

SIX MONTHLY REPORT ON THE NEW ZEALAND DISABILITY ACTION PLAN JULY TO DECEMBER 2021

Pauline Melham, Senior Advisor
OFFICE FOR DISABILITY ISSUES

Table of Contents

Table of Contents

.....	1
New Zealand Disability Action Plan 2019 – 2023: Executive Summary for the fourth progress report July to December 2021.....	4
Outcome One – Education	5
Outcome Two – Employment and Economic Security	6
Outcome Three - Health and Wellbeing.....	7
Outcome Four – Rights Protection and Justice	9
Outcome Five - Accessibility.....	9
Outcome Six – Attitudes.....	11
Outcome Seven – Choice and Control.....	11
Outcome Eight – Leadership	12
Cross Cutting Project – Disability Data	12
Conclusion	12
Outcome One - Education.....	13
DAP Reporting Template – Education Work Plan (MOE)	13
DAP Reporting Template – Tertiary Education Commission work plan for improving outcomes for disabled learners in tertiary education - TEC.....	40
Outcome Two - Employment and Economic Security	47
DAP Reporting Template – Disability Employment Action Plan (MSD)	47
DAP reporting template - Increasing the Employment of Disabled People in the Public Sector, Lead Toolkit (MSD).	55
DAP Reporting Template - National information portal and regional hubs (MSD)	61
DAP Reporting Template – Replacing Minimum Wage Exemption Templates	64
Outcome Three – Health and Wellbeing	68
DAP Reporting Template – Improving Health Outcomes and Access to Healthcare for Disabled People.....	68
Funded family care policy change	83
DAP Reporting Template - Reduction of the use of segregation and restraint.....	84
DAP Reporting Template - Repeal and replace the Mental Health Compulsory Assessment and Treatment) Act 1992.....	89

DAP Reporting Template – Sport New Zealand Disability Plan	95
DAP Reporting Template – Safeguarding Bodily Integrity Rights	101
Outcome Four – Rights Protection and Justice	107
DAP Reporting Template – Ministry of Justice Work Programme.....	107
Outcome Five – Accessibility	130
DAP Reporting Template - Accelerating Accessibility.....	130
DAP Reporting Template - Improving Accessibility Across the Housing Sector.....	135
DAP Reporting Template – Accessibility Work Programme – Kainga Ora – Homes and Communities.....	140
DAP Reporting Template – Better Later Life, He Oranga Kaumatua	153
DAP Reporting Template – Accessibility Charter.....	161
DAP Reporting Template – Ministry of Transport’s Action Plan	166
DAP Reporting Template - Waka Kotaki’s New Zealand Transport Agency’s Disability Action Programme 2019 – 2023.....	172
Outcome Seven – Choice and Control	195
DAP Reporting Template - Development of a shared understanding of Supported Decision Making.....	195
DAP Reporting Template – Transform the Disability System to enable disabled peoples’ choice and control over their lives	198
Outcome Eight – Leadership	207
DAP Reporting Template – Nominations Database of disabled people for governance boards/advisory groups	207
Cross-cutting Disability Data	214
DAP Reporting Template - Disability Data and Evidence.....	214

New Zealand Disability Action Plan 2019 – 2023: Executive Summary for the fourth progress report July to December 2021.

The Disability Action Plan 2019–2023 (the DAP), was launched in November 2019, it aims to improve the wellbeing of disabled people through establishing work programmes that align with the eight outcomes of the New Zealand Disability Strategy 2016-2026. There are 29 work programmes, 28 that are overseen by distinct ministries and one that takes a cross government approach to improving disability data and evidence. In total 12 agencies are represented. The Office for Disability Issues (ODI) manages the six-monthly reporting as the key monitoring mechanism of the DAP. This is the fourth progress report to be produced.

Progress on the 29 work programmes is recorded as follows:

Table One – Progress Rating for the 4th Round of the Disability Action Plan.

Report Status	Number of reports
On track or ahead	10
On Track with Minimal risks	11
Off Track with Low Risks	2
Off Track with significant Risks	5
Complete	1
Total	29

This is very significant progress with over 70% of work programmes being on track and just over 40% either having been completed or ahead of their targets.

Five reports are significantly off track. Off Track refers to a work programme that is not meeting the targets set down for the six-month period of the report. One of the reasons for work not running to schedule has been the continued effects of the COVID-19 pandemic. Several Ministries, in particular the Ministry of Health and the Ministry of Social Development, have put in a vast amount of energy over the last fifteen months into responding to the pandemic. As-a result, resources were diverted away from the Disability Action Plan projects

Housing and Urban Developments (HUD) work is also off track. Recent information suggests that they will shift their focus from accessible home modifications towards supporting homeless people. This will invariably focus on the issues experienced by some disabled people, but this is likely to be only a small number of disabled people.

It is notable in this report that at least two action plans, as set out in the original DAP were marked as 'complete' adding to the one plan that was completed in the previous period.

Below is a summary of some of the key actions from the eight outcome areas of the DAP. For each outcome, the major projects will be listed and one or two key outcomes from each project mentioned.

Outcome One – Education

There are two agencies involved in the work of this outcome namely, the Ministry of Education (MOE) and the Tertiary Education Commission (TEC).

The MOE has six major pieces of work as part of their DAP work programme.

- The Learning Support Action Plan, 2019-2025.
- The Early Learning Action Plan.
- Tomorrow's Schools.
- The NCEA Review.
- The Reform of Vocational Education.
- Curriculum, Progress and Achievement.

The work under the Early Learning Action Plan, has been delayed as a result of the COVID-19 pandemic. Some of the timelines around the review of the Curriculum have also been reset as a result of COVID-19. However, a bi-cultural and inclusive working group has been established to ensure that the voices of Māori, family/whanau and disabled ākonga are part of the curriculum re-design. A draft set of design standards for the new curriculum has been written up and a teacher resource for the new, New Zealand Histories has been written. This new curriculum particularly highlights the history of disabled people in New Zealand.

New NCEA Level One achievement standards have been written and they are accessible by design. New literacy and numeracy standards have been designed and disabled ākonga have been involved in the pilot stages of the design process. Under the Learning Support Action Plan, a literature review of Neurodiversity has been completed and training implemented to help teaching staff understand the needs of these students. In terms of vocational education, the six Workforce Development Councils have been stood up and Cabinet has agreed to the Unified Funding System model, for disabled students. There is a great deal of work being undertaken to improve educational outcomes for disabled people in Aotearoa, New Zealand.

The Tertiary Education Commission has had two major achievements in the past six months. Namely, the launch of the updated Kia Orite Toolkit, this toolkit is a national framework for Tertiary Education Organisations (TEOs) to support disabled learners. The second major achievement is the requirement that all TEOs receiving more than five million dollars in funding, will need to produce a Disability Action Plan, starting in early 2022. The impact of the DAPs on TEOs will be reported on in the July to December 2022 progress report.

Outcome Two – Employment and Economic Security

There are four projects underway under the Employment and Economic Security Work Programme, all of which are led by various sections of the Ministry of Social Development (MSD).

- Under the Working Matters, Disability Employment Action Plan, the Training Incentive Allowance has been reinstated for disabled students studying at levels IV to VII of the national curriculums.

- Under the Lead toolkit strand, a toolkit for all employers was published during the period of the last action plan.
- The national information and regional hubs project are severely off track as a result of the travel restrictions imposed by the COVID-19 Pandemic.
- Finally, under the removal of the Minimum Wage Exemption Project, the first phase of testing has been undertaken.

Outcome Three - Health and Wellbeing

The outcomes under Health and Wellbeing have been particularly affected by the fallout from the COVID-19 pandemic and many of the reports are off track. However, work has progressed in the following areas:

- Understanding about Disability Data has greatly increased. Officials now have the information they need to complete phase one of their data gathering exercise.
- The Funded Family Care policy change work is complete and further discussions with the DPO Coalition are required to determine if further work should be undertaken for the remaining eighteen months of this DAP cycle.
- The Ministry of Health has commenced a project to revise the use of seclusion under the Mental Health (Compulsory Assessment and Treatment) Act 1992 guidelines.

- The Mental Health (Compulsory Assessment and Treatment) Amendment Bill received royal assent on 29 October 2021 and came into effect on 30 October 2021. Further guidance about indefinite treatment orders will come into effect in two years.
- The Ministry of Health continues to work with Te Pou to produce education and training materials around the new legislation.
- Sport New Zealand has the only report in outcome three that has the status of on track or ahead. Sport NZ continues to work with its partners to promote the value of play, active recreation, and sport for disabled people.
- Furthermore, in relation to sport the Contestable Disability Inclusion Fund was launched in September 2021 and the first round of applications have come in. Sport NZ has invested in Parafed's sport programme. Sport NZ presented at the Metro Local Authority hui about the Disability Action Plan. Unfortunately, the Disability Hui that Sport NZ was due to host has been postponed due to COVID-19.

Outcome Four – Rights Protection and Justice

Under this outcome, the Ministry of Justice oversees several work programmes that are all combined under the title Improving Access to Justice. Some of the key outcomes in the previous six months were:

- Under the Communication Assistance Scheme, a new complaints mechanism has been set up for disabled people to raise concerns about the scheme, two communication agencies have been appointed and some training modules for communication assistants established.
- In November 2021, the fourth cycle of the New Zealand crime and victim survey had been completed and this will be reported on in a future report.
- The National Strategy to Eliminate Family Violence, Sexual Violence continues to be implemented, Furthermore, the Sexual Violence legislation Act, 2021 received royal assent in December 2021.
- The Family Court (Supporting Children in Court) Legislation Act received Royal Assent in August 2021. In the next DAP progress report the Ministry of Justice should be able to report on appropriate models of child participation.

Outcome Five - Accessibility

Work under the Accessibility section is undertaken by several agencies including the Ministry of Social Development, the Ministry for Housing and Urban Development, Kainga Ora, the Ministry of Transport, Waka Kotahi and the Office for Seniors.

- Under the MSD Accelerating Accessibility work programme the government announced in October 2021 that a new legislative framework would be developed that would focus on the progressive prevention and removal of barriers experienced by disabled people to enable them to participate equitably in society and access the same opportunities as their non-disabled peers.
- The Ministry of Housing and Urban Development (HUD) was off track with major risks/issues with their work programme to improve the accessibility of housing across New Zealand. One of HUD's actions to explore the possibility of incentivising accessible housing across the rental sector was started. However, HUD now feels that their focus should be on supporting young homeless people, which will include members of the disability community.
- Kāinga Ora's work programme has three main facets, increasing the number of new builds that use Universal Design standards, retrofitting existing builds to make them accessible and collating information about accessible housing stock. To this end, Kāinga Ora continues to liaise with disability stakeholders about the work programme. Work continues improving services to customers. Kāinga Ora have developed a new placement service called 'Suitable Home, with the Right Support' which they hope will support the needs of disabled people accessing their services. By July 2021, 4,500 disabled people had received adaptations to their homes. Lastly, Accessible Design standards have been written and agreed upon.
- The Better Later Life plan produced by the Office for Seniors has been published. This plan focuses on improving, employment, housing and digital inclusion for elderly people.
- Age Friendly Aotearoa is another project being run by Office for Seniors. During the current reporting period, eight funding applications for age friendly communities have been approved. The age friendly urban places

resource has been released. Lastly, terms of reference for an Age Friendly Aotearoa network have been approved and an action plan developed.

- The Accessibility Charter is about driving forward the provision of accessible information in the public sector. Monthly training workshops continue to run regarding creating accessible formats. The accessibility guide has been reviewed and published and more agencies are being encouraged to sign up to the Accessibility Charter.
- The Ministry of Transport commissioned a review into the Total Mobility Scheme and this report was released in December. Waka Kotahi has launched its' own Disability Action Plan. One of their key goals was to ratify the requirements for urban buses which has now been done. The pedestrian planning and design guide and the public transport design guidance have also been published.

Outcome Six – Attitudes

Outcome Six, Attitudes, did not have an agreed work programme during this reporting period and therefore does not have any agency reporting. It is hoped that work programmes delivered under other outcomes will contribute positively to attitude changes.

Outcome Seven – Choice and Control

Under Outcome Seven Supported Decision Making is one of the key work programmes. Unfortunately, this work is off track with minimal risks. A literature review has been compiled on the topic, but not yet signed off.

The other major piece of work was the Disability Support System Transformation programme, run by the Ministry of Health. This programme is on track. The three Enabling Good Lives (EGL) pilots have continued and in October 2021, it was announced that EGL would undergo a national rollout. Ongoing positive relationships between officials and the Disability Community have meant that work continues in planning for the national rollout of this scheme.

Furthermore, WHAIKAHA, the Ministry of Disabled People was announced in October 2021 and an Establishment Unit was formed to oversee the set-up of the new Ministry.

Outcome Eight – Leadership

Outcome Eight is about encouraging and enabling more disabled people to take up positions of leadership within the New Zealand Government Sector, through promoting opportunities on crown boards and advisory committees. Most of the work in this outcome is concerned with continuing to advertise opportunities to those on the database and planning to make changes to how the database will be managed in future. Decisions about offering training to those people on the nominations database was also being considered. The new Senior Adviser responsible for the nominations database took on the role in November 2021, which meant there was little time to progress the work in this reporting period.

Cross Cutting Project – Disability Data

'If we are not counted, then we don't count'. For disabled people to be included in government policies there needs to be reliable disability data available. Therefore, MSD leads the Cross Agency Disability Data and Evidence Working Group. An agreement on the questions to ask about disability and the information that goes under these questions is underway, as is development of the New Zealand Disability Outcomes Framework.

Conclusion

There is a large amount of Mahi being undertaken in relation to the eight outcomes associated with the New Zealand Disability Strategy and Action Plan. This is despite the ongoing difficulties associated with the COVID-19 pandemic.

The New Zealand Disability Strategy and earlier DAP reports and executive summaries, including alternate formats, can be found on the ODI website: www.odi.govt.nz.

Outcome One - Education

DAP Reporting Template – Education Work Plan (MOE)

Please note, the five Ministry of Education Reports have been combined into one overarching report.

Name of Agency	Ministry of Education
Name of Work Programme	<p>The Ministry of Education has six major programmes of work that support the Disability Action Plan:</p> <ul style="list-style-type: none"> • Learning Support Action Plan, 2019-2025. • Early Learning Action Plan. • Tomorrow’s Schools. • NCEA Review. • Reform of Vocational Education. • Curriculum, Progress and Achievement.
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>The Ministry’s DAP work programme aims to ensure that disabled ākonga get an excellent education from early learning through to tertiary education by ensuring that their views and needs are considered as part of major education system changes that are underway. This includes ensuring that curriculum and assessment is inclusive of disabled ākonga and that our leaning support system delivers the right support for children and young people with learning support needs at the right time. Learning support is the extra support that some children and young people require to be present, participate, make progress, and experience positive wellbeing in education, whether</p>

	<p>because of disability, learning difficulties, disadvantage, physical or mental health or behaviour issues.</p>
<p>Alignment</p>	<p>Outcome 1 of the New Zealand Disability Strategy is: “we get an excellent education and achieve our potential throughout our lives”. The Ministry’s work programmes will strengthen the education system’s support for this outcome and enable us to progress our obligations under the United Nations Convention on the Rights of Disabled Persons (UNCRPD).</p> <p>The Highest Needs Review involves alignment with several agencies including Ministry of Health (MOH), Orange Tamariki (OT), the Ministry of Social Development (MSD), Department of Prime Minister and Cabinet (DPMC), Te Puni Kokiri (TPK), the Ministry of Pacific Peoples (MPP), the Ministry of Ethnic Communities (MEC) and the Education Review Office (ERO). There will also be alignment with the new Ministry for Disabled People. The Review is being guided by the Enabling Good Lives principles and will feed into the Disability Support System Transformation programme. The Enabling Good Lives principles are being used to inform the desired outcomes of the review and the development and assessment of options to achieve these outcomes.</p> <p>Work on strengthening Early Intervention is aligned with the redesign of Child Development Services and Enabling Good Lives. There is ongoing liaison with the Ministry of Health regarding possible inclusion of B4School health check information into the School Entry Kete.</p> <p>We have reported on the Employment Services in Schools pilot which is led by MSD.</p>
<p>Progress against Plan for the period</p>	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Early Learning Action Plan 2.2</p> <p>(i) Develop advice to facilitate wrap-around health and social services</p> <p>(ii) Ensure it is clear who holds key responsibility for coordinating learning support in each service</p>	<p>The development of advice has been delayed due to the response to COVID-19.</p>	<p>Delayed due to COVID-19</p>	<p>Off track – but low risks/issues</p>
<p>Curriculum, Progress and Achievement</p> <p>Refresh the Curriculum</p>	<p>Establishment of a bicultural and inclusive working group that is guiding the development of the refreshed framework for the New Zealand Curriculum (NZC), to ensure that it is truly Te Tiriti honouring and inclusive. The NZC explicitly serves and cultivates all learners to be confident in who they are and their abilities, including our disabled ākonga, and that the voices and identities of disabled ākonga and their whānau are visibly honoured and reflected through all the work to refresh</p>	<p>Timelines for the Curriculum Refresh have been reset to help manage the impact of COVID</p>	<p>On track – with minimal risks/issues</p>

	<p>the NZC. This refreshed framework talks to the rights of disabled ākonga to belong and flourish through high quality learning experiences.</p> <p>Development of a set of draft design standards, which have indicators to ensure that all curriculum support materials and resources developed are fit-for-purpose and are bicultural and inclusive of all ākonga, clear and are accessible and easy to use. These design standards specifically identify impacts/benefits for disabled ākonga that align to the Enabling Good Lives (EGL) Vision and Principles.</p> <p>Development of a refreshed Vision for Young People, which was drafted by the Minister Hipkins' Youth Advisory Group. This group included disabled ākonga.</p> <p>Drafting of a refreshed NZC Purpose Statement, which explicitly calls out the commitment to honouring our obligations under the UNCRPD. Within this refreshed purpose statement, a set</p>		
--	---	--	--

	<p>of Calls to Actions have also been drafted, which again explicitly talk to the shifts needed for disabled akongā and their whānau.</p> <p>The development of a draft set of annotations for the refreshed Social Science learning area and the refreshed framework will include specific reference to how this refreshed content is meeting the learning needs and aspirations of disabled ākongā and their whānau. The EGL Vision and Principles are explicitly reflected and used as important reference points.</p> <p>Development of a teacher resource for Aotearoa NZ Histories that focuses on the history of disability in New Zealand and includes stories from disabled people. The ODI have been involved in the development of this resource. For the curriculum content development, the Ministry of Education team had an agreed process for working through the Ohu Mātua members. Brian Coffey from the Office of Disability issues</p>		
--	--	--	--

	<p>recommended historical experts from the community. Following this, Gill Rutherford, Martin Sullivan worked with a small group of writers in exploring what histories they wanted shared and how they wanted it expressed in the curriculum content. For example, the content about groups being marginalised and seeking to remedy this are described on page 24 of the curriculum document under Culture and Identity and exemplified on page 27.</p> <p>The Aotearoa New Zealand Histories (ANZH) resources team and publishers has worked with the Office of Disability issues to develop the teacher support materials 'Our stories: Disabled New Zealanders', which will soon be published on the ANZH website. For guidance for The Deaf Community, we are working with the publisher Lift Education and have them subcontracting Deaf Education New Zealand Parents and Whānau - Ko Taku Reo</p>		
--	--	--	--

	<p>The NZ Curriculum Refresh design standards is an iterative document that will be further shaped as the work continues to refresh the NZ Curriculum. These design standards have been developed and refined by our key leadership groups – the Bi Cultural and Inclusive Working Group, our Rōpū Kaitiaki and Ohu Arataki. These groups bring expertise from a Mātauragana Māori, inclusive education and disability perspective, along with specific curriculum expertise. Paula Tesoreiro, the NZ Disability Rights Commissioner has also been influential in shaping these Design Standards through her connection with these leadership groups. The NZ Curriculum Voices Group has also been involved in the ongoing refinement of these Design Standards and this group includes disabled people and representatives from the disability community and organisations, as well as the Office of Disability Issues. We have sought</p>		
--	---	--	--

	<p>feedback on the Design Standards, with a focus on the specific impacts for disabled people, from several disability groups and disabled people including the Office of the Disability Commissioner and Education for All. We will continue to refine these standards, including the specific impact statements for disabled people through our ongoing relationships and engagement.</p> <p>The refreshed NZ Curriculum will be inclusive of every ākonga - where every ākonga can see themselves through their unique identities, cultures and language. Such a curriculum will also fit the strengths, interests and aspirations of each ākonga and will centre on creating positive and inclusive relationships, a connectedness and a sense of belonging for all ākonga. The refreshed NZC will also recognise and value the many ways in which ākonga can demonstrate their learning and progress. Through the refresh of the NZ Curriculum disabled identities, cultures,</p>		
--	--	--	--

	languages, histories, knowledges, values, and beliefs will be valued, understood, and represented in ways that are active and positive.		
NCEA Review NCEA Change Programme	<p>New NCEA Level 1 Achievement Standards have been developed to be accessible by design and have been reviewed by the Disability and Learning Support Panel using their quality criteria.</p> <p>New Literacy and Numeracy Te Reo Matatini me Te Pāngarau standards have been developed with accessibility and inclusion in mind. Further work is being undertaken to ensure disabled students and students with learning support needs can participate and succeed in the standards.</p> <p>Resources have been procured for teachers and learning support staff to support more inclusive practice in NCEA with delivery expected first half of 2022.</p> <p>The feedback of disabled students received through the NCEA Review in</p>	The NCEA Change Programme has been rephased to allow an additional year for implementation	On track

	<p>2018 has influenced the development of the NCEA Change Package and the new standards developed as part of those changes. Thousands of people across the country took part in the Review from May to October 2018 and provided feedback in different ways – this included two focus groups with disabled students and disabled students participating in the NCEA Collab’s.</p> <p>Disabled learners have also been included in the development of literacy and numeracy standards through the two pilot opportunities in 2021 and 2022. We ensured that the pilot schools, Kura and tertiary are representative of all NCEA deliverers and learners in New Zealand. We provide all learners participating in the pilot an opportunity to feedback on the standards through anonymous surveys. In the 2021 and 2022 pilot we have ensured that these short surveys include specific questions about equity and inclusion.</p>		
--	---	--	--

<p>LSAP Priority 2</p> <p>Develop School Entry Kete</p>	<p>We are developing a digital kete of research-based diagnostic assessment tools for use by teachers with children on entry to school. The tools focus on important foundational areas to identify both learning strengths and needs to inform appropriate teaching and additional support resources. All tool development and trialling with diverse schools and children is underway with positive results. Three out of five tools are well underway due to prior related projects and the remaining two are making good progress with sector and mana whenua collaboration. Early trial of adapted identity mapping with parents and children with complex needs was highly successful and empowering for both parent and child.</p> <p>Literacy and Communication and Numeracy frameworks are ensuring that progression frameworks are inclusive and give examples of responses from children with diverse learning strengths and needs and</p>		<p>On track – with minimal risks/issues</p>
--	---	--	---

	appropriate next steps, including via assistive technologies.		
LSAP Priority 3 Strengthening Early Intervention	<p>Final report of Phase One Early Intervention Service Evaluation has been received and reviewed.</p> <p>We are continuing to embed He Pikorua, the new practice framework for learning support practitioners. We have designed and trialled a He Pikorua Progress Indicator tool to assess how well a tiered model of integrated supports (within the Learning Support Delivery Model) is embedded in the practice of regional teams who deliver services to children and young people with learning needs, including those with disabilities.</p> <p>First milestone report received from Te Kōhanga Reo National Trust on internal capability building program to support early identification and support of mokopuna with disabilities and learning support needs.</p> <p>Full enrolment (10 places offered) in the first year of a new Massey</p>		On track – with minimal risks/issues

	University endorsement (Korowai Mokopuna) for Kōhanga Kaiako. This is Ministry funded and will support Kaiako working with mokopuna with additional needs.		
LSAP Priority 4 Provide flexible supports and services for neurodiverse children and young people	<p>Literature review on neurodiversity from a te ao Māori perspective, Poipoia ngā ākongā kanorau ā-roro, published and actively distributed to improve evidence base.</p> <p>Inclusive Design Modules were completed by CORE Education. These modules aim to increase the confidence and capability of the education sector in meeting the needs of disabled learners and those with additional learning needs. The development of the modules included stakeholder engagement with disability groups and Whānau with lived experience.</p> <p>In 2021, 16% of LSCs received Tilting the Seesaw training delivered by Autism NZ to better support autistic and neurodiverse learners. As a result of the professional learning and development</p>	Training has been delivered online	On track – with minimal risks/issues

	<p>provided by Autism NZ, Learning Support Coordinators are better able to identify and respond to the needs of ākonga with autism, and to support classroom teachers to recognise and meet their needs.</p> <p>We note that not all neurodiverse learners identify with the term disability. The Ministry sought the voices and perspectives of neurodiverse ākonga, and their whanau and advocates in the development.</p> <p>The Ministry formed a kaitiaki rōpū to guide the development of the modules by CORE Education. The kaitiaki rōpū includes a young person who identifies as neurodiverse, parents, and a range of practitioners, academics, and organisations with focus on neurodiversity, including Autism NZ, FASD-Can, SPELD, and VIPs. The review of the designed modules sought feedback from many networks, which were encouraged to share with the people they thought would have a</p>		
--	--	--	--

	<p>particular interest. The Ministry received a wide range of feedback including Here for Families, and other parents of disabled young people. We also consulted with the Ministry's Youth Advisory Group (YAG) which includes learners who identify as having a disability.</p>		
<p>LSAP Priority 4 Review interventions for students with the highest level of learning support needs</p>	<p>The scope and terms of reference for the Highest Needs Review were approved by Cabinet in September 2021. The purpose of the Highest Needs Review is to ensure that children and young people with the highest needs for learning support achieve their full potential through positive education outcomes by ensuring that they receive the learning supports they need, when they need it, and for as long as they need it.</p> <p>Phase Two engagement with Treaty partners and stakeholders has commenced, including establishment of an Advisory Group. The Ministry has commissioned the Social Wellbeing</p>	<p>Engagement has been extended from December 2021 to March 2022 and an increasing number of engagements are online</p>	<p>On track with minimal risks/issues</p>

	Agency to undertake quantitative analysis and education researchers from Otago University to do a literature review to inform the Review.		
<p>Other actions</p> <p>Continue to grow the Learning Support Network</p>	<p>The Learning Support Network (LSN) aims to build the capability of Learning Support Coordinators (LSCs) teachers and other staff that work with disabled learners. This capability includes identifying learning needs and responding quickly and appropriately.</p> <p>Te Rourou Whai Hua (Learning Support Toolkit), a collection of over 215 curated resources, was completed. Examples of resources on Te Rourou Whai Hua related to disabled learners includes:</p> <ul style="list-style-type: none"> • Knowledge modules: <ul style="list-style-type: none"> ○ Disabled identities ○ Supporting inclusive schools ○ An intro to inclusive education • Webinars: <ul style="list-style-type: none"> ○ Hearing impairment – a lived experience 		On track

