

# **Disability Action Plan 2019–2023**

## **Bi-annual Report (January to June 2020)**

**November 2020**  
*Summary version for public release*

## Introduction

The Disability Action Plan 2019–2023 (the DAP), launched in November 2019, aims to improve the wellbeing of disabled people through progress on the eight interconnected outcomes in the New Zealand Disability Strategy: education, employment and economic security, health and wellbeing, rights protection and justice, accessibility, attitudes, choice and control, and leadership.

This is the first six-monthly report on progress against the Disability Action Plan 2019–2023 (the DAP or the Plan). Submission of six-monthly status reports to the Office for Disability Issues (ODI) is a key monitoring mechanism of the DAP.

In 2020 the COVID-19 pandemic put significant pressure on essential services and government agencies. Delivery of some work programmes were impacted with work being reprioritised and/or delayed. However, progress in the first six months can still be seen.

Notable achievements and progress included:

- **Accessibility Charter (Ministry of Social Development):** All government agencies have now signed up to the Accessibility Charter, demonstrating their commitment to ensuring that all information intended for the public is accessible to everyone, and that everyone can interact with government services in a way that meets their individual needs.
- **Improving outcomes for disabled learners in tertiary education (Tertiary Education Commission):** Introduction of Disability Action Plans and improved data collection for Tertiary Education Organisations.
- **Lead Toolkit (Ministry of Social Development):** Updated lead toolkit resource to help agencies and businesses employ disabled people to include all sectors and employers. A new “Retaining Existing Employees” resource to help agencies and businesses retain disabled employees was also launched in 2020.
- **Reducing segregation and restraint (Department of Corrections: Ara Poutama Aotearoa):** Removal of tie-down beds in prisons as part of the programme to reduce forms of segregation and restraint.
- **Repeal of Part 4A (Ministry of Health):** In September 2020, the repeal of Part 4A came into force to change the Ministry of Health and DHB paid family care policies. This included increased pay rates for family/whānau carers, choice on employment arrangements, lowering the minimum age of carers from 18 to 16 years old, and enabling eligible partners and spouses to be paid in their carer role.

### Overall status of DAP work programmes

Agencies provided reports across 29 work programmes. 20 (68%) work programmes were reported being on track or ahead, and 9 (32%) reported being off track but with low risks or issues to delivery. No work programmes were reported to be off-track with significant risks or issues. The DPO Coalition did not agree with the self-assessment of “off track-but low risk” for two agency reports noting that both work programmes had issues for delivery. This has been noted in the report.



# Agency Reporting Against DAP Outcome Area

<b>Outcome 1: Education</b> .....	<b>4</b>
Curriculum, Progress and Achievement .....	4
Government reform of the Tomorrow's Schools System (Tomorrow's Schools) .....	6
NCEA Review .....	8
Learning Support Action Plan.....	9
TEC work plan for improving outcomes for disabled learners in tertiary education .....	14
Reform of Vocational Education (RoVE) .....	16
<b>Outcome 2: Employment and economic security</b> .....	<b>17</b>
Disability Employment Action Plan.....	17
Increasing the employment of disabled people in the public sector (lead toolkit) .....	19
National Information Portal and regional hubs .....	20
Replacing Minimum Wage Exemption permits.....	21
<b>Outcome 3: Health and Wellbeing</b> .....	<b>22</b>
Improving health outcomes and access to healthcare for disabled people .....	22
Funded Family Care policy change .....	25
Reduce the use of seclusion and restraint.....	27
Reduction of the use of segregation and restraint.....	28
Repeal and Replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 .....	29
Sport NZ Disability Plan .....	30
Safeguarding bodily integrity rights .....	32
<b>Outcome 4: Rights protection and justice</b> .....	<b>35</b>
Improvement of justice services so that they are accessible and able to be understood .....	35
<b>Outcome 5: Accessibility</b> .....	<b>36</b>
Accelerating Accessibility.....	36
Accessibility Charter.....	38
Accessibility [Policy implementation] .....	39
Ministry of Transport Action Plan.....	43
Waka Kotahi NZ Transport Agency's Disability Action Programme 2019-2023 .....	44
<b>Outcome 7: Choice and control</b> .....	<b>50</b>
Development of a Shared Understanding of Supported Decision Making.....	50
Transform the disability system to enable disabled peoples' choice and control over their lives ...	53
<b>Outcome 8: Leadership</b> .....	<b>54</b>
Nominations Database of disabled people for Government Boards / Advisory Groups .....	54
<b>Cross-cutting: Disability data</b> .....	<b>57</b>
Disability Data and Evidence .....	57
Disability data collection and reporting .....	58

