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| **Office FoR DisabiLity Issues** |
| **New Zealand Disability Strategy 2016-2026: Draft Outcomes Framework Content** |

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# Definitions:

Equality means that everyone gets the same opportunities

Equitable is the adjective of Equity (noun) - definitions of equality and equity are both in the Strategy Glossary

Equity is recognising that sometimes people need different things in order to be equal

# Purpose

This Outcomes Framework is being developed to provide accountability for the implementation of the New Zealand Disability Strategy 2016-2026.

The Office for Disability Issues has worked closely with the New Zealand Disability Strategy Revision Reference Group to develop the indicators for this draft Outcomes Framework, with input from government agencies and some disability sector organisations. It includes 28 indicators which have been organised under the eight outcome domains in the Strategy. These 28 indicators reflect what disabled people said were most important to measure to show whether progress is being made.

The majority of the proposed indicators are not currently being measured in New Zealand. This is not a surprise as it is well known that there is a lack of disability data. Proposed indicators should not be excluded for this reason. Government is considering options for how to measure these 28 draft indicators. Once developed, these measures will enable progress (or lack of it) to be monitored. Periodic reporting against the Outcomes Framework will show whether the Strategy is being implemented and provide accountability.

This draft Outcomes Framework document currently:

* lists the indicators under each of the eight outcome domains of the New Zealand Disability Strategy
* provides a description to explain the intent of each indicator
* notes the indicators that currently have a measure that is being collected and reported on, it includes what the measure is, how frequently the data is collected and by whom (note that the final Outcomes Framework will need to have multiple measures for each of the indicators).

For some of the indicators, meaningful monitoring of progress for disabled people will require a comparison with non-disabled populations. It is also important to note that there is an intention for the data collected to include all disabled people, including people in residential services, prisons and the homeless.

The data collected will be disaggregated by demographics to understand the experiences of different populations, particularly disabled Māori, , disabled Pasifika and disabled women. In some cases, disaggregation may not be possible due to limited sampling sizes, reducing the statistical viability of disaggregated data. In other words, when disaggregated too far, the data becomes meaningless.

For some indicators, on-going work will be required to develop appropriate measures over time. Some of the data collected will not be perfect, its limitations will be identified and declared.

Reporting against the Outcomes Framework will depend on the frequency of data collection for the various measures. For example, some of the measures will have data collected every year, some will be once every two years, and others might be less frequently. Decisions on reporting frequency, and what each report will include, will be made once options for filling the data gaps have been considered.

Once further work on possible measures, data collection, and reporting frequency has been completed the final Outcomes Framework will be incorporated into the New Zealand Disability Strategy document.

# Outcome One: Education

## Indicator 1.1 Disabled students, and their whānau are welcomed at the school or education setting of their choice

This indicator is intended to capture the experience of disabled students and their whānau, when first interacting with their chosen place of education.This includes all levels of the education system, from early childhood through primary, secondary and tertiary and people in alternative education rather than the compulsory education system.

The use of the term “welcome” is intended to capture whether disabled people and their whānau have positive experiences. Whether the education institution is pleasant, friendly, accommodating, and satisfactory to disabled students and their whānau.

It is important that the measures for this indicator reflect the experience of the disabled student and their whānau, and are not self-reported by the education provider.

## Indicator 1.2 Disabled people participate and are included in the entire education system and extra-curricular activities

This indicator is intended to show whether disabled students can access everything schools offer in the same way as non-disabled students and get the support needed to participate, achieve and progress. This includes, but is not limited to, sporting events, arts and culture, technology, school trips and school camp.

## Indicator 1.3 Disabled people have positive experiences in education

This indicator is intended to illustrate the types of interactions (both positive and negative) disabled students have in an educational setting. This includes:

* interactions with teachers, staff and other students
* whether schools support disabled students to develop friendships and social skills
* whether schools support disabled students to develop resilience, determination and confidence
* whether schools provide a sense of belonging, building identity and language skills
* whether schools prepare all students for life beyond compulsory education.

## Indicator 1.4 Disabled people achieve and progress in education

This indicator is intended to capture academic progress, achievement and qualifications across the curriculum.

Also, that disabled students have trained teachers and educators (specialist and/or mainstream) who support and believe in their progress and achievement and value their contribution to the learning environment.

## Indicator 1.5 Disabled students, their parents/guardians, and whānau, are well informed about their options and rights

This indicator is intended to show whether disabled people are well informed about their educational options and rights. This includes being provided with all the information and explanations, if required about:

* equitable access to educational services
* equitable access to educational information
* the right to attend a local school if we choose to.

# Outcome Two: Employment and Economic Security

## Indicator 2.1 Disabled people and their whānau have economic security

This indicator is intended to demonstrate whether disabled people and their whānau have adequate income. Also, that this income together with savings/wealth accumulation enables financial security over a lifetime, including retirement. To be meaningful, this measure should be compared with non-disabled people, include people in residential care services, and take into account different factors relevant to the region where people live. These different factors could include the cost of housing, cost of and access to transport, services, employment, and information.

This indicator also needs to take into account the cost of disability, a major influence on economic security for most disabled people.