	<ul style="list-style-type: none"> ○ Supporting students who are blind or low vision. ○ Assistive technology. <p>Over the last 6 months, the number of LSC members on the LSN has increased from 434 to 504, with total members (including Special Education Needs Coordinators, Resource Teachers Learning and Behaviour, principals, and teacher aides) growing from 2,062 to 2,328. There is feedback from members that the resources available are relevant, timely, and helping them in their day-to-day work with Tamariki, whānau and Kaiako. LSCs are also using the resources to help them with Individual Education Plans (IEPs), staff meetings and professional conversations.</p>		
<p>Other actions</p> <p>Continue to support the Employment Services in Schools pilot (led by MSD)</p>	<p>The Employment Services in Schools (ESIS) pilot has been extended from July to December 2022.</p> <p>The number of disabled ākonga enrolled in ESIS rose from 194 in July to 239 in October 2021. October 2021 data</p>	<p>COVID has impacted on the evaluation and had a marked impact on access particularly in Auckland and Waikato</p>	<p>Off track – but low risks / issues</p>

	<p>shows 63 as NZ Māori, 16 Pacific and 6 Māori/Pacific. The numbers of schools in the pilot rose from 68 in July 2021 to 80 in December 2021, including one Kura.</p> <p>Evaluation commissioned and evaluation partnership group established.</p>		
Reform of Vocational Education	<p>The Unified Funding System (UFS) is a key workstream within the Reform of Vocational Education (ROVE). It involves redesigning funding for tertiary education organisations (TEOs) for provision at levels 3 to 7 (non-degree) on the New Zealand Qualifications Framework.</p> <p>In December, Cabinet agreed the design of the UFS, including the learner component which substantially increases funding to providers that is targeted at supporting all learners, particularly those who traditionally have not been well served by the education system. Learner component funding will be calculated, in part, by enrolments of</p>		On track

	<p>disabled learners at TEOs. Funding per disabled learner is expected to be between \$1100 to \$1300 per equivalent full-time learner (the rate will be finalised in April). More information is available on the Tertiary Education Commission's website.</p> <p>The six Workforce Development Councils (WDCs) were stood up in October 2021. The Workforce Development Councils have functions to address the needs and aspirations of priority learners in the specified industries, including disabled people. In addition, all WDCs have a commitment to give effect to the Tertiary Education Strategy (TES) or relevant parts of it. This means that in performing their functions, WDCs will be considering how they can contribute to equitable outcomes for disabled learners. This will be done as part of the WDC's work in setting industry standards, qualifications, providing industry leadership and advice to the TEC and general advocacy, and in considering</p>		
--	--	--	--

	<p>whether to endorse programmes developed by providers.</p> <p>Te Pūkenga – The New Zealand Institute of Skills and Technology engaged on its proposed operating model and published a summary report which includes a summary of feedback relating to disabled learners. This work has included consideration of the needs of disabled learners in line with the commitment in the Te Pūkenga charter to “work towards equity for learners and staff of different genders, ethnicities, cultures, and abilities”.</p>		
<p>Other actions</p> <p>Code of Practice for the Pastoral Care of Tertiary and International Learners</p>	<p>The Education (Pastoral Care of Tertiary and International Learners) Code of Practice 2021 was published in July. It sets out the expectations that tertiary education organisations and schools enrolling international learners must meet for learners’ wellbeing and safety, including disabled learners. The new code brings together the previous codes for domestic and international learners, and will:</p>		Complete

	<ul style="list-style-type: none"> • make providers more accountable to disabled and other learners, and their families and communities. The code expects tertiary providers to work with disabled and other learners, including in developing, reviewing, and improving their strategic goals, plans and practices • increase transparency for learners about providers' wellbeing structures, strategies, practices, and performances • increase clarity for learners and providers, so everyone understands what expectations learners can have of providers about their wellbeing and safety. 		
<p>Other actions</p> <p>Dispute Resolution Scheme</p>	<p>The legislation for an independent dispute resolution scheme for domestic tertiary learners was introduced in November 2021. In developing the scheme, a representative from the National Disabled Students' Association was involved as an evaluator on the evaluation panel, which recommended</p>		Complete

	<p>the Dispute Resolution Scheme Operator, alongside officials and other external participants. This helped ensure that the appointed operator would be capable of meeting the needs of disabled learners in delivering the scheme to enable full access and participation.</p> <p>The dispute resolution scheme has also been designed, in consultation with disabled learners, to be accessible. This is embedded in the rules of the scheme, with the scheme required to:</p> <ul style="list-style-type: none">• Accept claims in writing or orally.• Provide additional supports where appropriate, including interpretation and advocacy, and refer claimants to other support services they may need, both in making a claim and in resolving the dispute.• Resolve disputes in a way that ensures "ensures that all learners, including disabled learners, can fully access and		
--	---	--	--

	<p>participate in the dispute resolution process”.</p> <ul style="list-style-type: none"> • Allow participants to have an advocate and/or support person/s at the dispute. • Provide information in NZSL and a range of accessible formats and provide annual reporting in a range of accessible formats. 		
<p>Other actions</p> <p>Supporting and engaging with disabled tertiary students</p>	<p>MOE provided a one-off grant of \$32k to support the National Disabled Students’ Association in its first year of operation.</p> <p>MOE supported the development and publication of Whiria Ngā Rau, a framework for progressing from Student Voice to Partnerships. This was an initiative led by leaders of tertiary students’ networks, including the President of the National Disabled Students’ Association, as an offering for the sector to “inspire kōrero about strengthening student voice, building connections, learning from each other, and growing partnerships - with some</p>		On track

	<p>stories and ways of working to make it real.”</p> <p>During the changes of COVID-19 alert levels and the shift to the COVID-19 Protection Framework (‘traffic lights’), representatives of disabled learner networks from the university and polytechnic sectors participated in regular (weekly / fortnightly) meetings convened by the Ministry and including representatives from the New Zealand Qualifications Authority (NZQA) the Tertiary Education Commission (TEC) and the Ministry of Social Development (MSD). This enabled participants to share challenges learners were facing at this time, to ask questions about the sort of supports available, to learn from each other’s experiences about how they were influencing decision-making in their own institutions, and to provide input to policy advice such as vaccine mandates and masks.</p> <p>We partnered with Taurira Pasifika, the tertiary Pacific student association, to</p>		
--	---	--	--

	<p>complete a survey of learners to capture what Pacific tertiary students – including disabled Pacific learners - need to succeed in education. We joined colleagues from the Ministries of Pacific Peoples and Health for discussions with Pacific disabled people on matters such as the roll out of Enabling Good Lives across the motu and the introduction of accessibility legislation; and participated in District Health Board led conversations about the challenges and needs of disabled people during COVID-19.</p>		
<p>Narrative</p>			
<p>Over the July – December 2021 period there have been major milestones achieved in the tertiary education space, including the new Code of Practice for the Pastoral Care of Tertiary and International Learners, decisions on the Unified Funding System, and introduction of the dispute resolution scheme which has been designed to be accessible to disabled students. Agreement to the scope and terms of reference for the Highest Needs Review also represents an important milestone in progressing the Learning Support Action Plan, and this review will be a major focus for the Ministry’s work to improve the learning support system in 2022.</p> <p>We are seeking the views of disabled people on our work and working to ensure that their needs are addressed. In the Curriculum Refresh, we have recognised the need for a more explicit emphasis on the rights of disabled ākonga and are working to emphasise inclusive design from the outset and ensure that disabled ākonga will be able to see themselves within and be specifically represented in the refreshed curriculum.</p>			

<p>Risks/Issues that are impacting or may impact progress and mitigations</p>
<p>The COVID-19 response has impacted on the Ministry’s capacity as well as the capacity of schools and early learning services to implement change. This has resulted in changes to the timeframes for some work programmes. The Ministry worked with Deaf Children NZ Tamariki Turi O Aotearoa on our COVID website content regarding mask use, because of the impact on communication for deaf and hard of hearing children and their whanau.</p>
<p>Impacts on inequities</p>
<p>The Learning Support Action Plan 2019-2025 has a focus on working with Māori to address inequities in access to learning support and ensure that the learning support system supports Māori to achieve success as Māori. For example:</p> <ul style="list-style-type: none"> • The Early Intervention Service Evaluation specifically seeks to understand how effective our process of engagement and support are regarding Māori. These findings will be used to inform practice improvements. • We are seeking to grow our te ao Māori evidence base for effective practices in supporting neurodivergent ākonga and to create strengths-based exemplars from stories of lived experience and te ao Māori understandings of neurodiversity. • We are partnering with the Te Kōhanga Reo National Trust to strengthen learning support for children in kōhanga reo. • The scope of the Highest Needs Review includes children and young people who currently receive individualised supports, those who have an unmet need for individualised supports, and those who are in settings that don’t have equitable access to supports (e.g., because of a lack of culturally aligned supports).
<p>Programme changes based on COVID-19 learnings.</p>
<p>COVID-19 has impacted on the way in which we engage with stakeholders and deliver training and support to educators, with many activities being undertaken fully or partially online. It has also had an impact on timelines</p>

for the Curriculum Refresh and NCEA Change Programme to provide more time for implementation and delayed the development of advice on wrap-around services and learning support under the Early Learning Action Plan.

Next Steps

Key next steps for the Ministry in progressing our work within the Disability Action Plan include:

- **Curriculum, Progress and Achievement:** The bicultural and inclusive curriculum framework is being designed in 2022. We will be testing the draft refreshed Vision for Young People widely, including with disabled ākonga, in early 2022. We are developing a partnership approach to strengthen the voice and participation of the disability sector/community in the Curriculum Refresh, which will include establishing a Te Poutāhū Disability Voice group and a series of ongoing engagement/participation sessions with key disability networks and groups, including disabled ākonga.
- **NCEA Change Programme:** Piloting of new NCEA Level 1 standards in 2022 and 2023. Development of new NCEA Level 2 standards to begin in 2022 with disability and learning support critical perspectives woven into development of standards, assessment and supporting resources. Resources for teachers and learning support staff on UDL and inclusive education pedagogies in NCEA to be made available. Ministry and NZQA to undertake design work to inform decisions on changes to Special Assessment Conditions (SAC) to improve access to NCEA. Further work on ensuring that disabled students are supported in the Literacy and Numeracy | Te Reo Matatini me te Pāngarau standards, with implementation from 2023.
- **LSAP Priority 2:** Continuation of School Entry Kete trialling and development. In-school trialling to commence February 2023. Target go-live date is February 2024.
- **LSAP Priority 4:** Complete phase two engagement on the Highest Needs Review and report back to Cabinet with options and solutions in October 2022.
- **Reform of Vocational Education:** Working collaboratively with disability and Vocational Education and Training (VET) sector stakeholders in 2022 to develop advice about possible additional funding for disabled learners in VET who require higher investments to meet their needs. Implementation of the Unified Funding System from 2023.

DAP Reporting Template – Tertiary Education Commission work plan for improving outcomes for disabled learners in tertiary education - TEC

Name of Agency	Tertiary Education Commission
Name of Work Programme	TEC work plan for improving outcomes for disabled learners in tertiary education
Overall Status	On track
Programme Summary	<p>The combined effect of work under this programme seeks to enable tertiary education organisations and the tertiary sector to better support disabled learners, to greatly improve the access to, participation in, and achievement in, tertiary education for disabled persons.</p> <p>As an outcome of our work, we expect to see increased numbers of disabled people accessing, participating, and achieving in tertiary education.</p>
Alignment	<p>NZ Disability Strategy: This programme of work primarily contributes to Outcome 1 – Education. It also contributes to aspects of Outcome 7 – Choice and Control, through seeking to improve the way disability support services within tertiary organisations respond to and engage with disabled learners; aspects of Outcome 5 – Accessibility, through supporting tertiary organisations to better understand and respond to the access needs of disabled learners; Outcome 6 – Attitudes, through supporting tertiary organisations with best practices guidance and training material to support staff in their interactions with disabled learners; aspects of Outcome 2 – Employment and Economic Security, through working to support the tertiary system to improve work experience opportunities for disabled learners.</p> <p>IMM Making Disability Rights Real Report recommendations:</p>

	<p>Education: Rec 78: TEC’s work programme is strongly focused on more collaborative and inclusive work with disabled people in the design of system improvements. Disabled people are currently leading or heavily involved in work in the programme. Rec 80: The Unified Funding System work (part of ROVE), has a component to address underfunding for learner support in the tertiary sector. Work on this will incorporate co-design with disabled people.</p> <p>The TEC works closely with MOE on all aspects of its work programme, to ensure alignment and to create sustainable pathways across the whole education sector. We are also working with MSD and MOH to understand potential funding and other supports for disabled learners.</p> <p>TEC partners and contracts with peak bodies and representative groups to support our work. These relationships include with the NZ Disabled Students Association, ACHIEVE, Altogether Autism, the NZ Neurodiversity Community of Practice, ADHD NZ and other SMEs across the disability and neurodiversity space.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Capture more data around disabled learners – equity funding reporting. Annual activity	We provided a report to TEO’s, MOE, MOH and other interested parties regarding the use of equity funding for disabled learners in 2020. We published the 2019 and 2020 data reports on the TEC website, so they are publicly available.	Nil now.	On track

	https://www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/equity-funding/monitoring-and-reporting/		
Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme)	We have undertaken a review of the use of the Special Supplementary Grant Funding for supporting disabled learners in special programmes with Te Pūkenga.	Delayed by Covid-related resourcing issues in Te Pūkenga. Hope to progress Dec / Jan 2022.	SSG review is on track – complete Overall work is on Track again
Implementation of a new Disability Action Plan funding requirement for tertiary education organisations (TEO's) (NOTE this is an item we have not previously reported on in this report)	In September the TEC introduced a new Plan requirement related to the creation of disability action plans (DAPs). A DAP is a strategy for changing those practices of tertiary education organisations which might result in discrimination against disabled and neurodiverse people and to improve outcomes for these learners in their education journey. A DAP helps an organisation to identify appropriate practices and offer a blueprint for change. The requirement applies only to those providers receiving over \$5 Million in funding per year, from the TEC, who are submitting a full plan (strategic intent).	Release delayed slightly due Covid-19 delta outbreak.	On track

	<p>TEC is working with smaller providers to understand their support needs and how they can best be enabled to become more disability confident and capable. (We will report on this work going forward).</p> <p>https://www.tec.govt.nz/focus/our-focus/oritetanga-tertiary-success-for-everyone/disability-action-plan-dap/</p>		
Development of Kia Ōrite Toolkit for achieving equity in tertiary education	<p>Toolkit released to the sector in September. Work to develop supporting website and e-learning tools, alongside alternative formats, Te Reo and Pacific language versions is ongoing.</p> <p>https://www.tec.govt.nz/focus/our-focus/oritetanga-tertiary-success-for-everyone/kia-orite-toolkit-for-achieving-equity/</p>	Release and alt formats/language versions delayed slightly due Covid-19 delta outbreak. Overall work on track.	On track
Development of TEC Dyslexia / Neurodiversity Work Programme	<p>Web content covering dyslexia expanded. Work underway to provide similar content on dyscalculia, ADHD, APD and Autism.</p> <p>https://www.tec.govt.nz/focus/our-focus/oritetanga-tertiary-success-for-everyone/neurodiversity-resources/dyslexia-resources/</p>	Delayed by Covid-related resourcing issues and capacity in supporting / contracted agencies	On Track Resources expected by Mid-2022.

<p>Partnering with disability action / peak bodies to access their knowledge in this area and find opportunities for partnership projects to support learners</p>	<p>Have built relationships with Altogether Autism, ADHD NZ, and Dyscalculia experts to develop web content to support tertiary organisations capability.</p> <p>As per last report, Victoria University of Wellington has not progressed implementation of the initiative for university access for people with learning disability due to resourcing demands. They are intending to progress this over summer 21-22, aiming for a 2023 start.</p>	<p>University pilot delayed until 2023 due to ongoing Covid-related resourcing issues.</p>	<p>On Track – Resources expected by Mid-2022.</p> <p>Re-scheduled for 2023 progress, as per University capacity discussions</p>
<p>Narrative</p>			
<p>There continues to be a strong focus on disabled and neurodiverse learners across the education sector. This combined with continuing interest and support from the current Government have ensured TEC is in a good position to support sector capability improvements in this area.</p> <p>We are particularly pleased to have released Kia Ōrite and the associated Disability Action Plan to the sector in September 2021. We look forward to reporting on progress with Kia Ōrite toolkit and progress on the DAPs in our next reports. We would be pleased to provide an in-person update to the Coalition on this work at any stage. More detail on this is included in Next Steps, below.</p>			
<p>Risks/Issues that are impacting or may impact progress and mitigations</p>			
<p>Any changes to Covid-alert levels disrupt the tertiary providers and the disability/neurodiversity focused organisations we work with and reduce their ability to engage on related projects. Repeated level changes or a lockdown could slow progress on work requiring tertiary organisation input, however some work might be able to progress online.</p>			
<p>Impacts on inequities</p>			

The TEC's work programme is focused on longer-term system change, to improve the way the tertiary system supports and enables disabled learners. As a result, there are no immediate impact on inequity that we can report.

Programme changes based on COVID-19 learnings.

No specific changes.

Next Steps

Actions planned for next six months (1 Jan – 30 Jun 2022)	1 July – 31 Dec 2022	Key other actions beyond 12 months (1 Jan 2023 – 30 Jun 2024)
Capture more data around disabled learners via equity funding reporting in 2021 year	Data analysis and consideration of implications for wider TEC work. Yearly reporting on this fund.	Continue data collection project, with focus on determining standardised data collection sets (needs whole of Govt input)
Support TEOs' to develop their Disability Action Plans (applies from 2022 for all providers who get over \$5M TEC funding). First round of DAPs due in July/Aug 2022. Work with TEO's who get under \$5M funding to determine their support needs and how they can evidence best practice to the TEC in their investment plans.	Support TEOs' to develop their Disability Action Plans (applies from 2022 for all providers who get over \$5M TEC funding). First round of DAPs due in July/Aug 2022. Analysis of first round of DAP's and advice / support to sector for 2023 investment year.	Monitoring of DAPs and progress against plans as part of the TEC Investment Plan process. Ongoing provision of advice and support to sector.

Partnering with TEOs to understand how they support disabled learners. (ongoing for life of programme)	Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme)	Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme)
Continue development of Kia Ōrite – alternative formats, web content, Te Reo version, supporting training and resource materials...	Ongoing development and extension of resource as required. NOTE: Kia Ōrite is intended as a living resource that is added to as required. It will become part of the suite of resources TEC uses to support tertiary providers to improve their learner focus.	Ongoing development and extension of resource as required.
TEC Neurodiversity Work Programme - development of additional focused material – Autism, ADHD, Dyscalculia, APD. Material for work-based learning to be developed in partnership with Work bridge.	tbc - to be determined in partnership with the sector and their needs following an evaluation of the uptake of earlier resources.	
University access initiative on hold.	Support Victoria University to progress its access initiative once they have resourcing to enable this.	Pilot and evaluate university access initiative, 2023 - 2024 (funding dependant)

Outcome Two - Employment and Economic Security

DAP Reporting Template – Disability Employment Action Plan (MSD)

Name of Agency	Ministry of Social Development
Name of Work Programme	Working Matters Disability Employment Action Plan
Overall Status	On track
Programme Summary	<p>Working Matters, the Disability Employment Action Plan (Action Plan) aims to help ensure disabled people, including people with health conditions, have an equal opportunity to access quality employment. The Action Plan provides guidance for government agencies and industry (including employers, trainers, regulators, and unions) especially where they are working on employment support initiatives, including COVID-19 economic recovery initiatives.</p> <p>The Core objectives of the Action Plan are to:</p> <ol style="list-style-type: none"> 1. Support people to steer their own employment futures - this includes prioritising pathways for disabled school leavers into employment or training and other career pathways. 2. Back people who want to work and employers with the right support - this includes increasing both employment services and information and support available for employers. 3. Partner with industry to increase good work opportunities for disabled people and people with health conditions - this includes partnering with businesses and

	<p>innovators to grow employment opportunities for people with diverse support needs- e.g., part time or intermittent work as well as creating more inclusive workplaces with the public sector taking a lead.</p>		
Alignment	<p>This Action Plan supports the Disability Strategy and Disability Action Plan (DAP) Outcome Two, employment and Economic Security. The Action Plan is one of several plans under the Government’s Employment Strategy that aims to create a productive, sustainable, and inclusive labour market and which supports the NZ Government’s priority to ensure an inclusive economic recovery from COVID-19.</p> <p>There are 24 initial actions in the Action Plan identified for completion between 2020-2022 by various responsible Government agencies including The Ministry for Social Development (MSD), the Ministry of Education (MOE), the Tertiary Education Commission (TEC), The Ministry of Business, Innovations and Employment (MBIE), the Ministry of Health (MOH), the Public Services Commission (PSC) and the Human Rights Commission (HRC). These actions aim to help disabled people and people with health conditions to participate in employment as they wish, on an equitable basis with others.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions progressed in the period	Note any impacts from COVID-19	Status
A six-monthly monitoring and reporting dashboard for the Employment,	<p>Progress on the Action Plan was reported in the October 2021 dashboard. The plan and dashboards are available on the MSD website - https://www.msd.govt.nz/what-we-can-</p>	n/a	On track or ahead

<p>Education and Training Ministers Group (EETMG)</p>	<p>do/disability-services/disability-employment-action-plan/index.html</p> <p>The Action Plan is a living document and new actions are listed in this dashboard where they address one of the six priority areas and are consistent with the Kaupapa outlined in Working Matters. This dashboard provides an opportunity to showcase progress as well as identify new actions that could be progressed to address the Action Plan priorities alongside Government’s broader work programme.</p>		
<p>Supporting people to steer their own employment futures:</p> <ol style="list-style-type: none"> 1. Positive expectations for disabled school leavers 2. Career pathways at all stages of life and for diverse needs and aspirations 	<p>Pilot run in 5 regions to provide access to employment services to young disabled people while still in schools.</p> <p>The Training Incentive Allowance has been reinstated for Levels 4 to 7 on the New Zealand Qualifications Framework for eligible people, including people receiving the Supported Living Payment (SLP).</p>	<p>n/a</p>	<p>On track or ahead</p>

	<p>Mainstream paid internships have expanded. This service provides supported employment for disabled people who may otherwise find it hard to obtain a job in the open market.</p> <p>A cross-agency 'Education to Employment' package is being developed which will include support for at-risk ākonga, including disabled ākonga.</p>		
<p>Back people who want to work and employers with the right support:</p> <ol style="list-style-type: none"> 1. More and better employment services 	<p>The expanded Flexi-wage subsidy includes access for disabled people and allows placement in part time work.</p> <p>Here Toitū has expanded in 4 regions. This is a dedicated team support service that is led by Kaimanaki (health navigators), with health practitioners supporting health outcomes, and a dedicated MSD Case Manager providing financial and employment support. The expansion forms part of efforts to increase access to integrated employment and health services to support people living with a health condition or disability to improve their wellbeing and take steps towards sustainable employment.</p> <p>Individual Placement and Support (IPS) employment services have expanded in Auckland and Counties Manukau DHB mental health services in partnership</p>	n/a	On track or ahead

<p>2. Information and support for employers</p>	<p>with MSD and the Waitemata DHB IPS prototype has been extended.</p> <p>MSD processes no longer require people to provide medical certificates at fixed review periods. This means a disabled client's health practitioner will have more flexibility to recommend the time between medical reviews.</p> <p>New guidelines on reasonable accommodation and advice on retaining disabled staff are available on the MSD website and through the Lead Toolkit Champions Group.</p> <p>The Lead Work Programme continues to support the Public Sector to be an inclusive employer. Highlights in this period include the launch of the 'We Enable Us' Strategy and Action Plan resources for disabled people in the Public Service.</p> <p>MSD in partnership with employers contracted by MSD and regional partners, is exploring the use of job expos that showcase how employers can support disabled people and people with health conditions.</p>		
<p>Partner with industry to increase good work opportunities for disabled people and</p>	<p>A survey of the public service workforce will tell us more about disabled public servants. This Public Service Commission survey will help Government to understand the diversity of public servants, their</p>	<p>n/a</p>	<p>On track or ahead</p>

<p>people with health conditions:</p> <ol style="list-style-type: none"> 1. Inclusive and well-being enhanced workplaces 2. Innovative labour market support and business development 	<p>experiences, views, and motivation and how to promote diversity and inclusiveness.</p> <p>Promoting phone-based or virtual coaching and pastoral care services (particularly for people who experience mental or emotional distress) such as Puāwaitanga and Te Heke Mai to employers to increase the visibility of these services in the workplace. Packages of promotional material, such as informative posters will be available to stick up in workplaces and ensure employees are aware of support that they are entitled to.</p> <p>Click to Enrol now offers four online services that MSD clients can self-refer to through my MSD. These services assist clients to build their CV, improve their interview skills, become work ready and identify transferable skills. One of these services, 'In-work Online', has a health and wellness module.</p> <p>Flexi-wage-Self-employment is available to MSD clients to start a business part time including for people with part-time work obligations receiving Job Seeker – Health condition and Disability (JS-HCD) or Supported living payment? (SLP). MSD Work brokers and disability advisors can use this tool to assist a</p>		
---	---	--	--

	disabled client who wishes to create a micro business.		
Narrative			
<p>Significant progress has been made on several actions contributing to Working Matters, the Disability Employment Action Plan (Action Plan). This includes supporting disabled people to steer their own employment pathways through improving employment services for disabled people and making steady progress in supporting employers to facilitate inclusive workplaces.</p> <p>The six-monthly monitoring dashboard has provided an opportunity for agencies to identify new actions that help achieve the objectives of the Action Plan, as well as providing a regular review of progress. The value of the Action Plan as a living document has been emphasised through the ongoing context of COVID-19, its impact upon the labour market and the Government's response.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>COVID-19 led to significantly reduced participation rates of disabled jobseekers in employment services for a large portion of 2020 however as of June 2021 work exit rates for both Job Seeker- Work Ready (JS-WR) and Job Seeker- Health Conditions and Disability (JS-HCD) have now returned or exceeded pre-COVID-19 levels.</p>			
Impacts on inequities			
<p>Improving disability data collection remains a priority. More detailed data on participation of disabled people (including, disabled Māori and Pacific Peoples) in employment and in employment related services is key to measuring the impacts on inequities and to improve the targeting of support. A cross-agency group (under the Disability Action Plan) is considering workable data collection definitions to ensure a consistent method for including disability data on administrative systems and there is ongoing work to improve data collection of disabled learners in tertiary education. The 2023 Disability Survey may also assist in addressing these data gaps.</p>			
Programme changes based on COVID-19 learnings.			

The ongoing context of Covid-19 and its impact upon the employment of disabled people, and increased investment in employment has highlighted the value of Working Matters as a living document which can adapt to this context. New actions will continue to be developed as necessary alongside Government's broader work programme, guided by the Kaupapa, and informed by monitoring.

Next Steps

The Working Matters Action Plan will continue to support, monitor, and report on progression of the core priorities of the Action Plan.

Progress on the Action Plan is reported to the Employment, Education and Training Ministers Group in a dashboard format. Further details on the actions contributing to Working Matters will be available in a 2022 Dashboard which will follow the publication of the findings in the June Quarter of the Statistics NZ Household Labour Force Survey (HLFS).

DAP reporting template - Increasing the Employment of Disabled People in the Public Sector, Lead Toolkit (MSD).