# Outcome 1: Education

*We get an excellent education and achieve our potential throughout our lives.*

<b>Name of Agency</b>	<b>Ministry of Education</b>		
<b>Name of work programme</b>	<b>Curriculum, Progress and Achievement</b>		
<b>Workplan agenda</b>	 MOE Curriculum, Progress & Achievement		
<b>Overall Status</b>	<b>Off track – but low risks/issues</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19	Status
Updating Te Marautanga o Aotearoa (TMOA): <ol style="list-style-type: none"> <li>1. Review of Te Marautanga o Aotearoa</li> <li>2. Development of a high trust model of information sharing</li> <li>3. The establishment of a Centre for Excellence for Māori medium sector.</li> </ol>			On track with minimal risks/issues
Updating the NZ Curriculum (NZC), research and sector engagement to: <ol style="list-style-type: none"> <li>1. Explore scope and scale of potential change with working group</li> <li>2. Test direction of change more widely with sector</li> <li>3. Develop options for change</li> <li>4. Develop proposed timelines for change</li> <li>5. Develop advice to the Minister and Cabinet on the above, to inform next steps</li> </ol>	Sector engagement (including disability voices) on scope of potential change completed. Engagement on process partially completed.  Mock-up of a proposed reframing for the New Zealand Curriculum begun, which builds on advice from the working group on developing an inclusive curriculum that delivers on the United Nations Convention on the Rights of Persons with Disabilities	Advice to Minister and Cabinet deferred until early 2021  Testing of direction of change will need to be through targeted engagement, in connection with Aotearoa New Zealand's Histories engagement  Options will need to be considered to work in COVID-19 context	On track with minimal risks/issues

<p>NZC Curriculum Progress Map (learning progressions):</p> <ol style="list-style-type: none"> <li>1. Iterative development and refinement of social and emotional learning prototype, inclusive to all learners - including sector and expert consultation</li> <li>2. Running of SEL sector trial (Term 2) to inform approaches to developing CPM and SEL resources</li> <li>3. Develop of advice to the Minister and Cabinet on the above, to inform next steps</li> </ol>	<p>Prototype developed and refined; including expert and sector consultation (including disability experts) Trial materials developed</p>	<p>Term 2 trial postponed to Term 3</p>	<p>On track with minimal risks/issues</p>
<p>TMoA He Tirewa Ako (learning progressions):</p> <ol style="list-style-type: none"> <li>1. Engagement with the sector on Te Tamaiti Hei Raukura</li> <li>2. Iterative development of progressions</li> <li>3. Psychometric testing of draft progressions</li> </ol>	<p>Draft learning progressions developed and testing with the sector, including psychometric testing</p>		<p>On track with minimal risks/issues</p>
<p>Records of Learning (RoL - English and Maori medium):</p> <ol style="list-style-type: none"> <li>1. Development of draft RoL build requirements (technical build of the RoL tool)</li> <li>2. Sector engagement to identify requirements</li> <li>3. Finalised design of the online RoL</li> <li>4. Develop of advice to the Minister and Cabinet on the above, to inform next steps</li> </ol>	<p>Draft build requirements development and sector requirements workshop agenda/materials developed (one of three planned workshops held before COVID lockdown)</p>	<p>Sector engagements planned for Q2 postponed; yet to be rescheduled RoL development to be incorporated as part of the Te Rito platform development in 2021</p>	<p>On track with minimal risks/issues</p>