### There is one existing measure: Levels of income adequacy compared with non-disabled people (NZ General Social Survey, Stats NZ, reported every 2 years).

## Indicator 2.2 Disabled people have equitable access to employment

This indicator is intended to show whether disabled people are able to access employment at all levels in the same way as non-disabled people.

This should identify barriers, such as discrimination on the basis of disability, that impact employment opportunities.

It should show to what extent disabled people transition from school, and tertiary education, into employment, if this is the same as for non-disabled people, and whether these transitions are effective, consistent and occur within a specified timeframe across the country.

This also includes whether reasonable accommodation is understood and provided by employers. For example, specialised supports and services including technologies needed to secure and sustain employment, being made readily accessible, at the right time to those who need them.

This should also demonstrate whether disabled people have the same opportunities for career progression and employment as their non-disabled peers.

*There is one existing measure: Employment rates compared with non-disabled people (Household Labour Force Survey, Stats NZ, available every year).*

## Indicator 2.3 Disabled people are satisfied with their employment situation

This indicator intends to show whether disabled people are in meaningful and valued work that meets their needs for employment. This includes whether disabled people are paid fairly, have enough hours of work, and are not over-qualified for a position (underemployed).

This also intends to measure to what extent the long-term hopes and aspirations of disabled people are being realised through their employment journey, and whether disabled people are treated with respect and dignity by their non-disabled peers.

This indicator also shows whether disabled people have an adequate standard of living that enables them to fully participate in society.

## Indicator 2.4 Disabled people have equitable levels of income

This indicator is intended to show if disabled people receive similar levels of income to non-disabled people and if the additional costs of disability are met.

Measures under this indicator should also investigate whether disabled people have proportional representation in different types of employment from entry level to more senior management positions.

### There is one existing measure: Income distribution compared with non-disabled people (Household Labour Force Survey, Stats NZ, available every year).

# Outcome Three: Health and Wellbeing

## Indicator 3.1 Disabled people and their whānau have equitable access to quality, inclusive and culturally responsive health services and information

This is intended to show whether disabled people and their whānau are well informed about their health, and whether the health services are appropriate and meet their needs.

This includes:

* access to health services in accessible formats
* access to health information and information about themselves available in accessible formats
* access to peer support and/or advocates when needed
* quality of health services (including inclusivity and cultural responsiveness)
* that health care professionals treat disabled people with dignity and respect
* that there are no barriers for disabled people in accessing mainstream health services because of their impairment.

## Indicator 3.2 Disabled people have equitable physical and mental health outcomes

This indicator is intended to illustrate whether disabled people have similar health outcomes to non-disabled people. It is important to report data by impairment type to illustrate whether there are different experiences across the disability community.

This indicator should also include whether disabled people have similar life expectancy to non-disabled people and whether appropriate and timely support for all health needs is received, not just those related to their impairment.

*There is one existing measure: Satisfaction with own health (New Zealand General Social Survey, Stats NZ, available every two years).*

**Indicator 3.3 Disabled people and their whānau have meaningful relationships in their lives**

This is intended to indicate whether disabled people and their whānau have adequate frequency and quality of contact with family, whānau and friends in their lives, compared with non-disabled people. It is important that this also investigates whether this is considered a satisfactory level for the disabled person. For example, if more or less contact would be preferred. This indicator is intended to demonstrate levels of social inclusion (at the positive end of the results) and levels of social isolation (at the other end).

*There is one existing measure: Levels of contact with family and friends (New Zealand General Social Survey, Stats NZ, available every two years).*

## Indicator 3.4 Disabled people are satisfied with their lives

This indicator is intended to illustrate whether disabled people are content and happy in their lives, compared with non-disabled people. For instance, whether disabled people:

* have a sense of belonging to their wider community rather than feeling socially isolated
* have the same experiences and opportunities to participate in and contribute to the community activities they choose, such as sport, recreation, arts and cultural activities, just as their non-disabled peers do
* feel supported to be healthy and well, and can participate in community activities on an equal basis with others.

This is an overall measure that will be heavily influenced by how well or poorly things are going in the other outcome areas.

*There is one existing measure: Overall life satisfaction (New Zealand General Social Survey, Stats NZ, available every two years).*

# Outcome Four: Rights Protection and Justice

## Indicator 4.1 Disabled people and their whānau have the support and accommodations needed when interacting with the justice system

This indicator is intended to show whether disabled people and their whānau engaging with the justice system receive the supports and reasonable accommodations, specific to their impairment, required to understand and participate in the process. This includes whether the supports and accommodations are provided at the right time, in the right place, are culturally responsive and available to every person regardless of whether they are victims, perpetrators, witnesses, or fulfilling a civic duty such as jury service.

It is important to note that this includes people who experience mental health issues, which fall within the definition of disability in New Zealand.

## Indicator 4.2 Disabled people feel safe in their homes, communities, and are safe from violence, abuse and neglect

This indicator is intended to show whether disabled people, including those in residential services, feel safe and are safe. That is, that disabled people feel there are enough safeguards in place for those at risk of violence, abuse and neglect.