Name of Agency	Ministry of Social Development
Name of Work Programme	Lead Toolkit
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>This work aims to increase and maintain the employment of disabled people in the public service. The programme of work includes several streams including:</p> <ul style="list-style-type: none"> • Information sharing. • Resource’s development. • Consistent data recording of HR material. • Supporting disabled people into government internship programmes. • All of Government Employee Led Network development. • Reporting on progress.
Alignment	<p>Aligns with Outcome 2 (Employment).</p> <p>No relevant overlaps. This work has been referenced in the Disability Employment Action Plan.</p>
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Quarterly Lead Toolkit meetings	Completed and ongoing	No impact	On track - with minimal risks/issues
Employment of the Internship co-ordinator	<p>Continuing to support the role of the Internship Co-ordinator. The position title has changed to Internship Relationship Manager as this better reflects the position role. The role of the Internship Co-ordinator is to work across government with all internship programmes and Universities to support disabled students into those internships and support them and their line manager once they have an internship. There are several important lessons learnt from the first year of operation:</p> <ul style="list-style-type: none"> • Disabled students did not see the public service as an employment pathway. 	No impact	On track - with minimal risks/issues

	<ul style="list-style-type: none"> • Disabled students weren't connected to vocational services offered to all students. • The lack of disability awareness and confidence by programme managers • The lack of a consolidated list of internships and graduate programmes. <p>Addressing these issues were an important part of the role of the internship co-ordinator.</p>		
<p>Developing the material for the All of Government Disabled network – We Enable Us.</p>	<p>The Strategic Plan and Action Plan were launched on the 3 December. In implementing the action plan, the following actions have been setup:</p> <ul style="list-style-type: none"> • Monthly meetings of the Working Group. • Establishment of an Accessibility Working group, working in collaboration with Government Property. 	<p>We Enable Us Conference has had to be delayed.</p>	<p>On track - with minimal risks/issues</p>

	<ul style="list-style-type: none"> • Establishing a Conference subcommittee. • Membership of the All of Government Employee Led Governance Group. • Meeting with emerging Disabled Employee Networks to provide advice. • Sharing the Reasonable accommodation policy and guidelines with “We Enable Us” so members could advocate with their agencies to develop a Reasonable Accommodation Policy and guidelines. <p>Ongoing quarterly meetings with the December 3rd meeting launching the Strategic Plan, Action Plan, Dr Rod Carr talking on career progression as a disabled person and each of the workstream leads talking about their activity.</p>		
Revised the Lead Toolkit for all employees.	Completed and published on MSD website.		On track or ahead

Narrative
<p>The Lead Toolkit information is available in HTML. The information has been updated and published. The last Minister’s quarterly report showed the number of Disabled Employee Networks has increased, currently six are in operation with twelve more in development. There has been increased interest in the We Enable Us - All of Government Network, that is, more members are applying to join. The All of Government Employee Led Network has established an accessible working group. One of the issues raised related to flexible workplaces and especially Anchor desks. One of the intersectoral issues is accessible and gender-neutral toilets that take account of different cultures. The Lead Toolkit Quarterly meetings have been working through issues raised regarding access to specialised equipment and government agency’s responsibility for reasonable accommodation.</p> <p>The Internship coordinator has been appointed and has worked hard and established good relationships with Internship Programme leads, Universities and other tertiary institutions and disabled students. MSD shared their reasonable accommodation policy with government agencies. This has been well received and will assist in getting reasonable accommodation policies introduced across the public service. There is still some reticence by some government agencies in introducing a reasonable accommodation policy.</p>
Risks/Issues that are impacting or may impact progress and mitigations
Nil
Impacts on inequities
The information now relates to all employers. The internship programme will assist young disabled students into employment.
Programme changes based on COVID-19 learnings.
<p>Lead Toolkit meetings and All of Government – We Enable Us meetings held via MS teams as this platform is more stable than Zoom and many government agencies don’t have access to Zoom.</p> <p>The We Enable Us conference has had to be delayed.</p>

Next Steps

The programme will continue to provide quarterly Lead Toolkit meetings and the All of Government- We Enable Us meetings via MS Teams. The internship programme will extend to offer opportunities through Local government and DHBs. This will help address the issue of students being reluctant to come to Wellington where many of the core public service internship and graduate programmes are based. Several fully accessible videos will be produced including one on the value of Disabled Employee Led Networks; How assistive technology works in the workplace and support funds and what they cover, and the experience of disabled interns in the public service. A new resource will be developed to outline the importance of viewing disability information as personal information. MSD will work with disabled people across the public service to develop a disability awareness module. This will provide a consistent approach to disability awareness especially an initial module that is shared with all staff and is included in an induction pack.

DAP Reporting Template - National information portal and regional hubs (MSD)

Name of Agency	Ministry of Social Development
Name of Work Programme	National Employment Information and Regional Hubs
Overall Status	
Off track - but low risks/issues	
Programme Summary	<p>This programme of work has a two-fold aim. The first aim is to provide a centralised collection of material including access to advice. This information hub is run through business.govt.nz. Information on the employment of disabled people has been interwoven throughout the information on the website rather as a standalone section. This is consistent with the twin track approach. The website also links to the information on the Lead Toolkit. This information has been changed to refer to all employers and not just employers in the public sector. Phase one has been completed.</p> <p>The second part of the project is the establishment of regional mechanisms to support the employment of disabled people. This project will use existing networks through Chambers of Commerce, Business New Zealand, supported employment services and mainstream services.</p>
Alignment	<p>This work aligns with Outcome 2 of the Disability Strategy, Employment and Economic Security.</p> <p>There are no relevant recommendations from the IMM.</p>

	This activity has been referenced by the Disability Employment Action Plan. We will continue to work with our DPO partners and Ministry of Business Innovation and Employment (MBIE).		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Developing a plan and costings for the establishment of regional hubs.	Visited Nelson region to establish the first hub.	Travel restrictions meant this work was put on hold.	Off track - but low risks/issues
Narrative			
The key outcome from the work has been the development of a single resource that can be accessed by all employers. The information on the MSD Lead Toolkit site will be continually updated and expanded. This will flow through to the business government website.			
Risks/Issues that are impacting or may impact progress and mitigations			
The major risk will be travel restrictions because of the ongoing management of COVID and because of the ill health of the person managing the work, the work has stopped. Before the work is picked up again, it is important to understand the relationship between the NZ Employer Disability Network and these regional hubs. It is important that regional initiatives are not lost.			
Impacts on inequities			
The information will be relevant to all disabled people.			

Programme changes based on COVID-19 learnings.

Regional Hub development delayed due to COVID-19 travel restrictions and resources being prioritised to COVID-19.

Next Steps

Facilitating a meeting between the DPOs and NZ Employer Disability Network to understand the relationship between the NZ Employer Disability Network and the establishment of regional hubs. Once this has been agreed developing the plan in collaboration with the Chamber of Commerce and the DPOs for the establishment of the regional Hubs.

DAP Reporting Template – Replacing Minimum Wage Exemption Templates

December 2021

Name of Agency	Ministry of Social Development
Name of Work Programme	Replacing Minimum Wage Exemption permits
Overall Status	On track – low risks / issues
Programme Summary	Led by MSD and with support from MBIE, this work programme aims to replace Minimum Wage Exemption (MWE) permits which currently enable approximately 900 disabled employees in New Zealand to be paid less than minimum wage on the basis that they are perceived to be less productive due to their disability. The MWE scheme is enabled through Section 8 of the Minimum Wage Act 1983 and officials consider, after consultation with the disability sector, that a Government wage supplement is the only feasible way to replace these permits while protecting existing jobs. Replacing MWE permits with a wage supplement is a government manifesto commitment.
Alignment	This work programme aligns with Outcome 2 of the New Zealand Disability Strategy relating to improved employment outcomes and economic security for disabled people. The work programme also aligns with recommendation 97 of the IMM Making Disability Rights Real 2014 to 2019 Report which recommends taking action to “eliminate minimum wage exemption permits”, as well as Objective 2 of “Working Matters”, the Disability Employment Action Plan, which is to “Back people who want to work and employers with the right support.”
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Testing the wage assessment tool with Business Enterprises	Initial testing has been completed. Noting subsequent iterations of the tool will require further testing.	COVID slowed the testing of the tool given the restrictions on travel therefore further testing was not possible.	Complete
Narrative			
<p>Over the previous 6 months (July 2021 – December 2021), MSD developed a wage assessment tool and trialled it with a Business Enterprise. MSD continues to refine the policy settings required to support the introduction of a supplement. The assessment tool will require further refinement and testing prior to any national implementation. MSD intends that Business Enterprises will use the tool to assess employees holding MWE permits so that the wage supplement can be equitably introduced. Use of the tool by all Business Enterprises, currently using MWEP, will contribute to individual employees currently being paid under the MW to have their wages assessed in a fair and consistent manner and being paid the MW.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>The work on the MWEP has slowed due to COVID and because this project has yet to receive Cabinet approval to be implemented. We continue to work on MWEP.</p> <p>Some business enterprises employing people on MWE permits are opposed to replacing the MWE scheme. Their concerns include:</p>			

- The supplement approach may require additional management and administration costs, which may impact on their ability to operate.
- Some employees may have their financial assistance decreased as a result of earning a higher wage.
- Some employees may find it difficult to manage their finances under the new model.

Mitigations:

- MSD intends that any wage supplement be designed so employees' overall incomes are maintained or increased, even after the abatement of financial assistance resulting from higher hourly earnings. If some employees are worse-off under the proposed supplement approach, MSD is considering whether discretionary mechanisms could be used to disregard all or part of the employee's income for benefit purposes.
- As part of the change, MSD is considering what extra supports could be offered to employees currently on minimum wage exemption permits. We intend for this to include budget advice and help navigating new obligations and understanding and accessing other supports available. These supports may also be made available to disabled people's families/whānau, including how to support a disabled family member with their finances.
- MSD is taking into consideration employers' concerns about the wage supplement approach, including considering one-off financial support for business enterprises to mitigate the risks they have voiced around associated costs for enterprises themselves (such as for increased administration).

Impacts on inequities

MWE permits are inequitable as they allow some people to be paid less than minimum wage because of their disability. This affects approximately 900 disabled employees in New Zealand, some of whom are paid as little as \$1.25 per hour. MSD does not hold detailed data on the demographic breakdown of people with an MWE permit, however, we understand that approximately 15-20% of these employees are Māori. MSD does not have data on the breakdown of Pacific peoples with an MWE permit. MSD estimates that there are slightly more men than women with MWE permits. Very few employees have dependent children although we are aware of a small number who have children and some with student loans.

Programme changes based on COVID-19 learnings.

In the last 6 months, COVID-19 has impacted on the progress of this work programme. This has meant some deliverables have been delayed. Particularly, travel to test the wage assessment tool has been impacted by the inability to meet face-to-face with Business Enterprises.

Next Steps

Over the next 6 months, the Ministry of Social Development will continue to improve the proposal and ensure the data held around Minimum Wage Exemptions remains up to date.

Outcome Three – Health and Wellbeing

DAP Reporting Template – Improving Health Outcomes and Access to Healthcare for Disabled People.

Name of Agency	Ministry of Health
Name of Work Programme	Improve health outcomes - access to quality healthcare for disabled people
Overall Status	
Off track - with significant risks/issues	
Programme Summary	<p>Disabled people often experience poor health, wellbeing and life outcomes and face barriers in accessing healthcare. Data on disability, health status of disabled people and their access to health services is poor. Tāngata and Whānau WHAIKAHA Māori, Pacific disabled people and people with learning/intellectual disabilities have some of the worst health and wellbeing outcomes.</p> <p>The Ministry will work across the health and disability system, including with district health boards (DHBs) to:</p> <ol style="list-style-type: none"> 1. improve access to quality healthcare, including: <ol style="list-style-type: none"> a. implementing disability actions in national health action plans. b. supporting and monitoring DHB action plans.

	<ul style="list-style-type: none"> c. explore options to improve access to healthcare for disabled people, with a focus on people with a learning/intellectual disability. 2. improve disability data and evidence. 3. improve disability awareness and capability of the health workforce.
Alignment	<p>This work programme aligns with the New Zealand Disability Strategy 2016-2026 Outcome 3 (health and wellbeing), Outcome 5 (accessibility) and contributes significantly to Outcome 7 (choice and control).</p> <p>The IMM in their 2019 Making Disability Rights Real Shadow report to the UN Committee on the Rights of Persons with Disabilities made several recommendations under Article 25, health. This included that the Government:</p> <ul style="list-style-type: none"> 1. Reform the Public Health and Disability Act 2000 to introduce provisions to ensure disabled people are meaningfully represented in governance roles across the health and disability system. 2. Advance innovative models of funding for integrated and flexible disability support, and provide adequate resourcing of those models, so that disabled people can enjoy the highest attainable standard of health; including but not limited to, accelerating equitable access nationally to an Enabling Good Lives (EGL) approach. 3. Take definitive action to clarify the expectation on DHBs to provide disability-related supports, particularly in relation to section 22(1)(c) and (d) of the Public Health and Disability Act 2000.

4. implement earlier recommendations of the IMM to address inequalities in life expectancy for disabled people, particularly people with intellectual/learning and psychosocial disabilities.
5. Work with disabled people and their representative organisations to establish a comprehensive health improvement and monitoring programme.
6. Act on the outcomes of Phase 1 and upcoming hearings of the WAI 2575 Health Services and Outcomes Kaupapa Inquiry.
7. Ensure a co-design process with people with psychosocial experiences in the implementation of the recommendations of the He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction and ensure that they are appropriately resourced to carry out this work.

The IMM made several recommendations relating to health in their 2021 report Making Disability Rights Real in a Pandemic. In addition to the recommendations under Article 25 in the Making Disability Rights Real 2014–2019 report, the IMM recommended that the Government:

1. Works with disabled people and their representative organisations to establish a comprehensive understanding of their health experiences and challenges during the COVID-19 emergency and use this information to inform future emergency planning.
2. Ensures health-related information relevant to emergency situations is communicated in a logical, consistent, and accessible manner through more than one mode of communication
3. Contractually requires providers of home-based health and support services to ensure continuity of service for disabled people during emergencies and, in doing so, ensure non-

	<p>discrimination of disabled people and people over 70 years of age employed as care and support workers.</p> <p>4. Ensures clear protocols for personal protective equipment (PPE) use are updated in a timely fashion in response to emerging evidence and community needs</p> <p>5. encourages health professionals to provide reasonable accommodation to disabled people who request flexibility around the use of PPE, particularly people who are Deaf and hard of hearing who find face masks act as a barrier.</p> <p>This work programme aligns with:</p> <ul style="list-style-type: none"> • Improve accessibility (Ministry of Social Development). • supported decision-making guidance (Ministry of Social Development). • System transformation (Ministry of Health, Ministry of Social Development, Ministry of Education). • Disability Employment Action Plan (Ministry of Social Development). • Learning Support Action Plan (Ministry of Education). • Cross-cutting action on disability data. • Health and disability system reforms. • The establishment of the new Ministry for Disabled People (name TBC). 		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status

<p>Work programme scoping including:</p> <ul style="list-style-type: none"> • Problem definition • Defining strategic context and stewardship role. • Identifying key stakeholders and leavers for system stewardship. • Determining priorities. 	<p>COVID-19 and the work stemming from the Health and Disability System Review and decisions on the ongoing transformation of the disability support system have impacted capacity to progress this work in the way we had planned. However considerable opportunities for positive change contributing to this action have arisen and are being progressed with work on the health and disability system reforms and the Patient Profile/National Health Index (PPNHI) project (discussed below).</p>	<p>The COVID-19 response work has caused disruption mainly through staff capacity.</p>	<p>Off track - but low risks/issues</p>
<p>Health system disability data.</p>	<p>PPNHI has been significantly progressed in this reporting period thanks to a series of 10 partnership hui with the disability community spread across our Steering Committee, Disability Data and Access Working Groups.</p>	<p>COVID-19 response work significantly delayed the PPNHI Strategic Logic sessions – but they</p>	<p>On track - with minimal risks/issues</p>

	<p>These sessions have produced:</p> <ul style="list-style-type: none"> • Draft High-Level System Map (step-by-step guide for how the system works). • Draft Strategic Logic Map (detailing the problem, changes needed to solve it and the benefits of doing so). • Draft disability status questions (to identify disabled adults). • Draft Access Profile and review fields (reasonable accommodations). <p>The Project Team have all the required material to complete Phase One on time and are now working with our community partners to refine the draft material and complete the Business Case for Phase Two.</p> <p>Another comprehensive system-wide programme to improve access and use of personal health data is the Hira programme. Hira is the national health information platform to improve access to, and use of, health information for everyone across the health and disability system and will be of considerable assistance to disabled people, family, whānau and āiga carers. It is not a new database but a platform to draw on and access existing information sources. The Hira tranche 1 detailed</p>	<p>are now on track via online hui.</p>	
--	---	---	--

	<p>business case Cabinet endorsement and programme delivery will commence in the next 6 months. We are working with the Data and Digital Directorate to ensure disability and engagement with disabled people continues.</p>		
<p>Health workforce disability awareness and capability</p>	<p>We have identified three key threads required to improve the capability and responsiveness of the health workforce to disabled people:</p> <ul style="list-style-type: none"> • Workforce training standards. • Capability-raising. • Workforce remuneration. <p>We are exploring an opportunity to include disability standards in the workforce regulatory reform programme. This could include the introduction of minimum workforce training standards and ensuring the voices of disabled people are heard when setting other relevant standards. We are exploring opportunities to progress the other two actions listed. Again, the health and disability reforms offer an opportunity for disability and disabled people to be appropriately recognised and part of the new entities and throughout strategy, policy, programmes, and services overall.</p>	<p>Nil</p>	<p>Off track - but low risks/issues</p>

<p>Access to quality healthcare</p>	<p>Implement disability actions in health action plans</p> <p>We continue to work across the Ministry to support colleagues to embed a disability perspective in their work and to collect disability data, engage disabled people and to prepare accessible information in alternate formats.</p> <p>We have also been working with the Transition Unit and colleagues in the Ministry of Health to reinforce that responsibility for improving the health outcomes of disabled people will remain an important responsibility for the health and disability sector. We have provided initial advice about the resourcing and community representation that will be needed to ensure the reformed Ministry of Health and the new health entities are able to deliver on their responsibilities to disabled people.</p>	<p>The COVID-19 response work has caused disruption mainly through staff capacity.</p>	<p>Off track - but low risks/issues</p>
<p>Access to quality healthcare continued</p>	<p>Support and monitor DHB action plans</p> <p>DHBs provide the Ministry with information about how they are improving services for disabled people. Annual DHB planning is in the transition phase of the health and disability reforms. Achieving national consistency for disabled people as a priority equity population is a significant</p>	<p>Work in this space has been impacted by resource constraints, particularly staff being diverted onto other work, including the</p>	<p>Off track - but low risks/issues</p>

	<p>opportunity with the change from 20 autonomous DHBs to Health NZ (a national entity with regional hubs).</p> <p>Health NZ will be responsible for planning and commissioning hospital, primary and community health services.</p>	<p>COVID-19 response work.</p> <p>Our attention is going towards preparation for the reformed health sector, including new agency roles and planning for consistency of services in the new agencies/entities.</p>	
	<p>Explore options to improve access to healthcare for people with an intellectual/learning disability</p> <p><u>Pharmacy</u></p> <p>The Ministry’s pharmacy team has undertaken a literature review of the evidence of harm from the use of medicines by people with an intellectual/learning disability, including which factors contribute to medicine-related harm in this group, and to identify interventions to make medicine use safer to improve health outcomes in people with an intellectual/learning disability.</p> <p>The review identified that the key areas to be addressed are the inappropriate prescribing of</p>	<p>COVID-19 related delays include external organisations responding to the pandemic and lockdowns, and fatigue.</p> <p>In the Pharmacy space, engaging with an external Māori consultancy provider mitigated the effect COVID-19 had on attendance at the</p>	<p>Off track - but low risks/issues</p>

	<p>psychotropic medications, polypharmacy (taking many medicines) and inadequate pain treatment. The literature suggests ways to improve these issues include clinical guidelines which focus on behavioural interventions to resolve challenging behaviours and having regular medication reviews for people with intellectual/learning disabilities.</p> <p><u>Next steps</u></p> <p>It is expected that the Pharmacy Whakamahere programme (the Pharmacy Action Plan 2016-2020 refresh) will undertake engagement hui with consumers, including people with intellectual/learning disabilities and their whānau and carers, to gain an understanding of people's needs from pharmacy services and medicines, and to sense check and verify the literature.</p> <p>It is anticipated that there will be hui with people with intellectual/learning disabilities and their whānau and carers in the first quarter of 2022. From these engagement hui, we expect that themes or focus areas will emerge. Workshops with consumers, pharmacists, other healthcare practitioners will be held to co-design the direction and content of each focus area. The Pharmacy</p>	<p>Māori engagement hui.</p>	
--	--	------------------------------	--

	<p>Whakamahere is scheduled to be published in December 2022.</p> <p>Patient Profile/National Health Index (PPNHI)</p> <p>While PPNHI is chiefly about data, the collection of individualised data on the reasonable accommodations required by disabled people and their family and whānau carers seeking care, will provide health workers with the information they need to provide accessible care.</p> <p>In addition, the collection of review data following appointments will allow the health system to measure whether individual reasonable accommodations listed in Access Profiles are being provided in practice. For example, currently, 60% of appointments successfully provide New Zealand Sign Language Interpreters and 40% successfully provide additional appointment time.</p> <p>This data alone will not improve the accessibility of health services, but it will provide the health system with the information required to target and measure improvements.</p> <p>Health and Disability System reforms</p> <p>We have been engaging within the Ministry of Health and with the Transition Unit to understand</p>		
--	--	--	--

	<p>how equitable health outcomes for disabled people are being built into the reformed health system, where opportunities for improving equitable outcomes are and how to ensure they are provided for.</p>		
Narrative			
<p>Strong progress on the development of the Ministry’s PPNHI Project has the potential to lay the foundation for several Disability Action Plan actions:</p> <ul style="list-style-type: none"> • Data and Evidence: PPNHI would produce several streams of new data that would identify disabled people (including tāngata WHAIKAHA Māori, Pacific, children, women, rural and more) in the National Collections, identify and communicate the reasonable accommodations of individual disabled people and data on to what degree health services are providing those accommodations. This would provide a massive surge in data available on disabled people in the Health System. • Workforce: Workforce capability to respond to Access Profile functions has been identified as a key factor for the long-term success of the Access Profile. This has led to additional scoping work for this action and the identification of at least one opportunity to potentially enhance the capability of the Health Workforce. This work is being progressed separately from PPNHI. • Health Outcomes and Access (Intellectual/Learning Disability): PPNHI is, first and foremost, a data ecosystem. Data ecosystems run on questions, and questions can be a disabling experience for people with cognitive impairments. Recognising this, PPNHI has identified people with cognitive impairments as a priority group. Early scoping suggests that there may be opportunities to explore dedicated interventions for people with learning disabilities in line with PPNHI functionality. • Bodily Integrity/Supported Decision Making: Supported Decision-Making processes have been identified as a key reasonable accommodation for people with cognitive impairments. As such, Access Profile functionality has the potential to be a foundation for future projects which aim to ensure people with 			

cognitive impairments have the support they need to make full, free, and informed choices about their health. This mahi would be separate to PPNHI itself, but potentially in conjunction with any cognitive impairment Kaupapa.

The significant progress made with PPNHI is in large part due to a strong commitment to working in partnership with disabled people, who make up at least 50% of each level of the project and have made significant contributions to this Kaupapa.

We were successful in getting broad engagement across the Ministry on reporting for the Independent Monitoring Mechanism (IMM) as part of the IMM's domestic UNCRPD examination process. This resulted in comprehensive reporting from the Ministry.

Risks/Issues that are impacting or may impact progress and mitigations

Health and disability sector changes over the next 6-12 months will present both risks and opportunities for progress. This work programme is one that will continue to be a responsibility of the new Ministry of Health.

We are continuing work to ensure that equitable health outcomes for disabled people and disability community representation are a priority in the health and disability system reforms and in key direction-setting documents such as the interim Government Policy Statement, as a matter of urgency. While we do not anticipate this becoming a risk, we are approaching equitable health outcomes for disabled people as a key issue for the reformed health and disability system to address.

Resourcing and capacity constraints for translating information into alternate formats continues.

The response to the COVID-19 pandemic continues to impact resourcing and staff capacity.

Impacts on inequities

Māori are more likely than non-Māori to experience higher rates of disability, inequities in life expectancy and rates of amenable mortality (deaths potentially avoidable through health care). This is an important ongoing challenge for the health and disability system. Tāngata WHAIKAHA Māori have some of the worst health outcomes.

Whāia Te Ao Mārama 2018 to 2022: The Māori Disability Action Plan guides the Ministry's response to Māori disabled (tāngata WHAIKAHA) and whānau. Te Ao Mārama is responsible for monitoring and advising on the implementation of Whāia Te Ao Mārama. As Whāia Te Ao Mārama is nearing the end of its current term, consideration needs to turn to development of a new plan. Work is underway to develop a new Faiva Ora Pacific disability plan.

The Ministry has recently entered a new contract with Te Ao Mārama Aotearoa Trust, which supports the implementation of Whāia Te Ao Mārama and is the Ministry's advisory group on issues affecting tāngata WHAIKAHA and whānau WHAIKAHA Māori. The new agreement seeks to build on the established relationship between the disability directorate and the Trust's previous incarnation as the Te Ao Mārama Disability Advisory Group, giving the Trust Tino Rangatiratanga over the way it conducts its roles and providing increased resourcing for the Trust to build grassroots relationships with Iwi and undertake capability and capacity development with tāngata WHAIKAHA Māori communities.

Part One Stage Two of the WAI 2575 Health Services and Outcomes Kaupapa Inquiry is focused on Māori with disabilities. There are currently 50 claims. The first week of hearings for this part of the Inquiry is now expected to be in March 2022. This is an opportunity to review and improve the Ministry's approach to supporting the health and wellbeing of disabled Māori and to ensure equality and non-discrimination for Māori disabled people and their whānau, through equal treatment aligned with the Human Rights Act 1993 and the UNCRPD.

This work programme must take a Te Ao Māori approach. Engagement with Māori, including tāngata and whānau WHAIKAHA Māori, is required in the scoping, development, monitoring, and review of the work programme to ensure that Treaty principles of partnership, participation, and protection are adhered to. This engagement and partnership also need to be prioritised in the health and disability system reforms.

PPNHI

The gathering of a disability status dataset to associate with the National Health Index (NHI) has the potential to significantly improve data inequities. As the NHI already contains a wealth of demographic information, information identifying disabled people will also identify if they are Māori, Pacific, a woman, young or old, rural, or

urban and more. The more information that is associated with the NHI in the future, the more combinations of variables will be able to be analysed. Identifying inequities for these groups will not solve them but identifying and quantifying these challenges is a critical step towards addressing them.

Programme changes based on COVID-19 learnings.

The first week of hearings for the disability phase of the Wai 2575 Kaupapa Inquiry into Health Services and Outcomes has been delayed until March 2022. This is due to the application for a special hearing into the COVID-19 pandemic, which was heard on 6-10 December, the hearing week allocated to Week 1 of the Wai 2575 Inquiry into Health Services and Outcomes.

The national COVID-19 response has, and will continue to, present challenges and opportunities for disabled people and their family, whanau and aiga carers. These will be reported as appropriate.