<b>Name of Agency</b>	<b>Ministry of Education</b>		
<b>Name of work programme</b>	<b>Government reform of the Tomorrow's Schools System (Tomorrow's Schools)</b>		
<b>Workplan agenda</b>	 MOE Government reform of the Tomorrow's Schools System		
<b>Overall Status</b>	<b>On track – with minimal risk</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19	Status
New objectives that Boards must give effect to Te Tiriti o Waitangi and relevant student rights (legislative provision)	Legislative work to give effect to policy decisions through the Education and Training Bill		On track or ahead
Children's Commissioner to commence review of learners' participation in school governance	Work on the review has commenced	Some delay in engaging with students due to Lockdown	On track with minimal risks/issues
Implement Learning Support Action Plan 2019-2025	[Refer to separate update]		
Shaping Leadership Advisor roles to provide support to boards and principals (dependent on policy and budget decisions)	Initial policy and design work commenced	Some work deferred due to staff and resources being diverted to COVID-19 response	On track with minimal risks/issues
Invite the Teaching Council to establish a Leadership Centre	Teaching Council invited to establish a Leadership Centre		Complete
Establish an Education Service Agency and re-design the Ministry of Education (dependent on Budget decisions)	Early organisational design work commenced, including engagement with key stakeholders	Some work deferred due to staff and resources being diverted to COVID-19 response	On track with minimal risks/issues
National Strategy for school network planning - National Education Growth Plan (dependent on policy and Budget decisions)	This work is ongoing	Some work deferred due to staff and resources being diverted to COVID-19 response	On track with minimal risks/issues

Strengthen collaborative networks across the system (dependent on policy and Budget decisions)	Early policy work commenced	Some work deferred due to staff and resources being diverted to COVID-19 response	On track with minimal risks/issues
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>			
<p>Responding to COVID-19 has required the Ministry of Education and sector to work together in different ways alongside families, whānau and Māori to meet the needs of learners, including those with disabilities and/or learning support needs. This has fostered a greater sense of collaboration and cooperation and helped build trust and strengthen relationships. These behaviours are consistent with the ambitions and intent of the Tomorrow's Schools reforms and will help to reset how the education system operates going forward.</p>			
<b>Note any impacts on inequities, particularly among disabled Māori, Pacific Peoples, women &amp; children</b>			
<p>While New Zealand's current education system performs well for some groups of learners, it needs to work better for learners/ākonga with disabilities and/or learning support needs. The education system has failed to address the persistent disparities in education outcomes and continues to underserve key groups of learners/ākonga. For many learners and their families, including those with disabilities and/or learning support needs, these disparities have been exacerbated by COVID-19. The Government response to the reform of the Tomorrow's Schools system seeks to address these issues by strengthening the whole system in order to better serve those who are disadvantaged. This includes working to improve equitable access, success and employment outcomes for those with disabilities and/or learning support needs.</p>			

<b>Name of Agency</b>	<b>Ministry of Education</b>		
<b>Name of work programme</b>	<b>NCEA Review</b>		
<b>Workplan agenda</b>	 MOE NCEA Review.docx		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Review of Achievement Standards begins: New Achievement Standards are to be accessible by design		The Review has been rescheduled due to COVID-19	On track or ahead
Review of Achievement Standards begins: Disability and Learning Support NCEA Panel established	Panel established; initial guidance provided to Ministry.		On track or ahead

<b>Name of Agency</b>	<b>Ministry of Education</b>		
<b>Name of work programme</b>	<b>Learning Support Action Plan</b>		
<b>Workplan agenda</b>	 MOE Learning Support Action Plan.		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19	Status
LSAP Priority 1 - LSCs <b>Stand up the new Learning Support Coordinator role</b>	Achieved. 94% of roles have been filled		On track or ahead
LSAP Priority 1 - LSCs <b>Provide LSC Induction and training</b>	Achieved. <ul style="list-style-type: none"> <li>• LSC Induction Forums provided in Akld, Wgtn and Chch in Feb 2020.</li> <li>• DRAFT LSC Guide published for consultation.</li> <li>• LSC Network in procurement.</li> </ul>	Some delays in delivering Professional Learning and Development activities and resources.	On track or ahead
LSAP Priority 1 - LSCs <b>Commence evaluation of the LSC formation</b>	Achieved	Some delays due to COVID-19 impacts on schools. Timeline re-set	On track with minimal risks/issues
LSAP Priority 1 - LSCs <b>Plan, develop and agree new property for LSCs</b>	Budget allocations on track (1006 schools)	Progress on agreeing LSC projects for accommodating schools for both state and state integrated schools by 30 June 2020 has been impacted by other priority school and property initiatives (in particular the School Investment Package), COVID-19 and market capacity	On track with minimal risks/issues

