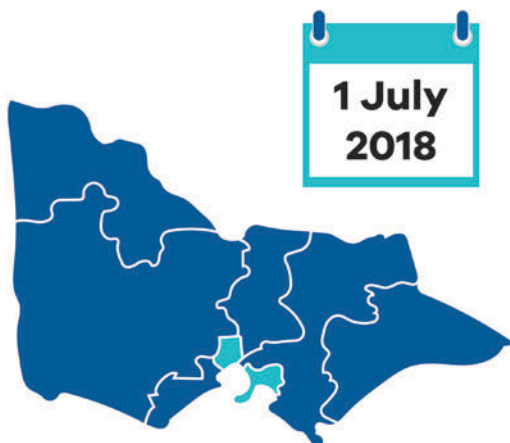
- service providers and staff.

Important things to know about the NDIS

You will be able to receive support from the NDIS from 1 July 2017 if you live in these areas:



- Western District
- Central Highlands
- Loddon
- Inner Gippsland
- Inner Eastern Melbourne
- Outer Eastern Melbourne
- Ovens Murray.



You will be able to receive support from the NDIS from 1 July 2018 if you live in these areas:

- Hume Moreland
- Brimbank Melton
- Western Melbourne
- Bayside Peninsula
- Southern Melbourne.



You will be able to receive support from the NDIS from 1 July 2019 if you live in these areas:

- Outer Gippsland
- Mallee
- Goulburn.



There is more information on the NDIS website www.vic.gov.au/ndis



Over the next 4 years, the Victorian state disability plan is about increasing:

- accessibility
- the number of people with a disability taking part.



It will come into effect during a time of great change for people with a disability in Victoria.



The NDIS will start in Victoria at the same time.



The plan will need to be updated as the NDIS is introduced and things change.



The plan will guide what needs to be done to make sure people with a disability get the most out of the NDIS.



It is important for us to get the NDIS right.



By July 2019 around 105,000 Victorians with a disability will be using the NDIS.



More people with a disability will be given information and support activities.

It will be paid for by the NDIS.



Everyone who uses the NDIS will keep using everyday services.

We need to look at making sure these everyday services are accessible to everyone with a disability.



We also need to make sure the NDIS and everyday services work well together.

Questions to think about the NDIS

What is the best way for the Victorian Government to help Victorians get the most out of the NDIS?

What is the best way for businesses, and the community, to help Victorians benefit from the NDIS?



Achieving our goals



Victoria wants to see better results for people with a disability.



The Victorian government needs to lead the way in making sure this happens.



We already have disability action plans for government and most local councils.



However, we need to be better at working together on these plans, instead of separately.

We also need to:



- measure how well we are going



- be more open about what we are doing



- work with businesses and the community to make things happen



- measure the results of what we do.

Some important things that could be done over the next 4 years include:



- joining up disability plans across all levels of state and local government departments



- making sure there are ways to measure the results of disability plans



- using social media and the web better so we can involve people



- reporting to the public about what we are doing.

Questions to think about achieving our goals

Who should the Victorian Government report to about the results of the state disability plan?

How should the Victorian Government measure how well the state disability plan is going?

How should people with a disability be involved in this?



How to tell us what you think



We want you to share your ideas with us.



You can do this by sending us your ideas in writing, on the phone, or on our website.



Victorian state disability plan 2017-2020

Office for Disability

Department of Health and Human Services

50 Lonsdale Street

GPO Box 4057, Melbourne 3000



statedisabilityplan@dhhs.vic.gov.au

1300 880 043



TTY/voice calls – 133 677 then ask for

1300 880 043

Speak and Listen calls – 1300 555 727 then ask for 1300 880 043.



To see when feedback closes, visit

www.statedisabilityplan.vic.gov.au

Word list



Abuse

When someone hurts you.



Advocacy organisation

An organisation that supports people to stand up for their rights and have their say.



Citizen

A person who lives in a particular country, state, city or town.



Discrimination

Discrimination is when you are treated unfairly because of your race, beliefs, sexuality, disability or age.



Economy

The economy is the total amount of goods, services and money that the community makes and uses.



Internship

An internship is a short-term position where you are trained in how to do a job.



Peak body

An organisation that represents an industry or group.



Poverty

When you have little or no money, food or clothes or somewhere to live.



Self-advocacy

When a person with disability is supported to speak up for themselves.



Volunteers

People who do something, like work, without being paid.



Workforce

All the people who are working at the moment, and all the people who are looking for jobs.



This Easy Read document was created by the Information Access Group using PhotoSymbols, stock photography and custom images.

The images may not be reused without permission. For any enquiries about the images, please visit

www.informationaccessgroup.com.

Web only ISBN: 978-0-7311-6913-9 (PDF/online)