Next Steps

We would like to:

- Connect the Pharmacy team with the DPO Coalition to discuss the pharmacy engagement hui with you, ahead of those hui taking place.
- Continue preparation for the reformed health sector, including understanding new agency roles and planning for consistency of services in the new agencies/entities.
- Understand the implications of the health and disability system reforms on this work programme.

We will also continue our work to highlight and embed equitable health outcomes and access for disabled people in the reformed health system. Work on the PPHNI project will also continue over the next six months.

Funded family care policy change

This work as completed in 2021 and has been reported on in the previous reporting cycle. Therefore, there is no further work to be undertaken on this project.

DAP Reporting Template - Reduction of the use of segregation and restraint

Name of Agency	Ministry of Health
Name of Work Programme	Seclusion and Restraint (co-lead with Department of Corrections)
Overall Status	
Off track - with significant risks/issues	
Programme Summary	<p>There are longstanding concerns about high and inappropriate use of seclusion and restraint in New Zealand, particularly in prison and mental health service settings, with Māori secluded more than non-Māori.</p> <p>This is a joint work programme with the Department of Corrections/Ara Poutama and each agency reports separately.</p>
Alignment	<p>Programme alignment with Disability Strategy</p> <p>The relevant outcomes in the NZ Disability Strategy for this work programme are: Outcome 3 (health and wellbeing), Outcome 4 (rights protection and justice), Outcome 6 (attitudes), and Outcome 7 (choice and control).</p> <p>Programme alignment with IMM Making Disability Rights Real Report recommendations</p> <p>Seclusion and restraint are one of the top three priority issues in the IMM's third (June 2020) report for urgent action, stating that they continue to be used in secure health and disability facilities, causing significant harm. Of particular concern is the high rates of use for Māori. The IMM recommends that the Government "strengthen</p>

	<p>the commitment to reduction of rates of restraint of persons with disabilities, and the rapid reduction, towards elimination, of use of seclusion in secure health and disability facilities, through robust, achievable and time-bound policies.”</p> <p>In addition, the DPO Coalition evaluation of the work programme status for the Jan-Jun 2020 reporting period notes that the aim to reduce seclusion (solitary confinement) is at odds with the Health Quality and Safety Commission’s (HQSC) Zero Seclusion programme; breaches international law; that some DHB’s have achieved periods of zero seclusion; and for these reasons the aim should be for elimination, not reduction.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Plan the health and disability component of the work programme, agree on priority settings for focus and areas of action	Nil	Work in this space has been impacted by staff resource constraints.	Off track - with significant risks/issues
Engage with DPO Coalition on planning and priorities	Nil	Work in this space has been impacted by staff resource constraints.	Off track - with significant risks/issues

Engage with Corrections on overall work programme	Nil	Work in this space has been impacted by staff resource constraints.	Off track - but low risks/issues
Develop a shared understanding and agreed baseline of practices that constitute seclusion and restraint across sectors	Nil	Work in this space has been impacted by staff resource constraints.	Off track - with significant risks/issues
Narrative			
<p>Resource constraints and other priorities for coordinating the health and disability component of this work programme means that there is minimal progress to report for the period from July-December 2021.</p> <p>The Ministry acknowledges:</p> <ol style="list-style-type: none"> 1) the IMM comments and priority for work on seclusion and restraint in its June 2020 report 2) the Human Rights Commission's December 2020 report Time for a Paradigm Shift - A Follow Up Review of Seclusion and Restraint Practices in New Zealand 3) The comments of the DPO Coalition evaluation of the work programme status. <p>The lack of progress on the stated objectives / actions for the work programme and the comments of the IMM, HRC and DPO Coalition evaluation, results in the overall status option selected.</p> <p>The Ministry of Health has commenced a project to revise the Seclusion under the Mental Health (Compulsory Assessment and Treatment) Act 1992 guidelines. The new guidelines will have a strong focus on reducing and</p>			

eliminating seclusion and restraint under the Mental Health (Compulsory Assessment and Treatment) Act 1992. A member of a disabled people's organisation is part of the working group assisting the Ministry with this work.

Following the recommendations in He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction, the Government launched a programme of work to repeal and replace the Mental Health Act 1992. Public consultation on the discussion document to repeal and replace the Act commenced in October 2021 and the discussion document includes specific questions about the use of, or prohibition of, seclusion, restraint, or other restrictive practices. Policy options for new legislation will be developed and advice provided to the Government by the end of 2022.

New legislation is not scheduled to be introduced prior to 2023 at the earliest, hence the above-mentioned revised guidelines are under the current Act. Officials are working towards ensuring that the new legislation about seclusion and restraint will closely tie in with the United National Convention on the Rights of Persons with disabilities.

Risks/Issues that are impacting or may impact progress and mitigations

Resource constraints (staff) mean that the Ministry has not made the expected progress in coordinating the health and disability component of the work programme and the stated actions in the reporting period. Resourcing and prioritisation are being reviewed to address this.

Health and disability sector changes over the next 6-12 months will present both risks and opportunities for progress. Work on where this work programme sits and is led from after 1 July 2022 (when the health sector changes 'go live') needs to be completed in the next six months.

Impacts on inequities

In mental health services and prison settings, Māori are secluded more than non-Māori. It is important to understand the Māori view of the use of seclusion and restraint and related practices in different settings and the

effect on individuals and whānau. This will help to ensure equality and non-discrimination for tāngata whaikaha Māori and their whānau, through equal treatment aligned with the Human Rights Act 1993 and the CRPD.

Engagement with Māori is required in the scoping, development, monitoring, and review of the work programme to ensure that Treaty principles of partnership, participation, and protection are adhered to.

Programme changes based on COVID-19 learnings.

Nil for this period.

Next Steps

The Ministry of Health will:

- re-engage with Department of Corrections to consider appropriate work programme alignment
- review resourcing for the coordination of the health component of this joint lead work programme
- scope the health components (cross-MOH and DHBs), develop actions and resourcing required
- meet with the DPO Coalition to ensure agreement on the approach
- confirm where in the reformed health and disability system this work programme will sit.

DAP Reporting Template - Repeal and replace the Mental Health Compulsory Assessment and Treatment) Act 1992

Name of Agency	Ministry of Health		
Name of Work Programme	Repeal and Replace the Mental Health (Compulsory Assessment and Treatment) Act 1992		
Overall Status	On track with minimal risks/issues:		
Programme Summary	This work programme seeks to repeal and replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 with legislation aligned to the UNCRPD. While policy development for new legislation is underway, this work programme will also focus on improving the application of the existing legislation in a manner more respecting of human rights and aligned with the UNCRPD.		
Alignment	<p>New legislation developed with respect and protection of human rights at the centre will assist the progression of outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control) from the New Zealand Disability Strategy.</p> <p>This work programme will include consideration of the use of seclusion and restraint practices as part of the policy development for new legislation, which is expected to contribute to, or support, the work programme for reducing the use of seclusion and restraint.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status of Actions

<p>Supporting the progression of a Bill to make initial amendments to the current Mental Health Act including eliminating indefinite treatment orders.</p>	<ul style="list-style-type: none"> • The Mental Health (Compulsory Assessment and Treatment) Amendment Bill received the Royal assent on 29 October 2021 and came into effect on 30 October 2021. • Changes relating to the elimination of indefinite treatment orders will come into effect by Order in Council or two years following the date of Royal assent. 	<p>This action has not been impacted by COVID-19 during this reporting period.</p>	<p>Complete</p>
<p>Supporting the implementation of the changes in the revised Guidelines through education and training and regular engagement with providers and services.</p>	<ul style="list-style-type: none"> • The Ministry of Health is continuing work with Te Pou (national mental health and addiction workforce development centre) on the development of training and education materials. • Te Pou has engaged an advisory group which includes representatives of people with lived experience and Māori to support the development of the training and education tools. • The Ministry continues to meet with Directors of Area Mental Health Services on a quarterly basis. Implementation of the Guidelines is a regular meeting topic. • All new reporting requirements added in the revised Guidelines are now in effect. 	<p>This action has been impacted by COVID-19 during this reporting period.</p>	<p>Approximately a three-month delay in producing the training materials. These were expected to be available by January 2022 but now likely be available in the last quarter of 2021/22.</p>

<p>Revised action following Ministerial decisions:</p> <p>Prepare material papers for public consultation to take place in 2021.</p>	<ul style="list-style-type: none"> • The Mental Health (Compulsory Assessment and Treatment) Amendment Bill received the Royal assent on 29 October 2021 and came into effect on 30 October 2021. • Following publication on the website there was a 12-week public consultation period through to 28 January 2022. • A dedicated webpage on the Ministry of Health website was created. Updates and additional consultation materials were made available (e.g., summary documents, pamphlets in Te Reo and easy read version). • People were able to provide feedback through written submissions (on an online consultation platform or by email) or by attending an open or closed online hui. Some sessions were closed to ensure psychological and/or cultural safety of participants (numbers will be available for the next reporting period). 	<p>COVID-19 impacted the consultation by limiting officials' ability to engage with stakeholders in person. As a result, most of the consultation was undertaken virtually. Where possible, officials created as many opportunities as possible for people to have their say, through a range of channels.</p>	<p>On track.</p>
<p>Narrative</p>			
<p>Initial amendments to the current Mental Health Act, to address pressing issues while the full repeal and replacement is underway, were passed through the Mental Health (Compulsory Assessment and Treatment) Amendment Bill on 29 October 2021. Most amendments came into effect on 30 October 2021. Changes relating to</p>			

the elimination of indefinite treatment orders will come into effect by Order in Council or two years following the date of Royal assent.

The work with Te Pou, one of the national mental health and addiction workforce development centres, to develop new training and education materials to support the implementation of the revised Guidelines has continued. This work, informed by an advisory group, is expected to ensure the materials have proper focus and emphasis on person-centred, human rights-based care, including proper cultural support in the delivery of care under the Mental Health Act. This is expected to be an ongoing piece of work as learning and changing practice is a process over time for practitioners. The Ministry of Health intends to have an ongoing focus on support in this area to ensure practitioners are ready for new legislation in the future.

The Minister of Health directed his Ministry to prepare and initiate a full public consultation process in 2021. The Ministry of Health solicited stakeholder feedback to inform the key topics to include in a discussion document. The Ministry of Health also reviewed and reflected on stakeholder feedback received over many years and as part of various processes and projects to further inform the development of a discussion document.

In October 2021, Cabinet approved the release of a discussion document for public consultation. The discussion document set out the key areas that must be addressed for new mental health legislation. Public consultation opened on 22 October 2021 and closed on 28 January 2022. The discussion document was available in a range of formats, including an easy read format. The consultation approach aimed to maximise opportunities for all voices to be heard, and the Ministry invited feedback through both written submissions and a range of online information and engagement sessions. The Minister of Health is due to report back to Cabinet seeking agreement to policy proposals for new legislation by the end of 2022. The feedback received through the consultation will be analysed by an independent research company and will inform policy recommendations for new legislation. A small group of key stakeholders will be established to assist with refinements to the final policy recommendations.

Risks/Issues that are impacting or may impact progress and mitigations

The main risk related to educating and training practitioners as part of implementing the revised Guidelines is that this is a process that will take time to ensure new ways of working are fully embedded. The Ministry of Health is

working to mitigate the risk by continuing to raise and discuss at quarterly meetings with Directors of Area Mental Health Services, and by progressing and supporting this action as an ongoing programme of work that will be reviewed and monitored. COVID-19 has impacted on the availability of external parties who need to be interviewed for the development of the training materials.

The Ministry of Health is two months into a three-month, full public consultation on the repeal and replacement of the Mental Health Act (consultation closes 28 January 2022). COVID-19 has limited officials' ability to engage with stakeholders in person, with most of the consultation occurring virtually. Risks associated with this were mitigated by creating as many opportunities as possible for people to have their say and using many channels for people to provide feedback. The primary risk to the development of policy recommendations for the full repeal and replacement of the Mental Health Act, is that the feedback received through public consultation may be too broad and wide ranging to effectively narrow the policy recommendations for Cabinet consideration. The Ministry of Health intends to mitigate this risk by establishing a smaller group of key stakeholders to assist with further refining policy options to inform the final recommendations to Government.

Impacts on inequities

The amendments to the current Mental Health Act, including the amendment to eliminate indefinite treatment orders, are expected to support improved equity for Māori and Pacific peoples.

- In 2018 and 2019, almost half of community treatment orders were indefinite treatment orders.
- Māori are 3.5 times more likely than non-Māori to be subject to an indefinite order for compulsory treatment in the community, and 2.8 times more likely to be subject to an indefinite order for compulsory treatment at an inpatient facility.
- Pacific people are 1.3 times more likely to be subject to indefinite community compulsory treatment orders than non-Pacific people, and 0.9 times more likely to be subject to inpatient indefinite compulsory treatment orders than non-Pacific people.

The elimination of indefinite treatment orders will therefore restore access to justice and reduce risk of arbitrary detention and prolonged limits on the right to refuse medical treatment for those Māori and Pacific Peoples currently disproportionately impacted by the existence of indefinite treatment orders.

Māori are approximately 4 times more likely than non-Māori to be subject to compulsory treatment under the Mental Health Act and are more likely to experience seclusion and/or restraint events while under the Mental Health Act. The repeal and replacement of the Mental Health Act is expected to reduce these inequities and improve outcomes for Māori. The discussion document sought feedback on how the legislation could embed Te Tiriti o Waitangi and what else is needed in legislation to support Māori cultural needs.

Programme changes based on COVID-19 learnings

During this reporting period:

- There were no delays in the work to repeal and replace the Mental Health Act, but Covid-19 meant we were required to change our approach to public consultation to primarily virtual consultation.
- There are some small delays to the development of training materials for the guidelines, as mentioned above, due to COVID-19 during this reporting period.

Next Steps

Over the next six months the Ministry will:

- Continue to support the implementation of changes in the revised Guidelines by working with Te Pou to develop education and training materials and continue regular engagement with providers and services.
- Complete public consultation on the repeal and replacement of the Mental Health Act and analyse feedback to inform development of policy proposals to Government.

DAP Reporting Template – Sport New Zealand Disability Plan

Name of Agency	Sport New Zealand
Name of Work Programme	Delivery of the Sport New Zealand Disability Plan
Overall Status	On track or ahead
Programme Summary	The Sport NZ Disability Plan contains ten commitments that help to create quality and equitable play, active recreation, and sport participation opportunities for disabled tamariki and rangatahi, of their choice. The Plan was launched in October 2019 and a Disability Lead was employed by Sport NZ in December 2019. The Disability Plan contributes to the Sport NZ Strategic Plan 2020 / 24 and 2020 / 32, Everybody Active.
Alignment	<p>The Sport NZ Disability Plan contains an outcomes framework for disabled people in play, active recreation and sport which connects the intermediate and long-term outcomes of the plan to the NZ Disability Strategy, Outcome 3 Health and Wellbeing and therefore the Convention of the Rights of Persons with Disabilities, Article 30 and the IMM reporting against their recommendations.</p> <p>Commitment Three of the Sport NZ Disability Plan is to leverage existing cross government (local and national) relationships to promote the value of participation in play, active recreation and sport and influence government policy across disability, health, education, social welfare.</p>
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Continue working with Sport NZ staff, programmes and initiatives, partners, and cross government partners to promote the value of play, active recreation, and sport.</p>	<p>An important component of the Disability Lead role is to empower Sport NZ staff and partners, government, and the wider sector to provide quality and equitable play, active recreation, and sport participation opportunities for disabled tamariki and rangatahi of their choice. The Health Active Learning team at Sport Waitakere have a deaf education school and a special education school that they work with. Sport NZ did a video case study on the training that they provided for all their teachers around inclusion. Through our cross-government partners, I meet with people establishing the new ministry on disability to discuss the importance of play, active recreation, and sport for disabled tamariki and rangatahi.</p>		<p>On track or ahead – this is key ongoing work</p>

Launch the Disability Fund	The contestable Disability Inclusion Fund was launched on the 6 th of September 2021 and closed on the 18 th of October 2021. We received 68 applications totalling \$12.6m for a \$3.6m fund. This will generate work with organisations who received investment and work with organisations we were unable to fund to discuss other options for them to complete their project.		Complete
Invest into Para Fed's, D-Sport and National Disability Sport Organisations	An investment of \$2.1m over three years was made in Para Fed's, D-Sport and National Disability Sport Organisation.		Complete
Presenting at the Metro Local Authority hui	Presentation was made at the Metro Local Authority hui about the Sport NZ Disability Plan and how they can assist as a major provider of play, active recreation, and sport. Many attendees were then involved in the virtual connect and were planning to attend the Disability Hui.		Complete
Sport NZ will host the first Ko au, ko koe, ko		The Disability Hui was planned for October	Off track due to Covid-19 – but low risks / issues

<p>tātou Disability Hui - I am you, you are me, this is us – Together we connect</p>		<p>2021 but was postponed to November 2021 due to Covid-19. In November, the hui was postponed again to February 2022 and an online connect was held in November which was well attended. Please see below for hui plans in 2022 due to Covid-19.</p>	
<p>Narrative</p>			
<p>There are four major achievements made by Sport NZ to date through the delivery of the Sport NZ Disability Plan. They are:</p> <ul style="list-style-type: none"> • Working with Sport NZ staff, programmes and initiatives, partners, and cross government to promote the value of play, active recreation, and sport for disabled tamariki and ranagatahi, continues to be critical to the delivery of the Sport NZ Disability Plan. There are many examples where disabled tamariki and rangatahi have participated in play, active recreation, and sport of their choice through Sport NZ programmes and initiatives e.g., Tu Manawa Aotearoa Fund and our partners e.g., Sport Hawkes Bay. • Increased investment from 1 July 2021 to 30 June 2024 was provided to Para Fed’s, D-Sport and National Disability Sport Organisations. This \$2.1 million investment over three years has provided them with security of Sport NZ investment. In addition to the investment, they now have a direct relationship with Sport NZ to 			

gain advice and support on Sport NZ programmes and initiatives and how they can work with other Sport NZ partners.

- The establishment of the Disability Inclusion Fund will increase the ability of successful applicants to provide quality and equitable play, active recreation, and sport participation opportunities for disabled tamariki and rangatahi. The successful applicants will receive their investment in early 2022 which will enable them to activate their projects.
- With the postponement of the Ko au, ko koe, ko tātou Disability Hui due to Covid-19 in October and again in November, we held a virtual connect to bring many individuals and organisations, who are involved in play, active recreation, and sport with disabled tamariki and rangatahi, together. Those connections will continue to build and strengthen through 2022.

Risks/Issues that are impacting or may impact progress and mitigations

The main risk / issue that may impact on the delivery of the Sport NZ Disability Plan is disruption caused by Covid-19.

Impacts on inequities

The delivery of the Sport NZ Disability Plan is designed to reduce inequities and support disabled tamariki and rangatahi to have quality and equitable play, active recreation, and sport participation opportunities of their choice. We took the learnings from our 2020 scoping project into the development of the Disability Inclusion Fund. The Disability Inclusion Fund therefore had a focus towards intellectual and invisible impairment and inclusionary practices.

Programme changes based on COVID-19 learnings.

The only delay due to Covid-19 was that the in-person Ko au, ko koe, ko tātou Disability Hui was postponed in October, again in November and we have just decided to postpone it again in February. These postponements have been disappointing because the main aim of the Disability Hui was to bring people from a range of

organisations who provide or facilitate play, active recreation, and sport participation opportunities for disabled tamariki and rangatahi, together to network, share and learn from each other.

Due to the hui postponement in November, we had a virtual connect which went well. With the hui postponement in February, we have decided to hold it in October or November of 2022 and hold regular virtual connects until we can meet in person later in the year.

Next Steps

- Continue working with Sport NZ staff, programmes, initiatives, partners, and cross government to promote the value of play, active recreation, and sport for disabled tamariki and rangatahi.
- Work with recipients of Disability Inclusion Fund investment to assist them to activate their projects.
- Work with organisations who did not receive Disability Inclusion Fund investment to investigate other options to deliver their initiatives.
- Monitor the investment into Para Fed's, D-Sport and National Disability Sport Organisations and provide them with a connection to Sport NZ to assist them to provided better services to disabled tamariki and rangatahi.
- Delivery a series of virtual online hui in the lead up to hosting an in-person Ko au, ko koe, ko tātou Disability Hui in October or November of 2022.
- Be involved in the planning for New Zealand to host the 2023 International Symposium of Adapted Physical Activity (ISAPA).
- Start to develop ideas and a plan for this mahi, post the 1st of July 2024.

DAP Reporting Template – Safeguarding Bodily Integrity Rights

Name of Agency	Ministry of Health
Name of Work Programme	Safeguarding bodily integrity rights
Overall Status	
Off track - with significant risks/issues	
Programme Summary	<p>The Ministry is exploring a framework to protect the bodily integrity of disabled people from non-consensual, non-urgent, non-therapeutic interventions and procedures, particularly in relation to sterilisation and abortion services. Little is known about the rate or extent of this in New Zealand.</p> <p>The key areas of focus for this framework are:</p> <ul style="list-style-type: none"> • Legislative safeguards to protect disabled people. • Supportive measures to help disabled people, parents, family, whānau, āiga, carers and health professionals realise disabled people’s rights to legal capacity, supported decision-making, bodily integrity, and health on an equal basis with others. • Health workforce disability training to help health professionals understand some of the complexities involved and to shape attitudes towards disabled people and practice to prevent non-consensual, non-therapeutic interventions and procedures. • Data collection to inform understanding of the rates and extent of bodily integrity violations for disabled people and monitoring of the situation in New Zealand.

<p>Alignment</p>	<p>Aligns with Outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control).</p> <p>A core part of the bodily integrity work programme is the need to support and uphold disabled people’s rights to legal capacity, bodily integrity, and health. This also applies to other Health-led DAP work programmes for example: reducing use of seclusion and restraint (with Corrections); repeal and replacement of the Mental Health Act; improving health outcomes and access to services for disabled people; and enabling disabled people’s choice and control in disability system transformation.</p> <p>The programme aligns with the following IMM report recommendations:</p> <ul style="list-style-type: none"> • Legislation to prohibit the use of sterilisation or any other non-therapeutic medical procedure on disabled children and adults without their prior, fully informed, and free consent. • Improving methods of collecting and reporting on statistics on sterilisation and other non-therapeutic medical procedures in New Zealand, whilst ensuring all data collection is anonymised in such a way to prevent identification. <p>There are several overlaps and alignment with activity elsewhere including:</p> <ul style="list-style-type: none"> • Administration of legislation (e.g., Abortion Legislation Act 2020 and Crimes Act 1961 by Ministry of Justice). • The Law Commission’s review of laws related to adults with impaired decision making. • The Supported Decision-Making DAP work programme (MSD lead).
<p>Progress against Plan for the period</p>	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Complete scope of work programme key deliverables, actions, and milestones.	Ongoing	The COVID-19 response work has caused disruption mainly through staff capacity.	Off track – but low risks / issues
Reconvene the Project Reference Group.	Nil	The COVID-19 response work has caused disruption mainly through staff capacity.	Off track – but low risks / issues
Continue to engage with the DPO Coalition on the work programme.	Ongoing	Nil	On track – with minimal risks / issues
Plan for disabled people’s input to the proposed work on regulatory proposals to support the Director-General with the information collection framework	Ongoing	The COVID-19 response work has caused disruption mainly through staff capacity.	Off track – but low risks / issues

for contraception, sterilisation, and abortion.			
Draft approach to identify disabled people accessing sensitive services and people with cognitive (intellectual/learning) disabilities who access services without sufficient support.	Ongoing	Nil	On track or ahead
Narrative			
<p>Responsibility for the oversight and monitoring of abortion services transferred to the Ministry of Health through the Abortion Legislation Act 2020. In addition, administration of the Contraception, Sterilisation and Abortion Act 1977 has transferred from the Ministry of Justice to the Ministry of Health. Both changes provide an opportunity to support progress on the safeguarding bodily integrity rights through alignment of health services, legislation, information, and monitoring.</p> <p>The Ministry recognises the need to ensure all disabled people, including those with intellectual/learning disabilities, only receive medical procedures when they grant their full, informed consent.</p> <p>The four key elements of the Bodily Integrity Work Programme are data, supported decision making (SDM), Health Workforce training and a legislative ban on non-therapeutic sterilization of people with learning/intellectual disabilities.</p>			

Data: The Ministry developed a draft approach for identifying disabled people accessing sensitive services and people who require support to understand or provide consent for a procedure (such as those with intellectual/learning impairments) as part of work on end-of-life choice, abortion, and sterilisation services. This approach is now being implemented as a part of ongoing work within those workstreams, some of which will be seeking community feedback in 2022. The core of this mahi was modelled on the administrative data approach being developed by the cross-government Disability Data and Evidence Working Group.

Supported Decision Making (SDM): SDM is an important accessibility requirement along with reporting by professionals to clarify the quality of SDM processes. Viewing SDM as an accessibility requirement links it strongly to the Access Profile functions being developed in the Patient Profile and National Health Index (PPNHI) work. If Access Profiles are adopted, this mechanism will lay the groundwork for future targeted mahi to promote accessibility of health services for people with intellectual/learning disabilities including SDM. PPNHI is being developed in partnership with representatives drawn from the DPO Coalition, Te Ao Mārama, Faiva Ora Leadership Group and I. Lead and active kōrero with many other community stakeholders and rightsholders.

Workforce: The Disability Directorate is in discussions with the Health Workforce Directorate about including disability in the upcoming review of Health Workforce regulations. We are in the very early stages of these discussions, but disability has already been identified as a key equity group to focus on within the review.

Legislative Safeguards: There are currently no clear legislative opportunities to prohibit disability-related sterilisation or any other non-therapeutic medical procedure. However, the Ministry of Health will continue to monitor and prepare for this opportunity.

Ongoing resource and time constraints have impacted this workstream in the most recent reporting period. We will continue to seek opportunities to progress the work and will ensure that this is done in genuine partnership with disabled people.

Risks/Issues that are impacting or may impact progress and mitigations

The response to the COVID-19 pandemic continues to impact resourcing and staff capacity.

Health and disability sector changes over the next 6-12 months will present both risks and opportunities for progress. This work programme is one that will continue to be a responsibility of the new Ministry of Health.

Impacts on inequities

Within the disability community, people with learning/intellectual disabilities are recognised as an acutely underserved community. Work to protect this group against bodily integrity abuses contributes towards reducing inequity.

Programme changes based on COVID-19 learnings.

Nil.

Next Steps

Brief outline of next steps including actions planned for period 1 January to 30 June 2022 and longer term.

The Ministry will continue to:

- Weave disability data mechanisms into the implementation of abortion, sterilisation, and end of life choice services.
- Progress PPNHI (including Access Profile functions) in partnership with disabled people.
- Continue discussions to include disability (and especially learning/intellectual disability) in the review of health workforce regulations.
- Monitor for legislative opportunities to prohibit disability-related sterilisation or any other non-therapeutic medical procedure.