LSAP Priority 1 - LSCs <b>LS Register</b> - Develop and implement LS Register to record learning support needs within each LS cluster	First pilot with a Learning Support cluster of schools is underway. External sLSR web page is live. Online training module content has been agreed.		On track with minimal risks/issues
LSAP Priority 2 - Early Identification <b>School Entry Assessment - Development of indicators progressing</b>	Development and hui with stakeholders and schools	Some delays due to COVID-19 impacts on schools. Timeline re-set	On track with minimal risks/issues
LSAP Priority 4 - Neurodiversity <b>Develop resources to support teaching for neurodiversity</b>	Dyslexia kete launched by Minister in Feb 2020 at Induction forums		On track or ahead
LSAP Priority 3 - Early Intervention <b>Contribute to the Mana Whaikaha prototype in Mid Central DHB</b>	Achieved. Relationship and support for the work is ongoing	Some delays due to COVID-19 priorities	On track with minimal risks/issues
LSAP Priority 3 - Early Intervention <b>Reducing waiting times for Early Intervention</b>	At 30 June 2020 there were 1567 children waiting for early intervention support, which is 1147 fewer than the number of children waiting on 30 June 2019. Regions have made good traction in reducing the number of children on the Early Intervention Service waiting list, particularly those long waiting cases.	The number of new requests for support dropped significantly during COVID lockdown conditions, which has further reduced the overall waiting list.	On track with minimal risks/issues
LSAP Priority 3 - Early Intervention <b>Evaluation of the Early Intervention Service</b>	The process evaluation has been approved	Covid-19 response will delay start date of 2020/21 process evaluation.	On track with minimal risks/issues
LSAP Priority 3 - Early Intervention <b>Kōhanga reo awareness campaign</b>	Learning support awareness campaign delivered nationally. Planning alongside Te Kōhanga Reo National Trust, national and regional offices to support and continue the work with kohānga reo.	Planning alongside Te Kōhanga Reo National Trust to identify opportunities to respond to and recover from Covid-19.	On track with minimal risks/issues
LSAP Priority 3 - Early Intervention <b>Contribute to the Mana Whaikaha prototype in Mid Central DHB</b>	Achieved. Relationship and support for the work is ongoing	Some delays due to COVID-19 priorities	On track with minimal risks/issues

LSAP Priority 4 - Neurodiversity <b>Procure literature review on teaching for neurodiversity</b>	Achieved. Literature review delivered and published.	Some delays in stakeholder engagement due to COVID-19	On track with minimal risks/issues
LSAP Priority 4 - Neurodiversity <b>Te Ao Maori discussion re Autism</b>	Commenced. Discussion will be ongoing.	Some delays in stakeholder engagement due to COVID-19	On track with minimal risks/issues
LSAP Priority 4 _ Neurodiversity <b>Review the Resource Teacher Literature (RTLit) Manual</b>	Achieved. RTLit manual refresh well underway, with refreshed and combined manual due at end of July.		On track with minimal risks/issues
LSAP Priority 5 - Gifted <b>Develop Screening tool</b>	Identification and training approach deferred to next quarter as Ministry focuses on direct support of learners as part of COVID-19 response.	Some delays due to COVID-19 priorities	
LSAP Priority 5 - Gifted <b>Maori medium events programmes</b>	Māori medium events and opportunities procurement deferred to next period as Ministry focusses on direct support for learners as part of COVID-19 response.	Some delays due to COVID-19 priorities	
LSAP Priority 5 - Gifted <b>Early Learning</b> - Develop resources and provide support for gifted children in early learning	Created six resources modules		On track or ahead
LSAP Priority 5 - Gifted <b>Student awards</b> - Provide awards for students to undertake extension education	Awards for extension education provided twice yearly		On track or ahead
LSAP Priority 5 - Gifted <b>Teacher awards</b> - Provide study awards for teachers to expand their skills with gifted students	Teacher Awards for Postgraduate Diploma: gifted endorsement details finalised. Small flexible for local learning Rounds two closed early due to clash with Covid-19 restrictions.		On track with minimal risks/issues
LSAP Priority 6 - Students at Risk of Disengaging <b>Redesign of Alternative Education</b>	Preliminary work undertaken, but no further funding for redesign		

