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Sponsor/Group:	General Manager Community

## Disability Policy

### Purpose and scope

1. To provide guidelines that enable the Council to comply with its regulatory function in relation to maintaining quality standards, safety and access.
2. To provide all people with equity of opportunity and access by removing barriers where possible.
3. This Policy applies to:
  - a. all Council owned and/or managed facilities
  - b. public places including parks, reserves and walkways
  - c. the roading network including footpaths
  - d. Council services, processes and projects
  - e. Council run events.
4. The Policy considers and aligns with the following:
  - a. The United Nations Convention on the Rights of Persons with Disabilities (ratified 2007)
  - b. New Zealand Disability Strategy 2016
  - c. National Disability Action Plan 2014-2018 (Currently under review)
  - d. He Korowai Oranga, the Maaori Health Strategy
  - e. 10-Year Plan 2018-2028
  - f. Hamilton Age Friendly Plan - 2018-2021
  - g. Traffic Bylaw 2015 (and subsequent amendments).

### Definitions

Term	Means
Access	Ability to engage with, use, participate in, and belong to something.
Disability	Physical, sensory, neurological, psychiatric, intellectual or other impairments. Disability is the process which happens when one group of people create barriers by designing a world only for their way of living, taking no account of the impairments other people have. <i>NZ Disability Strategy (2016)</i>
Universal Design	Principles that encourage developers of spaces and places to meet the needs of people at all life stages.

## Principles

5. The Council recognises that disabled people need equity of access enabling them to participate fully in and contribute to community and civic life in Hamilton City.
6. The Council is committed to ensuring that both elected members and staff have awareness and understanding of the issues that affect the disability community.
7. The Council services, activities and facilities will be responsive to the diverse needs of disabled people.
8. The Council recognises and acknowledges that disabled people are experts in their own experience.
9. The Council will reinforce a culture that respects the diversity of all people who live in Hamilton and continues to strengthen partnerships with disabled people built on this respect.
10. The Council will support disabled people to fully participate in their communities considering the principles of universal design.
11. The Council recognises the need to improve access to facilities, programmes, services and information provision for disabled people.

## Policy

12. Information from the Council will be appropriate and provided in accessible formats.
13. The Council Plans and Strategies will provide opportunities for participation and contribution to community life for disabled people.
14. The Council will work in partnership with Government and other organisations on behalf of and with disabled people to improve equity of access.
15. The Council facilities and infrastructure will be accessible and meet best practice standards.
16. The Council will provide appropriate parking for disabled people to enable permit holders to park close to their destination.
17. Public transport infrastructure managed by the Council will meet the needs of disabled people.

## Monitoring and implementation

18. The implementation of the Policy will also be monitored by Council's Disability Advisor, supported by a cross Council accessibility group that includes representatives from the disability community.
19. Performance against agreed actions and targets in the Disability Action Plan will be monitored and reported annually to the Community and Services Committee.