Outcome Four – Rights Protection and Justice

DAP Reporting Template – Ministry of Justice Work Programme

Name of Agency	Ministry of Justice
Name of Work Programme	Communication Assistance Quality Framework
Overall Status	
On track with minimal risks or issues	
Programme Summary	<p>The Communication Assistance Quality Framework is used by the Ministry, court staff, and legal and justice sector professionals. It is a new resource designed to support best practise for the operation of the communication assistance service.</p> <p>Communication assistance is a judge-directed service in criminal or civil proceedings where the Evidence Act 2006 applies. Following an application to the court, a communication specialist assesses a participant’s communication ability and provides advice to the court on how to best communicate with the participant to ensure they understand what is happening in court.</p>
Alignment	<p>This programme aligns with outcome four of the Disability Strategy – Rights, Protection and Justice. This programme focusses on protecting rights and ensuring disabled people feel safe, understood, and are treated fairly and equitably by the justice system. It also contributes to the Making Disability Rights Real Report, recommendation 38(i), which is</p>

	focused on increasing an understanding of 'neurodiversity' within the justice system and developing specific cognitive and communicative responses for people with neurological impairments.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Establish new complaints policy regarding the communication assistance service.	A participant, their whānau, or justice sector professionals can make a complaint about the communication assistance service via contacting the provider or the Ministry directly. There is also a mechanism for a Judge or for court staff to raise a complaint about the communication assistance service.	This work programme was not affected by COVID-19.	Complete

<p>Formalised contractual relationship with providers.</p>	<p>The Ministry has formalised its contractual relationship with two communication assistance providers. The contracts enable the providers to invest in workforce development so the communication assistance workforce can grow to meet the increasing demand for the service. The new contracts came into effect from 1 Nov 2021.</p>	<p>This work programme was not affected by COVID-19.</p>	<p>Complete</p>
<p>Training modules for communication assistants.</p>	<p>The Ministry has published online training modules for communication assistants. They support providers to expand the workforce in line with increasing demand for the service. There is a framework which sets</p>	<p>This work programme was not affected by COVID-19.</p>	<p>Complete</p>

	out on-going training deliverables.		
Training modules for lawyers on working within the quality framework.	The Ministry has engaged with the New Zealand Law Society to deliver training for lawyers that will focus on neurodiversity, disability, and alternative communication needs for their clients, and how to work with these clients to ensure they understand the court process.	This work programme was not affected by COVID-19.	On track or ahead
Narrative			
<p>The Service is designed to enhance a participant’s mana by respecting their abilities and contributions, supporting their rangatiratanga (self-determination/autonomy) and through ensuring they are seen, heard, and able to meaningfully participate in court proceedings.</p> <p>Public consultation on Court-appointed Communication Assistance Quality Framework commenced in January and finished in February 2021. The Ministry encouraged the judiciary, legal profession, persons, or organisations with interest in ensuring access to justice for vulnerable witnesses and defendants who are children and/or young</p>			

people and adults who have disabilities, neurodiversity, mental health conditions or experience of trauma, public servants that would be involved in these processes, and providers who are currently, or would be interested in providing communication assistance in the future to provide submissions.

Participants using the service have a complaints mechanism to raise concerns or provide feedback directly to the Ministry or to the service provider. 102 legal professionals responded to our communication assistance surveys during June and July 2021; 94% of judges, 81% of prosecutors and 93% of defence counsel were somewhat satisfied or very satisfied with the service. Judges said that ensuring a clear understanding and active participation are the main benefits of the service. Prosecutors and defence counsel said that the main benefits of communication assistance include a better understanding of the court proceedings for defendants and fairer access to justice for participants.

Risks/Issues that are impacting or may impact progress and mitigations

There are lower rates of use of the communication assistance service in some regions and the Ministry will look to promote use of the service to increase equity. This work is currently on hold due to COVID-19.

Impacts on inequities

The Communication assistance service can help defendants; understand what is happening in court proceedings and give evidence. The service can also assist witnesses to give evidence. This service enables equal access to justice for vulnerable participants as envisaged in Te Tiriti o Waitangi.

Next Steps

The Ministry will release a video to increase awareness and understanding of the communication assistance service in March 2022. The Ministry in collaboration with the New Zealand Law Society will provide communication assistance training to lawyers and police prosecutors in April 2022.

Name of Agency	Ministry of Justice
Name of Work Programme	New Zealand Crime & Victims Survey
Overall Status	
On track – with minimal risks/issues	
Programme Summary	<p>The New Zealand Crime and Victims Survey (NZCVS) provides detailed insights and analysis of crime and victimisation in New Zealand. It contains mostly descriptive statistics and does not include analysis of relationships between variables. This is because the dataset is currently too small to provide meaningful results for this. However, it is hoped that in Cycle Four, the team will be able to produce results for example, it should be possible to look at Samoan people with disabilities.</p> <p>The NZCVS is the most comprehensive source of data on adult (aged 15 and older) victims of crime in Aotearoa New Zealand. Not all crime is reported to Police. Without the survey we would have little reliable information on New Zealanders' experiences with crime. The results from the survey cycles help government agencies to create safer neighbourhoods and communities. More information regarding how the survey is carried out, and the results of the survey, are included at the following link, New Zealand Crime & Victims Survey (NZCVS) New Zealand Ministry of Justice.</p>

	The Office for Disability Issues (ODI) has outlined key findings relating to disabled people from the NZCVS Cycle 3 report, which can be read at, Key findings from the third cycle of the NZ Crime and Victimization Survey - Office for Disability Issues (odi.govt.nz)		
Alignment	The New Zealand Crime and Victims Survey strengthens the intersectional collection and analysis of data about disabled people at risk of violence in order to accurately record, monitor, and reduce violence towards them. This work aligns with the New Zealand Disability Strategy, Outcome Four – Rights, Protection and Justice.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Field work for Cycle 4.	Field work for the 4 th Cycle of the NZCVS was completed in November 2021.	Some areas of the country were affected by Alert Level 3 & 4, which impacted on the volume of interviews that could take place. The target was 8,000 with around 6,200 conducted by the end of field work.	Complete
Preliminary data collection for Cycle 5.	From mid-November 2021, the Ministry began data collection for the 5 th	This work programme is not currently affected by COVID-19.	On track – with minimal risks/issues

	Cycle of the NZCVS which will run through until October 2022.		
Narrative			
<p>A July 2021 study from the University of Auckland has exposed the scale of abuse faced by one of New Zealand's most vulnerable communities, showing violence toward disabled people is much more prevalent than among the rest of the population. The research was presented in two papers published in the American Journal of Preventive Medicine. The statistics in the latest research reflected the Ministry of Justice's crime and victims survey. Adults with a disability were at an elevated risk of experiencing violence and crime during their lifetime.</p> <p>The NZCVS is limited in its ability to undertake two-dimensional analysis (ex. disability + ethnicity, or disability + sexual orientation) as often it results in too small groups and too high margins of error. This is the key reason why we did not analyse the responses of people with disability in more detail (apart from age groups). However, over time we accumulate more observations and increase sample size. We hope that the sample size accumulated after the NZCVS Cycle 4 will allow us to analyse responses from people with disability by core ethnic groups (Europeans, Māori, Pacific peoples, Asian). Provided that these results will not have excessive margin of error we are planning to report them in the Cycle 4 annual report in May-June 2022.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>The NZCVS does not cover adults living outside of residential housing, such as aged-care facilities. More research is needed to gauge the scale of sexual violence against vulnerable people in these contexts, including older people and people with disabilities. A reduction in interviews will increase the margin of error for the New</p>			

Zealand Crime and Victims Survey Cycle 4. The Ministry intends to provide a full-scale report which includes victimisation analysis for disabled people.

Impacts on inequities

The New Zealand Crime and Victims Survey helps inform decision makers of New Zealanders' experiences and perceptions of crime.

Next Steps

The New Zealand Crime and Victims Survey Cycle 4 Annual Report is scheduled to be published in late May 2022; however, this may be revised if there are resourcing issues related to COVID-19.

Name of Agency	Ministry of Justice
Name of Work Programme	Implementing Te Aorerekura (The National Strategy to Eliminate Family Violence and Sexual Violence)
Overall Status	
On track – with minimal risks/issues	
Programme Summary	The Ministry is a member of the Joint Venture for Family Violence and Sexual Violence and hosts the business unit. The cross-government joint venture has been developing new ways of working across government, with iwi and communities, to reduce family violence and sexual violence through an integrated response. The Ministry plays a key role in the response to family violence and sexual violence by administering and implementing the law, providing court services, reducing barriers to justice, and facilitating access to legal, health and social services.
Alignment	Te Aorerekura's Action Plan has actions that are linked to the Disability Strategy and Action Plan and are denoted by 'DS' in Te Aorerekura.
Narrative	Te Aorerekura's Action Plan sets out the Government's framework to drive and unify government action and to harness public support and community action. It is intended to increase public sector accountability by setting out what the Government is

	<p>committing to do and how it will measure and report on progress. More updates will be forthcoming in future reports as there will be new work to report on.</p>
<p>Next Steps</p>	<p>The Ministry of Justice is responsible for implementing Te Aorerekura across everything the Ministry does, and is accountable for two specific actions:</p> <p><u>Shift Three: Towards skilled, culturally competent, and sustainable workforces</u></p> <p>Action Point 15 (linked with 27): Build court workforce Family Violence and Sexual Violence capability (FVSV)</p> <p><u>Shift Five: Towards safe, accessible, and integrated responses</u></p> <p>Action Point 27 (linked with 15): Develop new practice guidelines for supporting participants in FVSV court proceedings.</p> <p>The Ministry’s Family Violence and Sexual Violence multi-year work programme has three work streams which will support the implementation of the action plan deliverables.</p> <ul style="list-style-type: none"> • Workstream one: District Court operating models for FV and SV proceedings • Workstream two: Workforce capability • Workstream three: Data and evidence. <p>This workstream is only just getting underway and it is hoped that there will be more to report in the subsequent DAP progress report.</p>

Name of Agency	Ministry of Justice
Name of Work Programme	Sexual Violence Legislation Act 2021
Overall Status	
On track – with minimal risks/issues	
Programme Summary	The Sexual Violence Legislation Act 2021 received royal assent on 20 December 2021 and will come into effect no later than 2023. The Sexual Violence Legislation Act is designed to amend evidence law and court procedures to reduce the re-traumatisation of complainants of sexual violence experience in the trial process, while maintaining fundamental fair trial rights for defendants. The Act aims to provide all necessary witnesses (including defendants, and whether in sexual cases or otherwise), with communication assistance when giving evidence. Sexual violence complainants will be automatically entitled to give their evidence in alternative ways, for example by pre-recorded video. The Act also mandates appropriate court facilities for sexual violence victims, considering their physical and emotional comfort and safety.
Alignment	This programme aligns with outcome four of the Disability Strategy – Rights protection and Justice. Outcome Four is focused on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system.
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Progress through Parliament.	The Bill received Royal Assent on 20 December 2021.	This work programme is not affected by COVID-19.	Complete
Develop and publicly consult on supporting regulations.	Drafting instructions for new Regulations developed and issued to Parliamentary Counsel.	This work programme is not affected by COVID-19.	On track – with minimal risks/issues
Narrative			
<p>Te Aorerekura (the National Strategy to Eliminate Family Violence and Sexual Violence) outlined that rates of violence against disabled people in Aotearoa New Zealand are much higher than those experienced by the rest of the population. Disabled adults are 52% more likely than non-disabled adults to be sexually assaulted in their lifetime.</p> <p>The Ministry has a Family Violence and Sexual Violence Operational Improvements work programme, which aims to improve the experience of participants in court proceedings. This includes upskilling workforce capability, using data and evidence to inform service delivery, and the overall District Court operating models for Family Violence and Sexual Violence proceedings. The Sexual Violence Legislation Act will help improve the justice response to sexual violence victims, by reducing the sources of unnecessary trauma in court. The Act's changes</p>			

will ultimately improve the trust and confidence complainants have in the court system. These impacts will support more victims, and particularly those who distrust the justice system to come forward and seek justice. The Acts impacts on both complainants and defendant's will not truly be known until the act has been implemented and embedded.

Risks/Issues that are impacting or may impact progress and mitigations

Work to ensure courts can video record cross-examination evidence, both prior to trial and at the trial itself, is complex. The unavoidable constraints of the COVID-19 Protection Framework and supply chain challenges when procuring new technologies will add to the complexity.

Once the Act is fully implemented, it is possible that the first cases adopting some of the more controversial changes will be subject to appeals. It is expected the reforms will be embedded once those appeals are decided.

Impacts on inequities

The Act's impacts, on both complainants and defendants, will be reviewed once the changes have had a chance to be embedded, by then it will be possible to see what the impacts are.

Next Steps

Some changes, including the requirement for judges to intervene in inappropriate questioning, came into force on 21 December 2021. Other changes with more significant operational implications will come into force on 21 December 2022, or by earlier Order-in-Council.

Work is now focused on preparing to implement the latter changes, specifically those supporting alternative ways of giving evidence. This includes developing and consulting on supporting regulations, and continuing to refine technological solutions for capturing, storing, sharing, and editing video evidence.

Name of Agency	Ministry of Justice
Name of Work Programme	Family Court (Supporting Children in Court) Legislation Act 2021
Overall Status	
On track – with minimal risks/issues	
Programme Summary	The Family Court (Supporting Children in Court) Legislation Act received royal assent on 16 August 2021 and comes into force no later than 2023. The Act includes requirements that children involved in care of children proceedings are given reasonable opportunities to participate in decisions affecting them, and that lawyers representing such children are suitably qualified, through their training and experience. The Family Court (Supporting Children in Court) Legislation Act is one element of wider changes underway in the family justice system and aims to enhance the participation of children in the decisions that affect them.
Alignment	This programme aligns with outcome four of the Disability Strategy - Rights, Protection and Justice, which focuses on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system.
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Progress through select committee.	The Bill received Royal Assent on 16 August 2021.	This work programme is not affected by COVID-19.	Complete
Narrative			
<p>This omnibus Act amends the Care of Children Act 2004 and the Family Dispute Resolution Act 2013 to assist in enhancing child wellbeing in care-of-children’s proceedings, both directly and by assisting parents to resolve parenting disputes.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
There are minimal risks that could affect this work programme.			
Impacts on inequities			
<p>An estimated 16,000 children are the subject of Care of Children Act proceedings in the Family Court each year. The legislation responds to the Te Korowai Ture ā-Whānau Report, which found that there was a lack of child participation in the early stages of decisions about their care, reducing their influence and input, and that the benefits of participation to children and to decisions made about them are clear in the academic literature but not adequately reflected in practice. The report showed that people with disabilities face barriers engaging with</p>			

family justice services. It noted that disabled children want to have a say in decisions about their care, but often could not access the support necessary for their full participation. This legislation will help support children, including children with disabilities, to participate in decisions about their care.

Next Steps

The commencement date of the Act is delayed allowing time for completion of a stocktake of appropriate models of child participation, including at Family Dispute Resolution. The stocktake is anticipated to support the implementation of the Act by providing guidance and resources, as well as identifying where further training for family justice professionals is required, to support safe and effective participation by children. One of the focus areas of the analysis is supporting the participation of disabled children. The stocktake is expected to be completed by the end of March 2022 and tools developed ahead of a commencement date by 2023 (including consultation with the Sector). The Act comes into force either two years from the date of Royal assent, or earlier by orders in council.

Name of Agency	Ministry of Justice
Name of Work Programme	Proposals against incitement of hatred and discrimination
Overall Status	
On track or ahead	
Programme Summary	The Royal Commission of Inquiry report into the terrorist attack on Christchurch masjidain was released on 8 December 2020. The report, Ko tō tātou kāinga tēnei, made 44 recommendations covering both national security, and wider social and community matters. One of the report recommendations is for amendments to the Human Rights Act 1993, which address speech that incites hatred. One proposal would look to change the language of the incitement provisions to protect more groups, including those with disabilities.
Alignment	This programme aligns with outcome four of the Disability Strategy – Rights protection and justice, which focusses on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system. The work programme also contributes to outcome three of the Disability Strategy - health and wellbeing.
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Public consultation on six in-principal proposals to clarify and strengthen the law relating to incitement of hatred and discrimination. Proposal one was to extend the groups protected if hatred was incited against them due to a characteristic that they have, such as disability.</p>	<p>Consultation began on 25 June 2021 and ended on 6 August 2021. The Minister is still deciding what will be done about the recommendations related to Hate speech.</p>	<p>This work programme is not affected by COVID-19.</p>	<p>Completed</p>
<p>Narrative</p>			
<p>Public consultation on the proposals against incitement of hatred and discrimination attracted over 19,000 submissions. The Ministry also engaged directly with a wide range of community groups, holding 30 meetings with 290 people across Auckland, Hamilton, Wellington, Christchurch and online. The Ministry met with legal academics who provided in-depth feedback. —Disabled communities we met with represented people living with mental health and distress, neurodiverse communities (predominantly those who are autistic or living with Asperger’s), people from the Deaf/hearing impaired community, and others from a mixture of different disabled communities. The Ministry intends to release a summary of the feedback received following Cabinet decisions.</p>			

Risks/Issues that are impacting or may impact progress and mitigations

There are significant stakeholder expectations and public interest in the proposals. Substantial feedback has been received on the proposals, and next steps are being considered.

Impacts on inequities

N/A

Next Steps

Submissions and engagement feedback have been analysed and advice is being prepared for the Minister's consideration.

Name of Agency	Ministry of Justice
Name of Work Programme	Adoption Law Reform
Overall Status	
On track – with minimal risks/issues	
Programme Summary	The Adoption Law Reform programme involves a comprehensive review and reform of New Zealand’s adoption laws, including the Adoption Act 1955, Adoption (Intercountry) Act 1997 and Adult Adoption Information Act 1985. An objective of this work is to ensure Aotearoa New Zealand meets its relevant international obligations, particularly those under the UN Convention on the Rights of the Child and the Hague Convention on the Protection of Children and Co-operation in Respect of Intercountry Adoption. This also includes international obligations under the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).
Alignment	This programme aligns with outcome four of the Disability Strategy – Rights, protection, and justice, which focusses on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system. This programme also contributes to outcome five of the Disability Strategy – Accessibility.
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Public consultation planning on Adoption in Aotearoa.	<p>Written submissions from the public closed on 31 August, with late submissions accepted until mid-September.</p> <p>The Minister received a briefing on initial policy proposals in December 2021.</p>	The targeted engagement extended into December due to the impacts of the COVID-19 outbreak.	On track – with minimal risks/issues
Narrative			
<p>The Ministry of Justice reached a broad range of stakeholders and has gathered a substantial amount of feedback to inform the analysis of policy options. The Ministry received 271 written submissions and met with 26 individuals and groups. A third-party provider, Martin Jenkins was contracted to engage with individual Māori, Samoan communities, and young people with experience of adoption. The Ministry does not have data on the number of people with disabilities that submitted feedback. The Ministry received two submissions from organisations who advocate for the rights of disabled people: a joint submission from People First NZ and the Donald Beasley Institute, and a submission from Disabled Persons Assembly NZ.</p>			

Risks/Issues that are impacting or may impact progress and mitigations

NO risks were found associated with this project.

Impacts on inequities

Aspects of New Zealand's adoption laws have been found to be discriminatory by the Human Rights Review Tribunal based on age, sex, disability, and marital status. Reform provides a positive impact on inequities by providing an opportunity to ensure adoption laws meet Aotearoa New Zealand's international human rights obligations, including the right to be free from discrimination.

Next Steps

The views gathered in the first round of public consultation will inform policy proposals, and a second round of consultation in mid-2022 will seek further views to inform the reform. The exact timing for reform of adoption laws will depend on the length of the Parliamentary process to debate and pass any reform Bill.

Outcome Five – Accessibility

DAP Reporting Template - Accelerating Accessibility

Name of Agency	Ministry of Social Development
Name of Work Programme	Accelerating Accessibility work programme
Overall Status	
On track/Ahead	
Programme Summary	<p>This work programme is aimed at accelerating accessibility in New Zealand. There are currently barriers to participation in New Zealand society, and these affect disabled people and others with accessibility needs. The outcome sought from this work programme is the creation of a more accessible New Zealand through the prevention and removal of barriers to participation and inclusion. It also attempts to change attitudes around accessibility needs, and to support businesses in adopting accessible practices.</p>
Alignment	<p>The Accelerating Accessibility work programme aligns with Outcome 5 (Accessibility) of the New Zealand Disability Strategy 2016-2026. This work programme also contributes indirectly towards all other outcome areas in the New Zealand Disability Strategy.</p> <p>This work programme also aligns with Article 9 (Accessibility) of the IMM Making Disability Rights Real Report and has links to various recommendations under that report. Accessibility is vital to ensure that disabled people can participate in public life, work, travel, and that they can receive information on an equal basis with others.</p>
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Stakeholder consultation on detailed design of the accessibility legislation, including objectives of the accessibility system, name, function, and powers of the Accessibility Governance Board (name TBD), how the voices of disabled communities can be reflected in the system and how to embed Te Tiriti o Waitangi.	All invites to meet sent out; form (word doc) also sent out; some engagements completed.	Due to COVID, all engagement was online	On track to be completed by early February 2022.
Final policy proposal to Cabinet Social Wellbeing Committee	Yes, completed in this period		Complete

<p>which sought approval to introduce a new legislative framework and system to enable the implementation of accessibility over time.</p>			
<p>In October 2021, the Government announced a new legislative framework and system to be introduced. This will focus on the progressive prevention and removal of barriers to assist disabled people and others to participate and access the same opportunities on an equal basis with others. This was announced alongside</p>	<p>Yes, completed in this period</p>		<p>Complete</p>

the new Ministry for Disabled People (name TBD).			
Narrative			
<p>The Government is committed to introducing an Accessibility for New Zealanders Act to assist disabled people and other New Zealanders with accessibility needs. The Accelerating Accessibility work programme is aligned with this Government Manifesto commitment. In October 2021, the Minister for Disability Issues publicly committed to introducing accessibility legislation in July 2022. The legislation will set out the purpose of the system and state the functions of the new Accessibility Governance Board (name TBD), among other things.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>Risks that may occur include completing the legislation on time due to the complexity of policy work required and engagement fatigue with disabled people given the amount of change underway in this sector (including establishment of the new Ministry for Disabled People).</p> <p>Mitigations:</p> <ul style="list-style-type: none"> • Planning the completion of the legislation with deadlines and timeframes. • Working closely with the establishment unit and others working on the new Ministry. 			
Impacts on inequities			
<p>Since the proposed legislative framework aims to reduce barriers to accessibility, it will assist with addressing the challenges of inequity and disproportionate disadvantage experienced by groups such as tāngata whaikaha Māori, Pacific Peoples, older people, women, and children. The policy work programme arising from the legislative framework should result in proposals that have positive impacts for these groups, e.g., it will support better social and economic wellbeing and outcomes.</p>			
Programme changes based on COVID-19 learnings.			

Although COVID-19 has presented additional challenges for disabled people and other population groups, officials are aware that it has also created unique opportunities to address barriers and improve accessibility in New Zealand, including changes to the way people have accessed services and increased use of technology to provide more flexible ways of working.

Next Steps

Complete stakeholder engagement – early February 2022

Policy report to the Minister for Disability Issues with further detail on policy proposals – February 2022.

Cabinet report back with further detail on policy proposals for the accessibility work programme – to Social Wellbeing Committee by end of March 2022.

DAP Reporting Template - Improving Accessibility Across the Housing Sector

Name of Agency	Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development		
Name of Work Programme	Improve accessibility across the New Zealand housing system		
Overall Status	Off track		
Programme Summary	This work programme aims to increase accessibility across the housing system. In the long term, HUD plans to take a joined-up approach with Kāinga Ora to consider how housing delivered can be used to support the needs of disabled people.		
Alignment	<p>This work programme aligns with:</p> <ul style="list-style-type: none"> • the Aotearoa New Zealand Homelessness Action Plan and the long-term action to improve responses for groups at risk of homelessness, such as disabled people. • the Independent Monitoring Mechanism’s recommendation that housing is a key issue to be addressed for disabled people. • The New Zealand Disability Strategy, Outcome Five – Accessibility. <p>This work also overlaps with Kāinga Ora’s accessibility policy which commits to at least 15% of its new builds meeting universal design principles.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Explore options for incentivising the	Scoping work was started in this area,	COVID-19 delayed the progression of	Off track – but low risks / issues

provision of accessible rental properties.	but it is currently not progressing. as other urgent work has taken priority.	this work for other urgent work.	
--	--	----------------------------------	--

Narrative

Work on exploring options for incentivising the provision of accessible rentals was in the initial scoping stages, however progression has been paused due to other urgent work taking priority. HUD now feels this is not within the main scope of our work and therefore we should be focussing instead of homelessness of young disabled people. This includes work on Rangatahi/young people homelessness and the Emergency Housing system review which are spheres in which disabled people are known to experience poorer outcomes than people without disabilities.

Another significant update in improving accessibility across the New Zealand housing system is the release of the Government Policy Statement on Housing and Urban Development (GPS-HUD). The GPS-HUD released in September 2021 outlines the government’s long-term vision for housing and urban development in Aotearoa New Zealand. This document takes a multi-decade approach to help align the work of both government agencies and the private sector, supporting the housing and urban development system to work toward realising an enduring set of outcomes.

The GPS-HUD emphasises the importance of building houses in Aotearoa New Zealand that are resilient, healthy, universally designed, and accessible. The performance priorities to increase the supply of universally designed and accessible housing alongside the monitoring of standards in universally designed homes is a key achievement for the accessibility work stream. To achieve this, the government will work with disabled people and disability

advocates, iwi and Māori, and industry. The first GPS-HUD Implementation Plan will be released in 2022 with more details on spotlight areas such as accessibility.

HUD is involved in the cross-government programme to increase New Zealand’s resilience to climate change and reduce our emissions. The recently released Emissions Reduction Plan includes chapters on transport and building and construction. HUD also co-led the development of the Planning and Infrastructure chapter, which acknowledges that housing and urban development will need to support accessibility for those living with a disability. As we begin to implement actions in the ERP, government will need to consider possible impacts on the accessibility of our housing and urban areas.

HUD is also co-leading the development of the Homes, Buildings and Places chapter of the National Adaptation Plan (to be published in August). This chapter proposes actions to explore changes to how and where we design and build our homes in the face of a changing climate. All these actions will need to consider impacts on accessibility and ensure distributional impacts on disabled people are mitigated and responded to.

Work towards improving accessibility in the NZ housing system overall is progressing, with developments such as the accessibility content in the GPS-HUD and further responses to at-risk risk groups including disabled people as a cohort being accelerated as part of the 18-month review of the Homelessness Action Plan.

HUD will also continue to work alongside Kāinga Ora and the Ministry of Business, Innovation and Employment (MBIE) in its capacity as lead policy advisor on the building regulatory system to shift regulatory levers in a way that is mindful of the challenges that disabled people in the housing system face.

Risks/Issues that are impacting or may impact progress and mitigations

This work has been delayed due to COVID-19 leading to the prioritisation of other urgent work.

Impacts on inequities

Disabled people, Māori, Pacific peoples and women are population groups with lower rates of homeownership. As such, they are more likely to be tenants in a rental property. It has been found that disabled people who rent are

much less likely to be in a home that meets their needs. A large part of this is because of the legal restrictions preventing tenants from modifying the property, which can make managing a disability difficult. Changes in the Residential Tenancies Act 2020 included the ability for tenants to make minor changes to their rental property (such as installing grab rails) without the landlord's permission. As of 11 February 2022, these changes have been in place for 1 year and are making a difference in shifting this inequity to work towards improved accessibility across the housing system.

