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Sponsor/Group:	General Manager, Community
Policy Owner:	Community and Social Development Manager

Disability Policy

Ko te Puutaketanga Purpose

1. To provide best-practice principles and policy to ensure disabled people are considered and their needs met in all aspects of Hamilton City Council (Council) operations.
2. To provide direction that enables Council to comply with its regulatory function in relation to maintaining quality standards, safety and access.
3. To provide all people with equity of opportunity and access by removing barriers to improve the wellbeing of Hamiltonians.

Ko te Whaanuitanga Scope

4. This Policy applies to:
 - a. all Council-owned and/or managed facilities
 - b. public places including parks, reserves and walkways
 - c. the roading network including footpaths
 - d. Council services, communications, processes and projects
 - e. Council-run events.

Ko ngaa Whakamaaramatanga Definitions

Term	Definition
Access	Ability to engage with, use, participate in, and belong to something.
Disability	Physical, sensory, neurological, psychiatric, intellectual or other impairments. Disability is the process which happens when one group of people create barriers by designing a world only for their way of living, taking no account of the impairments other people have. <i>NZ Disability Strategy (2016)</i>
Equity	The principle that people should have the same opportunities to succeed. To achieve equity, underprivileged communities or people may require resources to be distributed in a way that addresses their specific needs.
Universal Design	Principles that encourage developers of spaces and places to meet the needs of people at all life stages. Universal Design is considered best practice.

Ko ngaa Tikanga Whakahaere Kaupapahere Principles

5. Council recognises that disabled people need equity of access to participate fully in and contribute to community and civic life in Hamilton Kirikiriroa.
6. Council is committed to ensuring that both elected members and staff have awareness and understanding of the issues that affect the disability community.

7. Council services, communications, activities and facilities will be responsive to the diverse needs of disabled people.
8. Council recognises and acknowledges that disabled people are experts in their own experience.
9. Council recognises the need to improve access to facilities, programmes, services and information provision for disabled people.

Ko ngaa Tikanga **Policy**

10. Council will provide information that is appropriate and in accessible formats.
11. Council will provide opportunities for participation and contribution to community life for disabled people through our Plans and Strategies.
12. Council will reinforce a culture that respects the diversity of all people who live in Hamilton and continues to strengthen partnerships with disabled people built on this respect.
13. Council will work in partnership with Government and other organisations on behalf of and with disabled people to improve equity of access.
14. Council will provide new and upgraded facilities and infrastructure that is accessible and meets best practice standards.
15. Council will provide appropriate parking for disabled people to enable permit holders to park close to their destination.
16. Council will ensure that public transport infrastructure managed by the Council will meet the needs of disabled people and advocate for public transport providers within the city to meet the needs of disabled people.
17. Council will support disabled people to fully participate in their communities considering the principles of universal design.

Ko te Aroturukitanga me te Whakatinanatanga **Monitoring and Implementation**

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

Ko ngaa Tohutoro **Reference Links**

20. The Disability Policy has connection and can give direction to the following Council plans and strategies.
 - a. [Community and Social Development Strategy – He Rautaki Whakawhanake Hapori](#)
 - b. [He Pou Manawa Ora – Pillars of Wellbeing](#)
 - c. [Access Hamilton](#)
 - d. [Central City Transformation Plan](#)

- e. [Housing Strategy](#)
- f. [Play Strategy](#)
- g. [Community Facilities Strategy](#)
- h. [Hamilton Age Friendly Plan](#)
- i. [Nature in the City](#)
- j. Communications Unit Accessibility Guidelines
- k. Management Policy – Workplace Diversity and Inclusion

21. The Disability Policy considers and aligns with the following external plans and strategies:

- a. [Te Tiriti o Waitangi/ Treaty of Waitangi](#)
- b. The United Nations [Convention on the Rights of Persons with Disabilities \(CRPD\)](#) | [United Nations Enable](#)
- c. 2016-26 [New Zealand Disability Strategy - Office for Disability Issues \(odi.govt.nz\)](#)
- d. National [Disability Action Plan 2019-2023 - Office for Disability Issues \(odi.govt.nz\)](#)
- e. [He Korowai Oranga | Ministry of Health NZ](#) and [Whakamaui: Māori Health Action Plan 2020-2025 | Ministry of Health NZ](#)
- f. [Principles - Enabling Good Lives](#)
- g. [The Accessibility Act - Access \(accessalliance.org.nz\)](#)

22. Other useful links

- a. [Accessible design standards](#)