Violence and abuse include all aspects, including financial, sexual, physical and psychological as well as the withdrawal of support mechanisms and equipment. Neglect can also include physical, emotional and social neglect.

### There is one existing measure: Feelings of safety in home and in neighbourhood/community (New Zealand General Social Survey, Stats NZ, available every two years).

## Indicator 4.3 Disabled people’s right to make their own decisions is upheld, and supported

This indicator is intended to show whether disabled people’s right to legal capacity is upheld. This includes measuring:

* whether disabled people have access to support that recognises their needs
* whether there are barriers to disabled people making decisions, either independently or with support if required, about things that affect their own lives
* whether disabled people feel confident to speak up or complain about being discriminated against or hurt.

# Outcome Five: Accessibility

## Indicator 5.1 Disabled people have full access to all places, services and information across New Zealand

This indicator is intended to show whether disabled people can access all things the same way as non-disabled people. This includes:

* suitable housing
* transport
* built environment
* services
* information
* communications
* technology
* equipment
* culture
* civic engagement
* community events
* entertainment and leisure activities (shows, broadcasting)

## Indicator 5.2 Government takes the lead in raising accessibility across all areas

This indicator is intended to show whether the government is leading by example and actively working to maximise accessibility for disabled people across all business areas.

This includes government communications and information (at the right time and in full), accessibility of government agency buildings, access to government supports and services, and access to employment in government agencies (including the pre-employment phase, and support whilst in work).

# Outcome Six: Attitudes

## Indicator 6.1 Disabled people and their whānau are treated with dignity and respect by everybody

This indicator is intended to show how disabled people and their whānau feel they are treated by others.

This indicator also includes whether disabled people experience stigma or discrimination on the basis of disability. This refers to treatment by everyone, including professionals, the public service, and the general public.

### There is one existing measure: Self-reported experience of discrimination due to disability (New Zealand General Social Survey, Stats NZ, available every two years).

## Indicator 6.2 Disability is portrayed positively in the media

This is intended to show what disabled people think about the way disability is portrayed in the media. It could also demonstrate trends in how the general public think about disability, which can be strongly influenced by media coverage. If there is willingness in the media to explore attitudes towards disability, and debunk those that negatively stereotype, stigmatise or discriminate, this could indicate a shift away from negative attitudes about disability.

## Indicator 6.3 Disabled people are recognised as citizens in their own right

This is intended to show whether disabled people are accepted by society, and treated as equal citizens. This should demonstrate progress from acceptance through inclusion to belonging.

This is intended to illustrate whether disabled people have the opportunity to participate in and contribute to civil society across local and central government.

# Outcome Seven: Choice and Control

## Indicator 7.1 Disabled people have and maintain control over decisions about their lives

This is intended to show whether disabled people have freedom and autonomy in their lives to make their own choices.

That the information or support needed to make their own decisions is available to all disabled people in accessible formats. This includes both minor day-to-day choices, as well as major life decisions, even if mistakes have been made in the past. Some examples include:

* what to wear, eat, watch
* where to live
* who to live with
* the choice to have children, and the support to parent.

## Indicator 7.2 Disabled people and their whānau have choice over government funded services that meet their needs

This is intended to show whether disabled people and their whānau have access to services that meet their needs, have control over who provides services and how they are provided. This includes satisfaction with the level of support, the quality of support and the amount of control disabled people have.

This is also intended to demonstrate whether disabled people are engaged at a policy level on disability issues where outcomes of policy work directly impact on them.

## Indicator 7.3 Disabled people and their whānau have control over who provides services

This is intended to show whether disabled people and their whānau have control over which services they choose to use and how they are provided.

That is, whether there is information available to enable disabled people to make informed choices from all the options available, rather than only those options that might be offered to them.

Also, whether disabled people and their whānau have the supports they need to make their own decisions.

# Outcome Eight: Leadership

## Indicator 8.1 Leadership in the disability sector is effective

This is intended to show whether the disability sector has strong leaders, and includes both disabled leaders and non-disabled leaders who are strong advocates for disabled people.

## Indicator 8.2 Disabled people are represented in leadership roles across society

This indicator is intended to show whether disabled people have equitable opportunities to progress and hold leadership roles in the wider community, not just in the disability sector.

It is intended to reflect participation in leadership roles at work, and in community organisations. How this compares with non-disabled people, and is there proportional representation of disabled people in leadership positions.

It measures whether disabled people feel recognised for their skills, talents and leadership potential. Also, whether emerging leaders feel supported and mentored to achieve their leadership goals

### There is one existing measure: Occupation (Household Labour Force Survey, Stats NZ, available every year).

## Indicator 8.3 Disability community and government partner and lead over disability issues

This indicator is intended to show whether the government and disability community work together to improve the lives of disabled people.

Also, whether disabled people feel there are strong leaders who represent their views when there are discussions on things that are important to them.

## Indicator 8.4 Government demonstrates leadership on disability issues

This indicator is intended to show whether consideration of disability issues is reflected in government policy development and practice. It is also intended to illustrate whether disabled people are meaningfully engaged throughout the entire policy development process.