It has been identified that disabled people are more at risk of domestic violence. The Residential Tenancies Amendment Act 2020 included provisions to enable victims of family violence to withdraw from a tenancy with only two days' notice. The provisions include a requirement for tenants to provide evidence of family violence with their withdrawal notice. The purpose of these provisions is to free victims of family violence from their legal / financial obligations under the tenancy agreement so that they can leave quickly and seek safety. Final policy decisions on regulations are expected to be considered by Cabinet in 2022. We are mindful that any evidence requirements need to be accessible and culturally appropriate for victims of family violence.

Programme changes based on COVID-19 learnings.

COVID-19 delayed progress in this space as other urgent matters were addressed in the interim. COVID-19 has highlighted that accessible housing that meets the needs of disabled people is essential to keeping in good health and allowing individuals to isolate and maintain social distancing safely at all alert levels.

Information on the Tenancy Services website was last updated in October 2021 to include comprehensive information for tenants and landlords during each of the Alert Levels. General FAQs for landlords and tenants during COVID-19 are also available.

Next Steps

Climate change will impact all New Zealanders – but we know that some New Zealanders will be disproportionately impacted by climate-related repercussions. HUD is involved in the cross-government programme to increase New

Zealand's resilience to climate change and reduce our emissions. HUD also co-led the development of the Planning and Infrastructure chapter, which acknowledges that housing and urban development will need to support accessibility for those living with a disability. As we begin to implement actions from various reports, government will need to consider possible impacts on the accessibility of our housing and urban areas.

HUD is also co-leading the development of the Homes, Buildings and Places chapter of the National Adaptation Plan (to be published in August 2022). This chapter proposes actions to explore changes to how and where we design and build our homes in the face of a changing climate. All these actions will need to consider impacts on accessibility and ensure distributional impacts on disabled people are mitigated and responded to.

Work towards improving accessibility in the NZ housing system overall is progressing, with developments such as the accessibility content in the GPS-HUD and further responses to at-risk risk groups including disabled people as a cohort being accelerated as part of the 18-month review of the Homelessness Action Plan.

Kāinga Ora Accessibility policy is due for formal review in 2022. HUD has signalled it will be at the table for these discussions particularly around universal design targets and understanding what similar policies/targets could mean for Community Housing Providers (non-Kāinga Ora Public Housing).

DAP Reporting Template – Accessibility Work Programme – Kainga Ora – Homes and Communities

Name of Agency	Kāinga Ora – Homes and Communities
Name of Work Programme	Kāinga Ora Accessibility work programme
Overall Status	
On track - with minimal risks/issues	
Programme Summary	<p>The Kāinga Ora Accessibility work programme has three key components:</p> <ul style="list-style-type: none"> • Increasing the number of our public housing homes that meet universal design standards. • Developing modifications and retrofit programmes for our existing properties. • Improving the information, we have about our customers’ needs and the accessibility of our properties.
Alignment	<p>The Kāinga Ora Accessibility work programme aligns with the New Zealand Disability Strategy’s Outcome 5: Accessibility. It also aligns with contributing to the IMM Making Disability Rights Real Report’s recommendations 25, 27, and 28.</p> <p>The Kāinga Ora Accessibility work programme overlaps or aligns with these other external programmes:</p> <ul style="list-style-type: none"> • MSD’s Accelerating Accessibility programme. • MSD Office for Seniors’ He Oranga Kaumatua Better Later Lives Strategy 2019-2034.

	<ul style="list-style-type: none"> • Human Rights Commission’s Decent Home Guidelines. • Ministry of Health’s Healthy Aging Strategy. • Ministry of Health’s Enabling Good Lives transformational programme. • Auckland Council’s initiative: “Age Friendly Auckland”. • New Zealand Green Building Council Homestar Programme. <p>Kāinga Ora also acknowledges the announcement from the Government in late 2021 about the creation and establishment of the new Ministry for Disabled People (the new Ministry) and going forward all activity associated with the Kāinga Ora Accessibility Work Programme will be aligned and consistent with the principles and direction of the new Ministry.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions that were planned for the period	Actions that were planned for the period	Actions that were planned for the period
<p>Stakeholder engagement</p> <ul style="list-style-type: none"> • We continue to engage with stakeholders and confirm our stakeholder engagement approach. 	<ul style="list-style-type: none"> • We continue to engage with stakeholders and implement our stakeholder engagement approach. • Specifically, over the preceding 6 months to December 2021, we have engaged with the following entities and 	<p>COVID-19 has affected the way we engage with our stakeholders with all communication and engagement being undertaken during</p>	<p>On track or ahead</p>

	<p>organisations around a wide range of housing accessibility and disability support topics associated with the implementation of our Policy:</p> <ul style="list-style-type: none"> ○ Disability Rights Commissioner. ○ CCS Disability Action. ○ Life mark. ○ Barrier Free Trust. ○ Disability Connect. ○ Community Housing Collective. ○ Be. Lab. ○ Taikura Trust. ○ National Pacific Disability Community Fono. ○ Office for Disability Issues. ○ ACC and Ministry of Health (see also Modifications later in the report). ○ The Independent Monitoring Mechanism and Ministerial Leadership 	<p>this reporting period being held virtually.</p>	
--	---	--	--

	Group's June 2021 meeting.		
Improving information about our customers' needs.	<ul style="list-style-type: none"> ● Note that the actions, and the Customer Programme as a whole, is ongoing and the general programme update provided in the previous DAP Report remains current for this period. ● Some key points to note about the mahi underway through our customer programme include: <ul style="list-style-type: none"> ○ We are redesigning our services and how we operate, to ensure we are meeting more of the needs of our customers. ○ We have reduced our portfolio sizes, which ensures our people have more time for our customers 	Covid-19 has not impacted this work during this six-month reporting period.	On track - with minimal risks/issues

	<p>and can build stronger, trusting relationships.</p> <ul style="list-style-type: none">○ We have committed to increased engagement with potential customers to understand what's important for them when deciding about the right fit for a home and community.○ We have adopted a new placement service 'Suitable home and right support'. This service aims to build an understanding of new and existing customers' housing and personal support needs to ensure that the property is a suitable match to support the customer and their whānau to sustain a tenancy.		
--	---	--	--

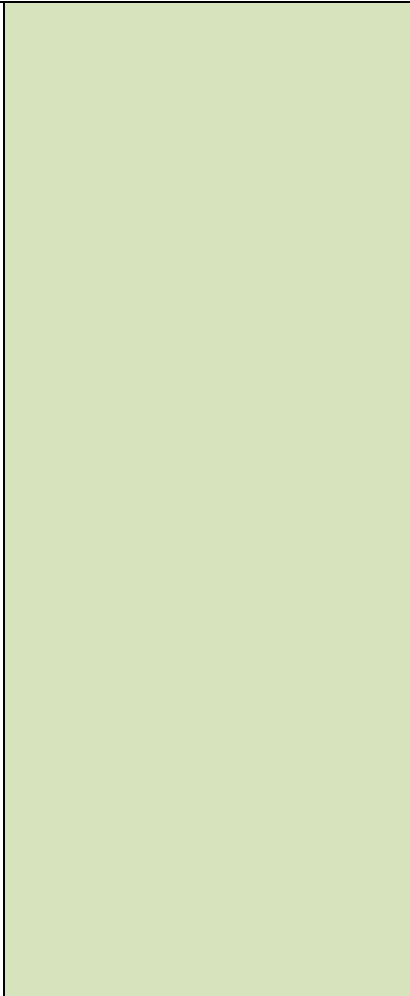
<p>Performance requirements</p> <ul style="list-style-type: none"> Review performance requirements for new build properties considering Accessibility Policy. 	<ul style="list-style-type: none"> Kāinga Ora has defined the design standards required for a dwelling to be classified as meeting the Accessibility Policy commitments in relation to full universal design and accessible design categories as it applies to Kāinga Ora. As part of continuous improvement opportunities, the indicators required to be met to comply with full universal design and accessible design have been expanded on. This ensures that the level of customer amenity required is being met while also being suitable for the typologies that we are currently building. A review of the current Kāinga Ora standard plan/multi-proof suite against the full universal design and accessible category 	<p>Covid-19 has not impacted this work during this six-month reporting period.</p>	<p>On track or ahead</p>
--	--	--	---------------------------------

	<p>requirements has been completed. Work is underway to best utilise standardisation of plans to support full universal design objectives.</p> <ul style="list-style-type: none"> • A cultural sensitivity in design review has been completed. The recommendations within the report will be thoroughly considered to allow for homes to be fit for purpose both from a cultural perspective, namely Māori and Pasifika, and the perspective of lived experiences of whānau/aiga with disabilities. 		
<p>Asset data</p> <ul style="list-style-type: none"> • Collecting of asset information about accessibility features within Kāinga Ora systems. 	<ul style="list-style-type: none"> • We continue to record full universal design and accessible housing standards under the property features within the internal Kāinga Ora asset management system. 	<p>Covid-19 has not impacted this work during this six-month reporting period.</p>	<p>On track or ahead</p>

	<ul style="list-style-type: none"> We are continuing to communicate internally about the changes to the asset management system and associated processes. 		
<p>'At least 15%' target.</p> <ul style="list-style-type: none"> We continue recording against the 'at least 15% target' and monitoring and reporting of the target within Kāinga Ora systems. 	<ul style="list-style-type: none"> We are tracking our projects due for delivery in 2021/22 and are making progress towards meeting our initial target of at-least 15% of public housing new builds meeting full universal design. We include as many universally designed features as we can in our homes but factors such as site typology don't always allow for property designs that meet full universal design, and we need to make good use of our available land to deliver as many homes as possible. 	<p>Covid-19 has not impacted this work during this six-month reporting period.</p>	<p>On track - with minimal risks/issues</p>
<p>Modifications</p>	<ul style="list-style-type: none"> As of July 2021, around 4,500 Kāinga Ora homes have been 	<p>Covid-19 has not impacted this work</p>	<p>On track - with minimal risks/issues</p>

<ul style="list-style-type: none"> • We have continued work on internal data systems to improve information on our existing homes and their modifications attributes and status. • Kāinga Ora, Ministry of Health (MOH) Ministry of Social Development (MSD) and the accident compensation corporation (ACC) have established a joint cross government initiative specifically to identify how to streamline and simplify the existing processes to support our customers/clients who need housing modifications. • Kāinga Ora will be leading this work on 	<p>modified to meet customers' needs. We are continuing to survey our properties and work on our internal data systems.</p> <ul style="list-style-type: none"> • In July 2021, the Kāinga Ora Principal Advisor - Accessibility met separately with the newly appointed ACC Lead Advisor – Disability, and the Ministry of Health's Operational Performance Portfolio Manager to continue progressing the existing modifications commitments and ways forward. • After these initial discussions, it was unanimously determined by those involved from Kāinga Ora, ACC and MOH who were involved in these discussions that a comprehensive process improvement initiative directly targeting changes to housing modifications should be 	<p>during this six-month reporting period.</p>	
--	---	--	--

<p>behalf of the joint cross-government group.</p>	<p>commenced in order to benefit all Kāinga Ora customers regardless of which funding provider they are allocated to e.g., ACC or Ministry of Health.</p> <ul style="list-style-type: none"> • A meeting was held in November 2021 with all key cross-government representatives present (Kāinga Ora, ACC, MOH, MSD, Accessible, and Enable) to introduce this joint initiative and propose holding a facilitated process improvement workshop in early 2022 to identify opportunities for improving current processes and identifying and removing the inequities that exist for customers. 		
<p>Retrofit and accessibility</p> <ul style="list-style-type: none"> • We are continuing to run a pilot to discover what the costs and 	<ul style="list-style-type: none"> • Work has continued as planned for the period 1 July to 31 December 2021. 	<p>Covid-19 has caused some residual slowness around the pilot's progress, because of the</p>	<p>On track - with minimal risks/issues</p>

<p>other implications are of a retrofit programme and will use that to set a target in future.</p>	<ul style="list-style-type: none"> • As part of the Retrofit Pilot, a revised scoping document was developed which specifically incorporates accessibility elements. • We are currently in the process of evaluating the effectiveness of the retrofit pilot. 	<p>necessity of entering people’s homes and moving people to facilitate the works. Concerns about transmission of the virus to vulnerable people and reluctance of tenants to meet with staff face to face has slowed down the works. Additionally, threats to the supply of critical building materials (and escalating costs) make works more challenging to progress.</p>	
<p>Narrative</p>			

In addition to the progress, we have made on the different parts of our accessibility work programme, we have developed a comprehensive work programme to address other accessibility initiatives outside of the Accessibility Policy. For example, we have been:

- Canvassing our workforce to determine the number of our people who are part of the Disability Community.
- Working to implement the MSD Lead-Tool Kit.
- Promoting accessible format communications as per our requirements under the all-of-government Accessibility Charter.
- Starting work to build internal capability around disability awareness and responsiveness.

Risks/Issues that are impacting or may impact progress and mitigations

As we continue to progress our accessibility work programme over the long-term, potential risks around resourcing and funding may arise. Kāinga Ora will continue to monitor these risks as work continues.

Impacts on inequities

- We acknowledge the proportion of Māori and Pasifika families in our homes in general, and those Māori and Pasifika families with disabled family members.
- As we have noted elsewhere in this report, we have completed a cultural sensitivities design review, that looked at our new build standards and design requirements from a cultural perspective, namely Māori and Pasifika, to ensure that we understand any cultural considerations and/or impacts. This review also included considerations relating to the lived experiences of tāngata WHAIKAHA an pacific people with disabilities.

Programme changes based on COVID-19 learnings.

- We have not made any substantive programme changes because of Covid-19 during the 1 July–31 December 2021 reporting period, although we have altered the predominant method of communication with our stakeholders moving from face-to-face engagement to an “online” virtual format.

Next Steps

1 January–30 June 2022

- Lead the cross-government housing modifications process improvement initiative with our partners, ACC, MSD and MOH (and their national suppliers, Access-able and Enable) to simplify and improve the current process for housing modifications for our customers. We have invited customers from across the country to participate in this hui.
- Commence a comprehensive review of the current Kāinga Ora Accessibility Policy and identify areas for improvement and focus on the next iteration of the policy.
- Prepare for the Accessibility Symposium(s), which will be more regionally focused.
- Report our performance against the 15% target of Kāinga Ora public housing new builds meeting our full universal design standards as part of our annual report and Statement of Performance Expectations.
- Continue implementing our agreed performance requirements for universal design.
- Continue working to better understand the needs of our customers.
- Progress work on the Supported Housing Plan to address outcome two “**meet the individual needs of customers – specialised solutions**” of the Accessibility Policy.

DAP Reporting Template – Better Later Life, He Oranga Kaumatua

Name of Agency	Office for Seniors
Name of Work Programmes	Better Later Life – He Oranga Kaumātua Strategy and Action Plan
Overall Status	
On track/Or Ahead	
Programme Summary	<p>Better Later Life - He Oranga Kaumātua is the Government’s strategy for ensuring New Zealanders can lead valued, connected and fulfilling lives as they age. The Action Plan He Mahere Hohenga setting out the Government’s priorities for delivering the Better Later Life - He Oranga Kaumātua strategy through to 2024 was launched on 30 September 2021.</p> <p>The three priority areas in the Action Plan He Mahere Hohenga are:</p> <ul style="list-style-type: none"> • Employment – supporting older workers to use their skills and experience, and facilitating the development of a resilient, multigenerational workforce. • Housing – providing a wide range of safe, secure, and affordable housing options that meet the needs of older people; and • Digital inclusion – ensuring older people have the chance to embrace technology as the world moves increasingly online and to make sure those who are not online are not left behind and can easily fulfil their day-to-day needs.
Alignment	The Better Later Life – He Oranga Kaumatua Strategy and Action Plan align with Outcome Three, Health and wellbeing under the DAP.

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Launch Better Later Life – He Oranga Kaumatua Action Plan	The Action Plan He Mahere Hohenga was launched on 30 September 2021.		Complete
Narrative			
<p><u>Better Later Life – He Oranga Kaumātua Action Plan He Mahere Hohenga</u></p> <p>The 35 actions set out in The Mahere Hohenga are at different stages of implementation, with some advanced to a significant degree and others being scoped for further work. Significant progress was made on the following actions in the July to December 2021 period:</p> <ul style="list-style-type: none"> • ‘publishing age friendly guidelines for local authorities’ <ul style="list-style-type: none"> ○ The Age friendly urban places resource (a technical resource targeted at local and central government urban planning practice to help improve outcomes for older people) was published on the Office for Seniors website in October 2021. • ‘improving reporting on employment of older workers in the public service’ <ul style="list-style-type: none"> ○ The 2021 ‘Workforce Data’, which includes information collected in the inaugural Public Service Census, was published on 7 December. ○ The annual workforce data provides a snapshot of trends in the Public Service workforce. It includes staff numbers broken down by, age, gender, ethnicity, occupation, salaries and pay gaps. 			

- Key findings in relation to the age profile of the public service were that: the average age of the Public Service workforce as of 30 June 2021 was 44.0 years, the proportion of the Public Service workforce that is 55 years or older is 23.5% (compared to 24% in the overall New Zealand labour force) and the ageing of the workforce has slowed.

Risks/Issues that are impacting or may impact progress and mitigations

We anticipate minimal risks/issues to impact on delivery of the above work programmes in the next six months, though we note that the COVID-19 pandemic continues to evolve and create unpredictability.

Impacts on inequities

Not stated.

Programme changes based on COVID-19 learnings.

Next Steps

Better Later Life – He Oranga Kaumātua Action Plan He Mahere Hohenga

We will report any significant progress on the 35 actions in the next report on progress towards the Disability Action Plan.

We expect to be able to report significant progress on all actions in the first formal Action Plan and Outcomes report due to government in 2023.

Name of Agency	Office for Seniors		
Name of Work Programmes	Age Friendly Aotearoa New Zealand		
Overall Status	On track – with minimal risks/issues		
Programme Summary	<p>The Age friendly Aotearoa New Zealand programme provides guidance and support for communities that are exploring or committed to becoming age friendly.</p> <p>It supports the vision of the Better Later Life He Oranga Kaumātua 2019 to 2034 strategy, which is “Kia noho ora tonu ngā kaumātua – Older New Zealanders lead valued, connected and fulfilling lives.”</p>		
Alignment	The Age Friendly Aotearoa New Zealand programme aligns with the Accessibility outcome area under the DAP.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Funding for age friendly communities	8 funding applications		Complete

	approved in October 2021		
Age Friendly Urban Places resource	The Age Friendly Urban Places resource was published online in November 2021		Complete
Age friendly Aotearoa New Zealand Network	Terms of Reference for an Age friendly Aotearoa New Zealand Network and network established		Complete
Age friendly Aotearoa New Zealand Programme Plan	Age friendly Aotearoa New Zealand Programme Plan 2022 to 2025 completed		Complete

Narrative

Funding for age friendly communities

The Office's Age friendly fund supports communities to become age friendly. The fund targets projects that promote the inclusion and contribution of older people in community life and/or support a community to prepare for an ageing population. We have one funding round each year.

In October 2021 we approved the following 8 applications from across the country:

- Timaru District Council
- Whanganui District Council
- Mackenzie District Council
- Kawerau and District Ageing in Place
- Kapiti Coast District Council
- Foto Iwi Charitable Trust
- Te Hau Awhiowhio O Otangarei
- HBH Senior Living

Age Friendly Urban Places resource

The Office developed an Age friendly Urban Places resource (Age Friendly Urban Places) to guide local councils, urban planners, and designers to create urban environments that enable the participation and inclusion of older people in their communities. In particular, the Age friendly Urban Places resource enables local councils to respond to the needs of an ageing population as part of implementing the government's National Policy Statement on Urban Development (NPS-UD). The Age Friendly Urban Places resource was published online in November 2021.

Age friendly Urban Places was developed with input from a range of people including academics, local council staff, planners, urban designers, older people, and Māori. It provides information about:

- Age friendly Streets and Spaces
- Accessibility and Movement
- Housing
- Community Connections.

Age friendly Aotearoa New Zealand Network

In 2021, the Office developed Terms of Reference for an Age friendly Aotearoa New Zealand Network (the Network) with input from stakeholders at local councils and the Age friendly Expert Advisory Group.

The Network's purpose is to create a community of practice for those leading Age friendly strategies or implementing age friendly plans across Aotearoa New Zealand. The Network will be particularly targeted towards supporting local council staff and others leading Age friendly plans in communities.

In September 2021, the Office invited expressions of interest in joining the Network and the first meeting was held in November 2021 to establish the Network.

Age friendly Aotearoa New Zealand Programme Plan 2022 to 2025

The first programme plan for the Age friendly Aotearoa New Zealand programme ran from 2018 to 2021. The actions of this plan have been implemented and the programme plan was updated at the end of 2021 to set the direction of the programme for the next three years.

Risks/Issues that are impacting or may impact progress and mitigations

Impacts on inequities

Programme changes based on COVID-19 learnings.

Next Steps

Funding for age friendly communities

The next funding round will take place in the second half of 2022.

Age Friendly Urban Places resource

We will continue to raise awareness and advocate for the needs of an ageing population in urban and housing development policy and place-making programmes across government and with communities.

Age friendly Aotearoa New Zealand Network

A plan for online events for the Network is being developed for 2022 in partnership with members and the Terms of Reference will be reviewed in October 2022, once the Network has been running for 12 months.

Age friendly Aotearoa New Zealand Programme Plan 2022 to 2025

Key projects identified for implementation will be progressed including:

- publishing case studies of community age friendly projects online and continuing to promote the age friendly programme on social media and through other channels
- identifying ways to better enable Kaupapa Māori approaches to 'age friendly' as well as culturally appropriate ways to enable ethnic communities to implement age friendly projects
- developing a research agenda for Age friendly in New Zealand
- strengthening the programme's work to advocate for and contribute to central government policy that enables national and local age friendly action

DAP Reporting Template – Accessibility Charter

Name of Agency	Ministry of Social Development
Name of Work Programme	Accessibility Charter
Overall Status	
On Track with Minimal Risks	
Programme Summary	The programme aims to increase the accessibility of information and services available to the New Zealand public. The Accessibility Charter which is signed by the 40 government agencies; 2 Local Government Agency and 3 DHB plus some 4 other agencies provides a mechanism to drive the commitment to accessible information. Progress is monitored and reported to the Minister every six months
Alignment	<p>This work is aligned with Outcome 5 – Accessibility</p> <p>Recommendation 8 calls for the establishment of an advisory group to advise on accessible information production best practice. Attendance at a monthly zoom meeting by the DPOs will assist with meeting this recommendation.</p> <p>This work is coordinated with our partners- The Department of Internal Affairs (DIA); Association of Blind Citizens; People First and Deaf Aotearoa. During the COVID-19 pandemic we worked with and continue to work with DPMC, Ministry of Health and MBIE. The number and amount of work per agency continues to increase. However, the need to get alternate formats produced about COVID-19 to the disabled community has meant that some work has had to be delayed.</p>

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Monthly delivery of training on Accessibility including Alternate formats, web standards and how the government agencies can implement the accessibility charter.	Delivered and will continue to be delivered. Based on feedback the training will be updated	Delivered via zoom	On track or ahead
Quarterly Champions Group (These are IT and Comms leads within government agencies)	Very successful first meeting	Increase in COVID-19 work has meant that further meetings have not been arranged.	Off track
Advice to agencies	Ongoing especially around Alternate formats process and timeframes	None	On track or ahead

Review of the accessibility guide	Document published and read for downloading	None	On track - with minimal risks/issues
Increase the number of signatories to the Accessibility charter	Ongoing – Wellington City Council; Te Pou, Sports New Zealand; Capital Coast Health and Hutt Valley DHB have all signed in the last six months.	COVID-19 has restricted training which has reduced the ability to work face to face with local government. To overcome this, we have been working with Taituara, they have distributed information on the Accessibility Charter and Training.	On track - with minimal risks/issues
Developing the accessibility experts' group	Terms of Reference signed off and now agreeing the process.	Implementation delayed	On track with minimal risks/issues
Accessibility Summit	Holding a summit for all participants including private vendors	This has been put on hold because of COVID-19	Off track with minimal risks/ issues

Narrative

The work on the Accessibility Charter is collaboratively delivered by MSD in partnership with Deaf Aotearoa, Blind Citizens, and the Department of Internal Affairs. Since July 2021, a further 250 people across the government sector have received the monthly accessibility training. Those who have received the training have provided very positive feedback and through the feedback we have made changes to the training. Wellington City Council, Te Pou and Sports New Zealand have signed. We continue to work with local taitura to increase the take up within the local government sector.

We now have all 40 government agencies who have signed plus the Mental Health; Wellbeing Commission and the Health and Safety Commission; Parliamentary Services and the Office Clerk; Selwyn District Council and Canterbury DHB.

Since the last 6 monthly report, the number of agencies who have developed action plans has increased. In the last 6 monthly report, the number of agencies who have developed action plans has increased, 82% percent of agencies (33 of 40) have an action plan in place and 10% of agencies (4 of 40) are progressing an action plan.

MSD facilitates the All of Government Alternate formats and has meet 250 information requests from 30 agencies. A successful budget bid has enabled us to increase the pool of translators. A lot of work goes into working with government agencies around having documents born accessible. Since July we have completed some major translations including the Accessibility Legislation; The New Ministry; Assisted dying information including consumer information, the HRC reports on Guidelines on the rights to a decent home and Family and Sexual Violence; Social Cohesion consultation; Ministry of Justice Family and Sexual Violence Strategy and Action Plan. The major work with very short turnaround timeframes has been the COVID 19 work for DPMC and Ministry of Health

Risks/Issues that are impacting or may impact progress and mitigations

The major risk of sustainability has been addressed by the budget bid. The other major risk is that the timeframes may be a challenge for government agencies especially when they send through requests with very short

timeframes. COVID-19 has exacerbated this risk. Most agencies have been understanding as their work has also been impacted by COVID-19. The team continues to review and streamline the processes. The appointment of a senior adviser should assist with further developing the work programme.

Impacts on inequities

As part of the successful budget bid, we will work to get Te Reo Māori for Easy Read and the Blindness formats. A major goal of this piece of work is to address the inherent inequities faced by people with print disabilities.

Programme changes based on COVID-19 learnings.

The accessibility training is now delivered via MS Teams which more government agencies can access. The alternate formats process now invites government agencies to be part of regular meetings through MS Teams to discuss the proposed documents. This has helped increase understanding of what is required.

Next Steps

Monthly training will continue, and the dates have been distributed. February and March are already full and there are a few places left in April. A one-off training has been delivered to all the new Establishment team staff. The process for identifying the expert's advisory group will be finalised and the members of the group and their contacts will be advised through the various channels.

There will continue to be six monthly reports to the Minister.

MSD will continue to operate the All of Government Alternate Formats group. The group regularly reviews how it operates so that it operates with agility.

Work will commence on Te Reo Māori for Easy Read and the Blindness formats.

MSD will continue to work with Taituara to get more local government agencies on board. MSD will also continue to work with the DHBs to increase the number of Charter signatories. The appointment of a senior adviser will assist with increasing engagement and refining our processes further.

DAP Reporting Template – Ministry of Transport’s Action Plan

Name of Agency	Te Manatū Waka (Ministry of Transport)
Name of Work Programme	Ministry of Transport Action Plan 2019-2023
Overall Status	
On track – with minimal risks/issues	
Programme Summary	<p>The Ministry of Transport’s actions are focused on understanding how current policies, and new policy developments are progressing the rights and opportunities of disabled people. Those actions are undertaking a review of the Total Mobility Scheme and progressing the Accessible Streets regulatory package.</p> <p>Both actions have been delayed based on timeframes outlined in the Ministry of Transport Action Plan but are still being progressed with new timeframes.</p>
Alignment	<p>Ministry of Transport Action Plan 2019-2023 aligns with Outcome 5 of the Disability Strategy – Accessibility.</p> <p>While transport-related issues were not identified as one of the six key issues by the Independent Monitoring Mechanism (IMM), the feedback from the Disabled People’s Organisations (DPO) Coalition and disabled communities highlighted the importance of improving disabled peoples’ access to, and experience of, the transport system and providing them with more choices and control of their journey – access to the transport</p>

	<p>network enables safe and equitable participation in social, educational, and economic opportunities.</p> <p>As noted in more detail in this report, the Ministry is working closely with Waka Kotahi in several areas that affect those with disabilities, such as Total Mobility and the Accessible Streets Regulatory Package.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Review of the Total Mobility scheme</p> <p>Waka Kotahi commissioned research that sought to:</p> <ul style="list-style-type: none"> • gain a better understanding of the transport experiences of disabled people • determine what barriers exist for people wanting to 	<p>The research report was completed in December 2021 and is expected to be published in early 2022.</p>	<p>Supplementary research was undertaken during the 2021 lockdown period to investigate disabled and non-disabled peoples' transport experiences during lockdown.</p>	<p>On track – with minimal risks/issues</p>

<p>use the Total Mobility scheme</p> <ul style="list-style-type: none"> • explore opportunities to improve the scheme. 			
<p>Review of the Total Mobility scheme</p> <p>Te Manatū Waka to undertake a review of the Total Mobility scheme</p>	<p>The Ministry has started to scope the review and is engaging with stakeholders on the proposed Terms of Reference.</p>	<p>None.</p>	<p>On track – with minimal risks/issues</p>
<p>Accessible Streets regulatory package</p> <p>– provide final advice to the Minister of Transport and seek Cabinet approval to progress the package.</p>	<p>We received final decisions from the Minister on the package.</p> <p>We have drafted a Cabinet paper and updated the Regulatory Impact Statement.</p>	<p>None.</p>	<p>Off track - but low risks/issues</p>
<p>Narrative</p>			
<p>Review of the Total Mobility scheme – Te Manatū Waka has started scoping the review and is engaging with representatives from the disability sector to ensure their input is included in the terms of reference for the review.</p>			

Accessible Streets regulatory package – We received final policy decisions from the Minister on the design of the package. We began work on preparing the package for Cabinet by drafting the Cabinet paper and updating the Regulatory Impact Assessment and the draft rules.

Risks/Issues that are impacting or may impact progress and mitigations

Review of the Total Mobility scheme – some organisations and people within the disability sector are calling for this review to be undertaken sooner. This risk has been mitigated by Waka Kotahi commissioning research into the transport experiences of disabled people. This research has a focus on the Total Mobility scheme, and the findings/recommendations will be completed prior to this review commencing. The review will be informed by this research, which should expedite the review process.

Accessible Streets regulatory package – the outcomes of consultation indicated diverse views on some of the proposed rule changes. The Ministry needed to undertake further work on some of the proposals in response to some of the detailed feedback received. Additionally, Waka Kotahi undertook further engagement with the disability sector and developed a Disability Impact Assessment. The outcomes of this assessment helped to inform the Ministry’s final advice to the Minister.

Impacts on inequities

Review of the Total Mobility scheme

Reviewing and improving the Total Mobility scheme to make it more fit-for-purpose is expected to improve equity for some disabled people, particularly:

- **Māori** (up to the age of 64, Māori are more likely to have a disability than other ethnicities)
- **Pacific Peoples** aged over 65 (Pacific Peoples over 65 are more likely to have a disability than other ethnicities)

- **women** (across all ethnicities, women aged over 65 are more likely to have a disability than men).

Source of data: [Stats NZ](#)

Accessible Streets regulatory package

In 2006, approximately 10 percent of people with disabilities were children (Ministry of Health). The main impacts from the proposals in Accessible Streets would be allowing children and young people (both disabled and non-disabled) to ride their bicycles on the footpath. We consider this change to have a positive impact on children, as currently the NZ Police recommends that children under the age of 10 do not ride on the road, however the road rules make it illegal for most children to do so (rules specify a wheel size that most children outgrow by age six).

None of the other proposals have children as a specific audience or are likely to impact children or young people in a considerable way. Indirectly, children may be impacted by some of the slight changes around the give way rules for walking and cycling, however these planned rule changes are relatively small.

Allowing children to cycle on the footpath would enable active transport, especially for children to cycle safely to school. This increase in active transport would likely have positive health and educational benefits.

Programme changes based on COVID-19 learnings.

Total Mobility scheme

A further research project was commissioned by Waka Kotahi to specifically investigate the impacts of the 2021 COVID-19 lockdown on the disability community, carried out by the researchers undertaking the wider research project on transport experiences. Researchers carried out a survey aimed at disabled and non-disabled respondents, to provide some comparative information. This has been incorporated into the wider research project.

Next Steps

Actions planned for next six months (1 January 2022 – 30 June 2022)	Actions planned for the longer term (30 June 2022 onwards)
Review of the Total Mobility scheme – the Ministry will establish terms of reference for the review of the Total Mobility Scheme, informed by the findings of the research commissioned by Waka Kotahi (this research was completed December 2021).	Review of the Total Mobility scheme – the review is expected to start from mid-2022; the Ministry will work with Waka Kotahi, the disability community, and Total Mobility coordinators and providers to make changes to the scheme as identified through the review.
Accessible Streets regulatory package – seek Cabinet approval to progress the package. Rules to be signed by the Minister of Transport.	Accessible Streets regulatory package – Te Manatū Waka will work with Waka Kotahi to implement the new rules, to be supported by education and awareness campaigns led by Waka Kotahi. Te Manatū Waka will monitor the impact of rule changes.

DAP Reporting Template - Waka Kotahi's New Zealand Transport Agency's Disability Action Programme 2019 – 2023.

Name of Agency	Waka Kotahi NZ Transport Agency
Name of Work Programme	Waka Kotahi NZ Transport Agency's Disability Action Plan 2019-2023 (DAP): Improving accessibility to public information, employment, and the transport system to enable safe and equitable participation in social, educational, and economic opportunities for all.
Overall Status	On track with Minimal Risks/Issues
Programme Summary	<p>The Waka Kotahi programme will address the issues faced by disabled people through internal and operational policy development, planning, and delivery, including:</p> <ul style="list-style-type: none"> • Honouring our commitment to the Government's Accessibility Charter, by performing an audit on our communications, resources, and services to ensure they are accessible to everyone. • Undertaking an audit of our internal policies and practices to ensure they are inclusive for employees with disabilities. • Ensuring consideration of issues for the transport disadvantaged is built into legislation and Waka Kotahi policy and delivery work, and infrastructure guidelines. • Undertaking research that will help to develop a better understanding of disabled people's access to the transport system and ensure that the right decisions are made on issues that impact on disabled New Zealanders.

Alignment

Programme alignment with the UNCRPD:

The Waka Kotahi Disability Action Plan 2019-2023 (DAP) aligns with Article 5 – Accessibility – ‘to ensure that disabled people can participate in public life, work, travel, and that they can receive information on an equal basis with others.

Programme alignment with the Disability Strategy and the Transport Sector Outcomes Framework:

The DAP aligns with Outcome 5 (Accessibility) of the Disability Strategy - ‘We seek to enable disabled people to access all places, services and information with ease and dignity’ and the “Inclusive access” outcome of the Transport Outcomes Framework – “Enabling all people to participate in society through access to social and economic opportunities, such as work, education and health care”.

This will be achieved through our commitment to the Accessibility Charter; by improving our internal HR policies and processes; and by improving disabled people’s access to, and experience of, the transport system and providing them with more choices and control of their journey.

Programme alignment with Independent Monitoring Mechanism (IMM) reporting and recommendations:

In 2021, Waka Kotahi responded to recommendations in two IMM reports: the first, on disability in New Zealand in general - Making Disability Rights Real 2014-2019 (2020), and the second, on the experiences of disabled people during a pandemic - Making Disability Rights Real in a Pandemic Report (2021). The main recommendations in both reports were that we address the poorer socio-economic outcomes for disabled people by involving them in

decision-making in all phases of policy development and ensuring disabled people have equitable access to public transport. Waka Kotahi is actively addressing these recommendations through its research projects and operational policy outlined in this report.

Alignment with other agency programmes and partners

Waka Kotahi is working closely with Te Manatū Waka – the Ministry of Transport (MOT) on areas such as Total Mobility (Waka Kotahi commissioned research to build understanding of the transport experiences of disabled people to be used to inform MOT’s upcoming review of the Total Mobility Scheme) and the Accessible Streets Regulatory Package (Waka Kotahi undertook a Disability Impact Assessment on this work).

Waka Kotahi has been actively sharing our knowledge and experience of accessibility in various digital aspects, the progress we have been making towards improving the accessibility of our communications across government. For example, in the last 6 months we’ve presented to Inland Revenue Department (IRD) about our work with accessible social media, talked to MSD about the future direction of the Web Standards, given accessibility advice to people at the Ministry for Business, Innovation and Employment (MBIE), Immigration NZ, the Department of Internal Affairs (DIA) and the Department of Conservation (DoC). We also work with the Ministry of Education (MoE) to ensure school transport is delivered safely for all children.

Progress against Plan for the period

Actions that were planned for the period	Actions completed in the period July 2021-December 2021	Note any impacts from COVID-19	Status
Operational Policy actions			
Ratify and implement the Requirements for Urban Buses (RUB) guidelines.	RUB 2021 Version 4.2 was ratified in December 2021 and will be published February 2022.	No impacts to note.	Complete.
Review and update the Pedestrian Planning and Design Guide <ul style="list-style-type: none"> Guidelines open for consultation then processing feedback and undertaking revisions. 	The Pedestrian Network Guidance went live on 10 November 2021 at www.nzta.govt.nz/png More content will be uploaded in the next few months, along with two inclusive design case studies. Feedback is welcome in Have your say	No impacts to note.	Complete.
Review and update Public Transport Design Guidance <ul style="list-style-type: none"> Process consultation/feedback from first three topics (Corridor clearance, Bus Layover, and driver facilities, Getting to and from public transport) as part of the NZ Public Transport Design Guidance. 	Consultation period was extended slightly because of COVID-19. Feedback has been reviewed and actions developed to address feedback, many of which are well underway.	COVID-19 impacted on resourcing.	Off track – but low risks / issues

<ul style="list-style-type: none"> • Get second three topics live on website (Bus Stop Design, Priority & Optimisation, and Interchanges). • Develop guidance on e-bus charging. 	<p>Second three topics are not yet live on website, but Bus Stop Design is nearly ready for release.</p> <p>E-bus charging guidance has been re-prioritised above Interchanges due to industry demand. This e-bus guidance has been developed and consulted on with an industry Reference Group. Revisions are now underway.</p>	<p>COVID-19 impacted on resourcing.</p> <p>No impacts to note.</p>	<p>Off track – but low risks / issues</p> <p>On track – with minimal risks/issues</p>
<p>National Ticketing Solution (formerly Project NEXT)</p> <ul style="list-style-type: none"> • Subject to approvals, funding, and a satisfactory contract & supporting business case, the National Ticketing Solution (formerly Project NEXT) project will complete contract negotiations in this period (we aim to contract with a preferred supplier by the end of 2021). 	<p>Procurement has progressed, with a decision point in late December 2021 on whether to proceed to contract negotiations.</p>	<p>No impacts to note.</p>	<p>On track – with minimal risks/issues</p>

<p>Bus driver training standards</p> <ul style="list-style-type: none"> Continue discussions with industry stakeholders on an implementation plan for the bus driver training unit standards, and particularly how it fits with the MOT review of public transport operations and the Total Mobility Scheme. 	<p>The industry focus has been on addressing driver shortages, the living wage, and ensuring driver health and safety during COVID-19.</p> <p>Total Mobility Review scoping is underway and will include this aspect.</p>	<p>COVID-19 has impacted on delivery of this project.</p>	<p>Off track – but low risks/issues</p>
<p>Accessible Streets Package</p> <ul style="list-style-type: none"> At the end of July 2021, we will provide the Ministry of Transport with the completed Disability Impact Assessment of the Accessible Streets Package proposals. The disability sector will also provide feedback on the DIAs. MoT will make decisions on how to progress the Accessible Streets Package proposals. 	<p>A Disability impact assessment (DIA) was provided to the Ministry of Transport in July 2021. This helped inform final advice to the Minister about the Accessible Streets proposals in September 2021. Recommendations included amendments to some proposals to reflect feedback from DIA. The Minister made final decisions in September 2021 and will take this to Cabinet in April 2022.</p> <p>Next steps involve seeking final feedback on the Disability Impact Assessment (from the disability</p>	<p>Some delays due to project team working on COVID-19 response.</p>	<p>Off track – but low risks/issues</p>

	<p>community) ahead of going to Cabinet in April 2022.</p> <p>Once Cabinet decisions have been made, further changes can be made to the DIA to reflect amended proposals and how these impact disabled people.</p>		
Engagement with the sector actions			
<p>Sector disability presentation/forum meetings</p> <ul style="list-style-type: none"> Towards the end of 2021/beginning of 2022, we will get in touch with the disability sector to organise another presentation forum morning at MoT. 	<p>Due to COVID-19, and the precautions required for assembling large groups of people, this forum will be put on hold.</p>	<p>COVID-19 has impacted on delivery of this action.</p>	<p>Off track – but low risks / issues.</p>
Data and research actions			
<p>Data collection</p> <ul style="list-style-type: none"> Continue to collect analytical data regarding disabled people’s access to the transport system to gain better understanding and ensure that the right decisions are made on 	<p>Data collected as part of the Research Project on Transport Experiences of Disabled People (see below) has been collected and will be made available to Waka Kotahi to disseminate externally as a research output.</p>	<p>No impacts to note.</p>	<p>On track or ahead</p>

<p>issues that impact on disabled New Zealanders.</p>			
<p>Research projects</p> <ul style="list-style-type: none"> • Research project “Transport experiences of disabled people” • Research project “Investigation of the external noise emitted from electric buses (e-buses) in NZ and the need for Acoustic Vehicle Alerting Systems (AVAS) to improve pedestrian safety” 	<p>The final draft report has been received and is in the final editing process leading up to publication. Investigations are currently underway into the best approach of how to convert the report into accessible formats.</p> <p>The literature search stage of the research has been completed.</p>	<p>An additional module was commissioned to investigate the impacts of COVID-19 on disabled persons within the transport system, the findings of this will be incorporated in the main report. This work was done in parallel with the main project so did not incur any additional delay.</p> <p>The COVID-19 Protection Framework (CPF) became operational in December 2021 which saw the transition from alert levels to the traffic light system. There was some uncertainty regarding vaccine mandates and what health and safety</p>	<p>On track – with minimal risks/issues</p> <p>On track – with minimal risks/issues</p>

		<p>requirements may be required to comply under the new CPF, especially in relation to participants taking part in the on-street testing for this research.</p> <p>It was decided that the participant noise testing would be delayed until February 2022 to allow the project team to develop a health and safety plan and risk register to identify risks and how these would be mitigated.</p>	
Accessibility (Channels) actions			
<p>Enhance public-facing websites:</p> <ul style="list-style-type: none"> • Journey planner website • Waka Kotahi design system 	<ul style="list-style-type: none"> • Website testing complete • On hold due to resource constraints 	<p>No impacts to note</p> <p>No impacts to note</p>	<p>On track – with minimal risks/issues</p> <p>Off track – but low risk/issues</p>

<ul style="list-style-type: none"> • Safe systems learning module (internal resource). 	<ul style="list-style-type: none"> • Launched successfully 	No impacts to note	On track or ahead
<p>Internal capability building</p> <ul style="list-style-type: none"> • Internal teams continue to learn about accessibility and accessibility testing and continued teaching of the Quality Engineering team as to how to audit/review websites and apps. <p>Build accessibility into how we develop products/services/documents:</p> <ul style="list-style-type: none"> • Review corporate templates to improve the accessibility of documents generated by everyone at Waka Kotahi. • Design system developed for Waka Kotahi. • Reviewing our print documents standards to ensure we produce accessible print documents. 	<p>Accessibility testing transitioned to the Quality Engineering team and a testing framework has been established.</p> <p>Accessibility considerations are being introduced into the development lifecycle for projects.</p> <ul style="list-style-type: none"> • Incremental improvements to our corporate templates continue. • Design system on hold due to resource constraints. <p>Research into accessible fonts and other design elements continues with a view to developing guidelines for our document templates and PDFs.</p> <p>Work continues with the Māori Partnerships team to define how to present bilingual content in an appropriate and accessible way.</p>	No impacts to note.	On track – with minimal risks/issues

	Guidelines created on alternate formats for video and audio content on our websites.		
Accessibility (People Group) actions			
<p>Diversity and Inclusion Roadmap</p> <p>The broader People Group will, as part of the Diversity and Inclusion Roadmap and the resulting implementation plan:</p> <ul style="list-style-type: none"> Review and create policies as required. 	<p>A person has been appointed to lead D&I activities and commenced their role in July 2021.</p> <p>The new Diversity and Inclusion (D&I) Roadmap was endorsed by the Executive Leadership Team and implementation plan developed. As part of our D&I initiatives, we have been developing some foundational D&I learning modules, including a Disability Awareness module in partnership with CCS Disability Action.</p>	<p>Progress on the Disability Awareness module with CCS Disability Action was impacted by COVID-19 lockdowns.</p>	<p>Off track – but low risks / issues</p>

<ul style="list-style-type: none"> Through the implementation of new People Technology, we will be encouraging our people to share more diversity information including disability. Our new HR Information System was planned to go live from November 2021 and will provide more options for people to self-report on disability, and to make changes to this at any time. 	<p>Collecting more diversity information (including disability) has been delayed due to the postponement of the new HR information system going live. A revised go-live date for the new system is currently being worked on.</p>	<p>No impacts to note.</p>	<p>Off track – but low risks / issues</p>
<p>Accessibility (IT) actions</p>			
<p>User experience (UX)/user interface (UI) Team continue to champion and raise awareness of accessibility within the wider Product and Technology Teams for new products and projects.</p>	<p>Considering and complying with accessibility requirements in the UX/UI designs for the following projects before development commences:</p> <ul style="list-style-type: none"> Right Car website designs for Clean Car Discount completed - changes went live on 1 December 2021. Journey Planner website designs completed - launch 	<p>No impacts to note.</p>	<p>On track – with minimal risks/issues</p>

<p>Collaborate with developers and testers in IT on in flight projects to ensure accessibility standards are followed.</p> <p>Review existing products and make accessibility enhancements where possible.</p>	<p>on hold due to resourcing constraints.</p> <ul style="list-style-type: none"> Image Capture Application designs in progress – ongoing testing throughout project. Planned launch for early 2022. <p>While the current/ in flight projects are complying with accessibility standards, there is an extensive list of existing products that need to be audited to check their compliance.</p> <ul style="list-style-type: none"> Conversations happening between Channels and IT QA team raising awareness within IT to get a programme or project stood up for the audit – needs funding and prioritisation Product Team putting together a list of all public/partner facing products 		<div style="background-color: #92d050; height: 200px; width: 100%;"></div> <div style="background-color: #ff0000; height: 100px; width: 100%; color: white; text-align: center; vertical-align: middle;"> <p>Off track – with significant risks</p> </div>
<p>Narrative</p>			

Risks/Issues that are impacting or may impact progress and mitigations

Some projects have been delayed due to COVID-19 – resourcing for projects has been affected, as well as the ability to meet with the disability sector to carry out in- person participant testing for one research project.

The noise measurement investigation stage of the research project **“Investigation of the external noise emitted from electric buses (e-buses) in NZ and the need for Acoustic Vehicle Alerting Systems (AVAS) to improve pedestrian safety”** was delayed by two months when the COVID-19 Protection Framework (CPF) became operational in December 2021. The CPF provides the transition from alert levels to the traffic light system. There was some uncertainty regarding vaccine mandates and what health and safety requirements may be required to comply under the new CPF, especially in relation to participants taking part in the on-street testing for this research. It was decided that the participant testing would be delayed until February 2022 to allow the project team to develop a health and safety plan and risk register to identify risks and how these would be mitigated.

There is a significant risk associated with our work on IT accessibility, specifically reviewing our existing products and making accessibility enhancements where possible. We have a large amount of public facing websites and web applications (over 80) that need to meet accessibility standards by 2023. With limited access to funding, ongoing resource constraints, and changing priorities, we plan to consolidate and narrow down the number of web products we have first, before addressing their accessibility compliance.

Impacts on inequities

Waka Kotahi recognises that disabled people experience much higher levels of transport poverty due to lower incomes, on average, than other groups and that they have specific needs for accessibility of transport, reducing their choices. We understand that this experience is amplified for tāngata WHAIKAHA (disabled Māori) and Pasifika communities, which have higher rates of disability than other communities, and poorer socioeconomic outcomes. The pandemic has exacerbated existing inequities in transport for already disadvantaged groups of disabled New Zealanders, for example tāngata WHAIKAHA Māori, Pasifika, and their representative groups.

In response to COVID-19, Waka Kotahi has reached out to Māori and Pacifica community leaders within the organisation for input, guidance, and support. We also continue to utilise resources, promotional materials and strategies that are tailored to Māori and Pacifica groups as per the Department of Prime Minister and Cabinet/ MOH Guidance.

We continue to work with our partners across the organisation and within our influence to ensure the needs of minority groups are incorporated at the planning stages of policies and projects. For instance, we supported the Ministry of Health by providing advice on accessibility at vaccination centres.

Waka Kotahi engaged with relevant stakeholders at the National Emergency Management Conference 2021 | Hui Taumata o Te Uepū Whakahaere Haumaruru and incorporated learnings from the community into future practices. We updated our Iwi Engagement Plan based on learnings from the above engagement (particularly around regional boundary checkpoints).

Regarding the Waka Kotahi emergency general response, we are looking to incorporate the following functions into the Waka Kotahi Internal Incident Management Plan:

- Iwi Liaison Function
- Tikanga guidance Function
- Minority Representation – People/Wellbeing Sub Function

Programme changes based on COVID-19 learnings.

Waka Kotahi has worked to understand the impact that COVID-19 has had on disabled New Zealanders and adjusted its planning, policy development, and engagement accordingly.

We commissioned research on **Disabled people's experiences of transport in lockdown** to understand the impact on the disability sector and on their ability to move around in a pandemic. Two main concerns were identified relating to: transport system staff's awareness of, and compassion for disabled people; and disabled

people's reliance on taxis during lockdown. Some transport system staffs (including security staff, and public transport operators including bus drivers) appeared unaware of the rules concerning (1) allowing people to travel for essential trips, including shopping for food; (2) the need for discretion in allowing people to board the front door of a bus, and for the bus to kneel as required.

The responsible agencies were reminded about Covid-19 rules and Waka Kotahi made public transport free for people travelling to a vaccination appointment. In addition, some councils, for example Greater Wellington, provided on-demand services for disabled people during the lockdown in August 2021.

Engagement improvements:

Waka Kotahi is prioritising effective engagement with the disability sector, including the opportunity and flexibility to attend meetings through online platforms. We recognise that disabled people may often not be able to travel to a consultation meeting due to residing in a different region, but also due to accessibility issues. Additionally, COVID-19 has meant that more engagement is being done online.

For example, in the past two years we have provided the disability sector with the opportunity to engage in online formats for several projects. The DPO Coalition and the wider disability sector have been engaged for policy work being undertaken for the Pedestrian Design Guidelines review, the Public Transport Design Guidelines, the Accessible Streets Package of rule changes, and the Requirements for Urban Buses Review. We are also engaging with the sector in several research projects, through which engagement is held by phone interview or online.

Waka Kotahi contracted a senior transport researcher to interview people in different parts of New Zealand with a lived experience of disability, to inform the pedestrian network and public transport infrastructure guidance. The researcher has interviewed eight to 12 people to provide insights into how specific aspects of infrastructure affect their journeys. Many of these interviews were held in an online format.

The Pedestrian Design Guidelines review team also held a Stakeholder Information Session in Wellington and online in August and October 2020. These sessions provided stakeholders with the opportunity to learn about the

project, view a summary of technical changes, and ask questions. A NZ Sign Language interpreter was provided for deaf attendees.

The Public Transport Design Guidance project held an information session in May last year with advocacy and disability groups and councils to introduce the new guidance topics and update them on what sections were likely to come out later in 2021. Participants attended in person or joined online – this meant more people could take part and be part of the conversation. Sign language interpreters were visible to both the in-person and online audiences to translate the presentation and Q&A discussion. Materials were provided ahead of time to allow participants to become familiar with some of the more technical terms in advance.

Engagement with the sector on the Accessible Streets Package was held last year through specific engagement to co-develop a Disability Impact Assessment tool, which we then applied to assess the Accessible Streets Package proposals to better understand how the proposals would affect the community. Most of these meetings were offered in an online format and held in person, when possible. A NZSL interpreter was provided for deaf attendees.

We also held a detailed online consultation meeting with representatives from the disability sector, to gather feedback and input on the content in the Requirements for Urban Buses (RUB) review document which impacted the disabled community. These meetings informed the Waka Kotahi proposed changes to the RUB and improved accessibility to urban buses for the community. A NZSL interpreter was provided for deaf attendees.

Next Steps		
Actions planned for the next 6 months (1 January 2022 – 30 June 2022)	Six months (July 2022 – 31 December 2022)	Key other actions beyond 12 months (December 2022 – 31 December 2024)
Operational Policy actions		

<p><u>Review and update the Pedestrian Planning and Design Guide.</u></p> <p>A continuous improvement programme will be put in place to update and add new guidance as it becomes available.</p> <p>An on-going training and capability programme will also support the guidance.</p>		<p>A continuous improvement programme will be put in place to update and add new guidance as it becomes available.</p> <p>An on-going training and capability programme will also support the guidance.</p>
<p>Review and update Public Transport Design Guidance</p> <p>Pursue ratification for the first three topics (Corridor clearance, Bus Layover, and driver facilities, Getting to and from public transport).</p> <p>Process consultation/feedback from second three topics (Bus Stop Design, Priority & Optimisation, and Interchanges).</p> <p>Get draft e-bus charging guidance live on website.</p> <p>Work on 'embedding' guidance through various outreach/capability building initiatives</p>		<p>A continuous improvement programme will be in place to update and add new guidance as it becomes available.</p> <p>An on-going training and capability programme will also support the guidance.</p>
<p>National Ticketing Solution</p> <p>Subject to contracts, the National Ticketing Solution (NTS) will move into a detailed design phase in this period.</p>	<p>The National Ticketing Solution will begin building & implementing the solution</p>	<p>Following a detailed design phase, the National Ticketing Solution will begin building & implementing the solution across</p>

	across New Zealand starting with Canterbury.	NZ continuing with Canterbury and followed by Wellington. Rollouts will occur across New Zealand until late 2026.
<p>Bus driver / taxi operator training unit standards</p> <p>Continue liaison with sector as the new industry training organisation are established. Include operator training within the Total Mobility Review scope being led by MOT.</p>		Continue to collaborate with the sector to influence the review of standards and qualifications in the Passenger Services domain.
<p>Accessible Streets Package</p> <p>Final decisions on package for first half of year.</p>	<p>Implementation of the proposals will occur once final decisions have been made on the proposals.</p> <p>There will be a staggered implementation of the proposals planned over the next year due to the size of the package.</p>	Implementation of package continues.
Engagement with the sector actions		
Sector disability presentation/forum meetings	On hold.	
Data and research actions		

<p>Data collection</p> <p>Continue to collect analytical data regarding disabled people’s access to the transport system to gain better understanding and ensure that the right decisions are made on issues that impact on disabled New Zealanders.</p>	<p>We will continue to collect analytical data of disabled people’s access to transport system in our ongoing monitors.</p> <p>Data collected as part of the Research Project on Transport Experiences of Disabled People (see below) will be made available to Waka Kotahi to disseminate externally as a research output.</p>	
<p>Research project “<i>Disabled people's experiences of transport in lockdown</i>”</p> <p>Research findings and final report due to be delivered early in 2022. The Research outputs will then be adapted and prepared for release in Accessible Formats – this work will be prepared by MSD with Waka Kotahi.</p>	<p>This report will feed into the review of the Total Mobility scheme policy and other policy work as required.</p>	<p>This report will feed into the review of the Total Mobility scheme policy and other policy work as required.</p>
<p>Research project “Investigation of the external noise emitted from electric buses (e-buses) in NZ and the need for Acoustic Vehicle Alerting Systems (AVAS) to improve pedestrian safety”</p>		

<p>The next step for this work is to conduct noise testing of electric buses travelling at varying speeds, on different roads in Wellington in February 2022. A blind/visually impaired person will signal when they hear a bus coming, which provides provisional information on levels of AVAS sound required in a NZ setting.</p> <p>Further reports on the progress of the research will be provided in April 2022.</p>		
<p>Accessibility (Channels) actions</p>		
<p>Transfer all audit and remediation work to the Quality Engineering team.</p>		<p>Accessibility is baked into the project development lifecycle at Waka Kotahi.</p>
<p>Research into accessible fonts and other design elements continues with a view to developing guidelines for our document templates and PDFs.</p> <p>Work with the Māori Partnerships team to define how to present bilingual content in an appropriate and accessible way.</p>	<p>Investigate accessible alternates to PDFs</p>	
<p>Accessibility (People Group) actions</p>		
<p>Diversity and Inclusion Roadmap</p>	<p>Finalise and rollout foundational D&I learning</p>	<p>Review progress and identify opportunities to create a more</p>

<p>The broader People Group will, as part of the Diversity and Inclusion Roadmap and the resulting implementation plan initially be focussing on building awareness and buy-in for D&I.</p>	<p>modules to build capability, including Disability Awareness.</p>	<p>accessible workplace (link to Property/workplace strategy). Actively promote MSD Lead Toolkit for increasing the employment of disabled people.</p>
<p>Through the implementation of new People Technology, we will be encouraging our people to share more diversity information including disability. Our new HR Information System will go live in 2022 (date TBC) and will provide more options for people to self-report on disability, and to make changes to this at any time.</p>	<p>To be confirmed pending collection and analysis of disability information.</p>	<p>To be confirmed pending collection and analysis of disability information.</p>
<p>Accessibility (IT) actions</p>		
<p>Champion accessibility for products and projects in technology (existing or new). Ensure designs/wireframes meet accessibility standards for the projects we are assigned to, both external and internal. Work closely with QA/testers on projects to ensure accessibility is covered in the technology delivery process from design to development and testing.</p>	<p>Add a new accessibility kit to our design tool that will allow us to add notes for developers for accessibility standards. Aiming to conduct accessibility/ disability research for internal staff to understand technology needs</p>	<p>Plan in place to consolidate the number of external websites we have, before assessing and improving their compliance with accessibility standards. Continue to champion accessibility for products and projects in technology (existing or new).</p>

<p>The team's knowledge of accessibility standards continues to grow but will still meet with the accessibility expert when needed.</p>	<p>to empower disabled people to work at Waka Kotahi.</p> <p>Collaborate with the Commercial Team to include accessibility standards in our contracts when working with vendors.</p>	<p>Ensure designs/wireframes meet accessibility standards for the projects we are assigned to, both external and internal.</p> <p>Work closely with QA/testers on projects to ensure accessibility is covered in the technology delivery process from design to development and testing.</p> <p>Team's knowledge of accessibility standards continues to grow but will still meet with the accessibility expert when needed</p>
---	--	---

Outcome Seven – Choice and Control

DAP Reporting Template - Development of a shared understanding of Supported Decision Making

Name of Agency	Ministry of Social Development		
Name of Work Programme	Supported Decision making		
Overall Status	Off track - but low risks/issues		
Programme Summary	The development of resources for the community on supported decision making. It is recognised that supported decision-making needs vary. Supported decision making is recognised as one of the important practices for the effective delivery of the rights contained in the UNCRPD.		
Alignment	This work aligns to Outcome 4 (Rights protection and justice) and 7 (Choice and Control) of Disability Action Plan There are no IMM recommendations that this work aligns with. We are working with the Ministry of Health to develop one set of resources.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Develop a literature review for signoff	Document completed and ready for sign off	None	Off track - but low risks/issues

Narrative
<p>During COVID, MSD in collaboration with People First worked with the Ministry of Health to produce a document on supported decision making for service providers. This included a resource for service providers. It was also translated into Easy Read.</p> <p>The Supported Decision-Making literature review is in its final stages of completion. It was sent for review and the feedback initially received has been included. Later feedback has been received and this has delayed final sign off. There is the need to connect with those who contributed to the development to ensure it meets their expectations.</p> <p>Beyond the original scope of this project, it has been noted:</p> <ul style="list-style-type: none"> - the importance to develop by co-design a separate resource to be developed by Tangata Whaikaha Maori for Tangata Whaikaha Maori. - that those participating in this work are looking for a mechanism to socialise the resource, once finalised. within the disability community, and to be used in work force development.
Risks/Issues that are impacting or may impact progress and mitigations
<p>Making sure that there is a coordinated approach to the delivery of information by remaining connected with the Ministry of Health.</p>
Impacts on inequities
<p>Relevant to all sectors and especially children. Looking at a median for the delivery of the message to children. Resources will be developed for Maori disabled and the Pacific community that are culturally appropriate.</p>
Programme changes based on COVID-19 learnings

COVID-19 reinforced the need for information and training especially for service providers on Supported decision making particularly, the importance of supported decision making in addressing misinformation around the COVID-19 vaccine.

Next Steps

The Office for Disability Issues (ODI) to facilitate a meeting to sign off the literature review and agree the next steps forward including additional resources and information. This would be undertaken in collaboration with the Ministry of Health.

DAP Reporting Template – Transform the Disability System to enable disabled peoples’ choice and control over their lives

Name of Agency	Ministry of Health
Name of Work Programme	Disability Support System Transformation
Overall Status	
On track - with minimal risks/issues	
Programme Summary	<p>The Ministry of Health manages an annual appropriation of \$1.7 billion from Vote Health to support approximately 43,000 eligible disabled people with long-term supports provided through a suite of disability support services (DSS). This includes specialist disability services (e.g., Behaviour Support Services), support with everyday tasks (e.g., personal cares or household management) and support with accommodation (e.g., residential care). In addition, over 100,000 disabled New Zealanders with a sensory disability (i.e., hearing and vision services) access DSS equipment and modification services and supports.</p> <p>Concerns about the disability support system not working well for disabled people have been expressed by disabled people, their whānau, carers and representatives for more than thirty years. Reviews by the Social Services Select Committee in 2008 and the Productivity Commission in 2015 supported these concerns and made recommendations for change. Many of these concerns centre on the lack of choice and control disabled people have over the support they receive as a result of:</p>

	<ul style="list-style-type: none"> • Multiple eligibility, assessment, and planning processes for accessing different types of support from several government agencies resulting in duplication of processes for disabled people. • People being allocated existing contracted services, not necessarily what works best for them which means the funding is not being used as effectively as it could be. • Disability services being the 'hub' of their lives and placing restrictions on people, rather than helping them to connect to support available to everyone in the community and enabling them to access greater opportunities. <p>Work has been underway for over a decade to transform the disability support system, in partnership with the disability community, based on the EGL vision and principles. The transformation is about changing the purpose of the system from responding to the needs of disabled people to enabling disabled people, tāngata whaikaha, families, whānau and āiga to access the everyday things that create good lives for everyone, in order to achieve equitable outcomes for disabled people.</p>
<p>Alignment</p>	<p>This work programme responds to Outcome 7 - Choice and Control, in the <i>New Zealand Disability Strategy 2016-2026</i>.</p> <p>It also responds to the following recommendations from IMM Making Disability Rights Real report that:</p> <ul style="list-style-type: none"> • Recommended that the Government advance innovative models of funding for integrated and flexible disability support, and provide adequate resourcing of those models, so that disabled people can enjoy the highest attainable standard of health, including but not limited to accelerating equitable access nationally to an Enabling Good Lives (EGL) approach.

- Noted IMM hui participants concern about progress on national rollout and whether there is sufficient funding to enable people to live independently.
- Noted that the Mana Whaikaha Whānau Ora Interface Group have been talking to Te Pūtahitanga o Te Waipounamu about aligning system transformation with the Whānau Ora approach.
- Noted that Mana Whaikaha has a more systematic approach to supported decision-making, including dedicated resources for independent paid support for decision-making, but that this may only benefit a small number of disabled people initially.

System transformation work is a partnership between the Ministries of Health (MOH), Education (MOE) and Social Development (MSD) alongside the disability community.

This work programme contributes to and supports many of the work programmes within the ***Disability Action Plan 2019-2023***. This includes:

- The education work programme.
- The Disability Employment Action *Plan*.
- Supported decision-making work.
- Work on improving access to quality healthcare and health outcomes.
- Funded family care work.
- Work to reduce the use of seclusion and restraint.
- The Play, Active Recreation and Sport Action Plan.
- Work related to accelerating accessibility.
- The cross-cutting action to involve disabled people in decision-making.

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Continue Mana Whaikaha, prototype of a transformed system in Midcentral DHB region, EGL Christchurch, and EGL Waikato.	Budget 2021 provided for baseline funding for the three EGL regions, meaning they are no longer operating as pilots. All staff have now been offered permanent employment with either MSD or MOH to provide certainty of employment.	Minimal	On track or ahead
Complete Cabinet Paper for machinery of government changes and roadmap for system transformation	MOH and MSD worked in partnership with representatives from the disability community to prepare advice on the next steps for disability system transformation. Cabinet considered the advice in October 2021 and agreed to the national implementation of the EGL approach to	Minimal	On track or ahead

	<p>disability support services, as well as to the creation of a new Ministry for Disability Issues.</p> <p>A joint Cabinet Report Back paper is being prepared for consideration in March 2022 to provide an update on the work and to seek the next set of decisions.</p>		
<p>Continue to work with the EGL Governance Group and other community representatives to develop the implementation plan and tools for national scaling of an EGL approach to disability support services</p>	<p>Officials have been working in partnership with the community across the workstreams within the system transformation programme. These include:</p> <ul style="list-style-type: none"> • Partnership approach. • EGL operating model. • Workforce strategy. • Monitoring and evaluation strategy. • Disabled people and whānau capability strategy and approach. 	<p>Minimal</p>	<p>Off track - but low risks/issues</p>

	<p>Key tools to support national scaling that have been endorsed by the community or are currently in design include:</p> <ul style="list-style-type: none"> • Connector Guide. • Managing Personal Budgets. • EGL is for Everyone. 		
Narrative			
<p>Mana Whaikaha, EGL Christchurch and EGL Waikato continue to support disabled people and whānau to achieve outcomes that are important to them. Budget '21 funding has enabled these regions to transition from pilot mode to a steady state. This has increased the confidence of the disability community and staff in the abovementioned programmes of the Crown's commitment to the scaling of the Enabling Good Lives approach. Locally this has resulted in a better platform for people to identify their own life aspirations and it has supported service providers and the community to be more flexible in their approach when supporting individuals and families to achieve them.</p> <p>Advice was provided to Ministers on the work required to implement a national transformation of the disability support system. This advice was developed in partnership between officials from the Ministries of Health and Social Development and representatives of the disabled community, through the EGL Governance Group and a Machinery of Government working group. In October 2021 Cabinet agreed to the national implementation of an EGL approach to disability support services, as well as to the establishment of a new Ministry for Disabled</p>			

People. The new Ministry will be established from 1 July 2022. At this time, most disability support services, and the DSS system transformation work programme, will transition from MOH to the new Ministry.

The system transformation team in MOH has been working in partnership with representatives from the disability community to continue to develop a plan for the national implementation of the EGL approach to DSS. Alongside a national implementation plan, tools have been developed to support a deeper understanding of what an EGL approach looks like in practice. National tools, such as the Connector Guide, Managing Personal Budgets, EGL is for everyone and a monitoring and evaluation framework are either in design or have been endorsed by the community in anticipation of scaling. Work continues with the Needs Assessment Co-ordination Service (NASC) to strengthen the current workforce knowledge of Enabling Good Lives and to explore possible opportunities for simple changes that can be made now to better enhance an individual's experience when engaging with current systems.

Risks/Issues that are impacting or may impact progress and mitigations

A key risk would be any misalignment of the disability system transition work underway with the wider health system changes. The scope and timing of any new disability-focused machinery of government structure will need to align with the creation of Health NZ and the Māori Health Authority. We are working closely with the health Transition Unit and the Establishment Unit for the new Ministry for Disabled People to ensure that this alignment happens.

There is a risk that Omicron may impact progress in the next reporting period. If providers have significant proportions of their staff away at any given time this will impact their ability to both deliver business as usual services and engage in transformation activities. We will continue to work closely with providers to understand their evolving operational context and to manage this risk.

Impacts on inequities

The evidence from the system transformation demonstration sites shows that system transformation can improve whole-of-life outcomes for tāngata whaikaha. Tāngata whaikaha in the Mana Whaikaha prototype affirmed that a Kaupapa Māori approach to DSS can help tāngata whaikaha and whānau to engage with disability support services. They also affirmed that a Kaupapa Māori approach is a valid method for improving outcomes for tāngata whaikaha and their whānau, and a model for empowering all disabled people and their families and whānau. The wider Midcentral population has been identified as having greater inequity demographically than the wider population of people using DSS nationally.

An equity lens was taken to the evidence-base gathered for the three Enabling Good Lives demonstration sites (Christchurch, the Waikato and Mana Whaikaha). While access to health services remains difficult for disabled people, those who are supported by tūhono/connectors and government liaison roles have been able to overcome some significant barriers to access. Evaluations have found that many have an increased sense of choice and control, social connectedness and have benefitted from use of flexible approaches to funding to improve their overall lives and wellbeing (Achieving Equity through systems transformation: Dr Pauline Boyles and Allen and Clarke SAMS 2021).

The system transformation programme partnership approach was codesigned with the Whānau Ora Interface Group.

The capacity and capability workstream include the development of approaches designed and delivered by tāngata whaikaha Māori and Pasifika disabled people.

Programme changes based on COVID-19 learnings.

Flexibility of disability supports is an important component of system transformation. During COVID-19 we introduced flexibility in personal budgets because that flexibility supported disabled people and whānau to keep safe in their bubbles, particularly during Alert Levels 4 and 3. This greater flexibility allowed disabled people, families and whānau to buy things that would help them to achieve the purpose of the disability support, and to pay family members to provide support. This flexibility has been retained because people found it valuable.

Next Steps

- Complete Cabinet Report Back paper for machinery of government changes and roadmap for system transformation.
- Continue to work in partnership with the disability community to develop the implementation plan for a national scaling of an EGL approach through DSS.
- Embed the changes in the three EGL regions to continue improving the experience for disabled people and whānau in those regions.

Outcome Eight – Leadership

DAP Reporting Template – Nominations Database of disabled people for governance boards/advisory groups

Name of Agency	Office for Disability Issues
Name of Work Programme	Nominations Database of disabled people for Government Boards / Advisory Groups
Overall Status	On Track
Programme Summary	<p>ODI hosts a database of disabled people who are interested in seeking positions on Government appointed Boards and Advisory Groups. ODI works as a conduit between appointing agencies and disabled candidates to ensure more disabled people are aware of and are given the opportunity to apply to sit on various government-appointed boards. For some board positions, candidates can apply directly, whilst for other positions, the relevant Minister will appoint a person from a shortlist compiled by the various nominating agencies. ODI works with other relevant agencies and population agencies towards improving the diversity of Government appointed Boards and Advisory Groups.</p>
Alignment	<p>This work programme primarily aligns with the New Zealand Disability Strategy Outcome 8: Leadership. It also aligns with Outcome 2: Employment and economic security, Outcome 5: Accessibility, and Outcome 6: Attitudes. If more disabled people are successful in securing positions on Government appointed Boards / Advisory Groups, it is more likely that over time, a disability perspective would be incorporated into the operations, products, services and supports that their Board / Advisory Group undertake.</p>

	<p>It is important to remember that the role of ODI is to act as a conduit and not to train people for board positions. Nor does ODI guarantee that any work will be forthcoming for those on the database.</p> <p>ODI works closely with the other population agencies who host nominations databases including the Ministry for Women; Minitatanga Mo Nga Wahine (MfW), the Ministry for Pacific Peoples; Te Manatu mo nga iwi o te moana-nui-a-kiwa (MPP), the Ministry for Ethnic Communities: Te Tari Matawaka (MEC), and Te Puni Kōkiri (TPK). ODI is also connected with the Public Services Commission and many of the appointing agencies through MAGNet (Monitoring, appointments, and governance network).</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
1. Ongoing maintenance of the database and updates to ensure the data is current.	Two members of ODI have taken over management and maintenance of the nominations database. These changes were confirmed in November 2021. Work on maintenance of the existing data should	No Major Impacts	On Track with Minimal Risks

	take place from January 2022.		
2. Ongoing promotion of the database to government agencies who manage appointments to Boards/Advisory Groups.	Ongoing	No Major Impacts	ON Track with Minimal Risk
3. Build a new database tool based on Ministry for Women system once upgraded version is available.	On Hold. MAGNET met in December 2021 with the Public Services Commission and nominating agencies to discuss the possibility of a single nominations database. Aligned to this work but currently a separate project is the proposed development of training for those who wish to serve on a board but need upskilling. Work on both these projects will be undertaken in 2022 and beyond.	No major Impacts No Major Impacts.	Off track but with minimal risks.

	In the meantime, ODI are devising small changes to survey monkey and the reporting spreadsheet to make the data more usable and accessible.		
4. Ongoing provision of information to appointing government agencies about obligations under the United Nations Convention on the rights of Persons with Disabilities, to provide disabled people with reasonable accommodations to enable their full and effective participation on government appointed Boards/Advisory Groups.	Ongoing.	No Major Impacts	On Track
Narrative			
<ul style="list-style-type: none"> • ODI continues to promote the nominations database of disabled people to appointing agencies, both through meetings with the appointing teams, and through MAGNET, the monitoring, appointments, and governance network. Some positive connections have been established (Action 2 above). • A lack of resourcing dedicated to this work programme means that ODI cannot be as responsive to appointing agencies, the database candidates, or maintaining the database, as it would like to be. This resourcing issue is similar 			

across the other nominating agencies, even when they have a team managing this work. Nevertheless, ODI continues to advise database members of opportunities to apply for board positions, and has maintained the database, removing people who no longer wish to be on the database, and adding new members. ODI will consider if additional ODI time / resource is possible in the second half of 2022 (Action 1 above).

- Since the start of July 2021, ODI has nominated two candidates for the 2022 Queens Birthday Honours awards. In addition, we have sent out 11 nominations opportunities to members of our network. The one drawback of our current nominations system is that there is no easy way to determine the numbers who apply for the positions (as most applications go directly to the government agency concerned) nor is there any way of ODI knowing whether any members of our nominations network have been successful with their application. This is an area of work that ODI needs to focus on, so that as a nominating partner, we can report on the numbers who were interested in positions and the final number who successfully gained a position.
- In November 2021, two new Advisers from ODI were given the responsibility for managing the ODI nominations spreadsheet with assistance from another advisor with the more technical aspects of the task. Learning about this work and how it could be improved is ongoing for those members of staff.
- Currently, there are 282 people on our nominations database, 174 are disabled members, whilst 85 are former members who have now removed themselves from our list. There are ten people listed as family/whanau/carers and 13 people who require a follow up because their information is incomplete.

Risks/Issues that are impacting or may impact progress and mitigations

One of the biggest issues impacting the Nominations work at present is the structure of our nominations system. The system relies on a survey monkey for obtaining information from potential candidates. Once the survey monkey is complete, there are some clunky spreadsheets that hold all the data. This system could be streamlined to make it more efficient. However, with the Public Services Commission (PSC) on the cusp of designing a new all of government

nominations database, ODI is reluctant to expend time and resources on fixing a 'clunky' system when a new system may be developed soon.

Impacts on inequities

The Spreadsheets record the ethnicity of those who put themselves forward for nomination. However, given the difficulties, outlined above, of knowing who has applied for a position and who in the end was appointed, it is very difficult to track outcomes by ethnicity or any other protected characteristic. However, we can report that of the current disabled members on the database 30 are male and 144 are female, currently ODI can only collect gender data using a binary system. In terms of ethnicity 56 people identified as New Zealand Europeans, 5 are Māori, 2 identify as Pacific Peoples and five as 'Other'. The remainder preferred not to reveal their ethnicity.

Programme changes based on COVID-19 learnings.

There has been little impact on the Nominations work as a result of the Covid-19 Pandemic. The reason being that most of the work is conducted online or over the phone even when the country is not living under the traffic light or alert level systems. Furthermore, most boards have continued to meet over zoom or another online platform.

Next Steps

- During the period January to June 2022, the ODI team plan to work on the nominations database and make some changes which will make the system more accessible and easier to work with. There are plans to contact all members of the database and find out if they are still interested in staying on the database. At the same time, the team at ODI will be making sure that we have up to date information for example, CVs of those who wish to remain on the system.
- There are plans to hold meeting via MS Teams so that the senior advisor in charge of the database, can at least 'meet' some of the potential candidates and seek feedback as to how they think the service could be improved.

- On a strategic level ODI is about to start working, alongside the other nominating bodies, with the PSC on a single database that would hold all information about potential candidates. This database would be searchable by government agencies, so that candidates for various board positions could be found.
- Furthermore, there are plans for the PSC to offer some training to potential board representatives about the work of a board and the skills required to be an effective board member. At the time of writing, this work is in its infancy and the Senior Adviser responsible for nominations at ODI will report on this work in the next six-monthly DAP report.
- ODI will continue to work collaboratively with the other nominating agencies, appointing agencies and the Public Service Commission to work towards improving the diversity on government appointed boards and advisory committees.
- ODI will proceed with steps towards collecting disability status data from Government appointed Board and Advisory Group members. This may involve seeking a mandate to commence data collection from Cabinet (new action).

Cross-cutting Disability Data

DAP Reporting Template - Disability Data and Evidence

Name of Agency	Ministry of Social Development
Name of Work Programme	Disability Data and Evidence
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>The adage if you aren't counted, then you don't count is very true. If government agencies are to fully include disabled people into services, like any other population group it is important to understand both what services disabled people use and what their experience in using those services is. This programme of work aims to obtain commitment from government agencies to include disability in its data collections processes.</p> <p>Involved in this work has been the greater use of the Integrated Data Infrastructure (IDI); defining how administrative data should be collected and the development of resources to assist government agencies in the collection of disability data. When talking about data and evidence, it should be noted that this refers to both qualitative and quantitative information.</p> <p>The pandemic highlighted that because of the lack of clear guidance on what administrative data to collect, disabled people were often not counted, although some useful work was undertaken by the Social Welfare Agency on the uptake of the vaccine.</p>
Alignment	This is aligned with the New Zealand Disability Strategy, Outcome 8 – Leadership

	<p>Recommendations 14, 7 and 24 are areas where the IMM has indicated the collection of disability data is particularly important.</p> <p>This work reports on the work of the Disability Data and Evidence Working Group (DDEWG). The programme of work is managed by MSD. The quarterly meetings are chaired by Statistics NZ and The Office for Disability Issues (ODI) jointly.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Six monthly reporting to the Minister on progress</p> <p>Quarterly meetings of the DDEWG</p>	<p>In progress</p> <p>Ongoing</p>		On track - with minimal risks/issues
<p>Using a contracted provider to develop the information for government agencies, researchers, disabled people, and NGOs on the resources that are currently available. This information is</p>	<p>Underway</p>		On track - with minimal risks/issues

included on the ODI website.			
Increased use of the IDI	Ongoing		On track - with minimal risks/issues
Agreement on the administrative question and the details that fit under the questions	Underway		On track - with minimal risks/issues
Development of the NZ Disability Strategy outcomes framework	Ongoing as it is a living document especially as more information becomes available.		On track or ahead
Narrative			
<p>The development of a programme of work has helped to focus attention on how work across government can be progressed. There is still a lot of work required for agencies to understand the importance of administrative data and how that can be used as opposed to survey data. The agreement on the administrative questions to be asked was an important step forward. Work will continue to understand the concerns of the agencies who have not yet signed the commitment.</p>			

One important piece of work has been the development of the outcomes framework and identification of what is available and what is missing. This work has highlighted that there has been a lot of progress in the collection of disability data in the last 3 years.

Coordinating information in one place will be a valuable resource and help educate agencies around what data they can use especially for policy and service development.

Several agencies have come to the DDEWG to share information on their data and evidence projects and receive feedback. This has been an important development as the work of the DDEWG gets known. There are several important projects underway including the Education Review Office (ERO) survey; work on the National Health Index (NHI) and data collection; Justice work on crime and Corrections work on the needs of prisoners.

The work programme has been reviewed and adjusted to meet changing priorities. The work programme will be evaluated on an annual basis.

At the December meeting with Papa Pounamu, (the Public Services diversity and inclusion group) the importance of disability data and evidence was noted.

Risks/Issues that are impacting or may impact progress and mitigations

Government departments understanding what they have committed to and that it is a process of progressive implementation. It also highlighted that disability is not seen as a population in the same way as those with different ethnicities or genders. The big area of development is administrative data and the importance for government agencies to include any IT changes this requires, to their systems in budget requests.

Impacts on inequities

This is an important piece of work in identifying areas of inequity and the best method of effectively highlighting inequities. Qualitative information may be required because of the statistically small size of some population groups.

Programme changes based on COVID-19 learnings.

COVID-19 highlighted the lack of disability data and the importance of collecting disability data. Meetings have been conducted via MS Teams because of travel restrictions.

Next Steps

In the next six months, the resources to support government agencies in their journey to include the collection of disability data will be completed and installed on the ODI website. The details around administrative data will be completed and communicated to government agencies. Work will continue the Disability Strategy Outcome framework and effective use of the IDI. An important area of progress will be the development of a project around disability data regarding disabled Māori. Regular quarterly meetings of DDEWG will continue to be held.