<p>LSAP Priority 6 - Students at Risk of Disengaging</p> <p><b>Attendance Service - redesign of provider contracts</b></p> <p>Attendance Service contracts are being redesigned and updated as they come due, to bring the service closer to schools and the communities they serve.</p>	<p>All South Auckland contracts have been signed and Lead Schools commenced on 22 June 2020, the Non-Enrolled service commences 6 July 2020.</p>		<p>On track with minimal risks/issues</p>
<p><b>Māori medium education</b></p>	<p>Discussions continue with TRN particularly around any PLD support on a national level for LSC Kura Kaupapa Māori.</p>	<p>Some delays due to COVID-19 priorities</p>	
<p><b>Programme Stakeholder Engagement</b></p>	<p>Engagement undertaken with</p> <ul style="list-style-type: none"> <li>• Technical advisers and stakeholders on development of School Entry Assessment</li> <li>• Stakeholders on Responding to neurodiversity in the education context: An integrative review; Donald Beasley Institute, including Auckland and Massey Universities, Altogether Autism, Graeme Dingle Foundation, Gifted organisations, responding to invitation to engage</li> <li>Continued engagement with Autism NZ on professional development for LSCs</li> <li>• Connect and Co, IHC and Explore on Awhi at home Facebook page for parents and whānau</li> <li>• ESOL community engagement on resources for migrant and refugee families</li> <li>• Collaboration with cross-Ministry team working on Te Rito change management programme</li> </ul>	<p>Some delays due to COVID-19 priorities</p>	<p>On track with minimal risks/issues</p>

**Narrative – Any celebrations? What is going well? What is being learned? Any impacts?**

Appointment and Induction of the new LSC role was a substantial achievement. More than 600 LSCs are now working in Learning support clusters all over New Zealand, to coordinate access and delivery of Learning Support services to students.

The Kohanga reo awareness campaign was a success and provided a strong relationship model for further engagement and development alongside Te Kohanga Reo National Trust.

Launch of the Dyslexia kete of resources was a first in New Zealand, providing guidance and advice for LSCs and teachers on the identification of dyslexia-type traits.

**Note any impacts on inequities, particularly among disabled Māori, Pacific Peoples, women & children**

Tamariki benefit from the Kohanga Reo awareness campaign, which has significantly strengthened knowledge of and experience with the Early Intervention service

<b>Name of Agency</b>	<b>Tertiary Education Commission (TEC)</b>	
<b>Name of work programme</b>	<b>TEC work plan for improving outcomes for disabled learners in tertiary education</b>	
<b>Workplan agenda</b>	 TEC work plan for improving outcomes	
<b>Overall Status</b>	<b>Off track – but low risks/issues</b>	
<b>Progress against Plan for the period</b>		
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>
Introduce mandatory disability action plans as a SAC funding requirement for TEO's (via SAC funding conditions). And provide support material to enable this.	Not completed.	Introduction of mandatory DAPS has been pushed out one year as COVID-19 pressures and responses meant tertiary organisations have not been available to work on this, and other workstreams which feed into this were also delayed.
Capture more data around disabled learners – equity template report April/May 2020	Delayed. Reporting will now be sought in August 2020, for analysis Oct 2020. No risk to overall work and data collection project.	Delayed as COVID-19 pressures and responses meant tertiary organisations have not been available to work on this
Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme)	As required for work and COVID-19 response.	Nil

Establish governance, working group and hire contractors for Kia Ōrite re-development	Action has been completed. Overall project is delayed.	Resource delivery delayed by approx. 4 months as COVID-19 pressures and responses meant tertiary organisations have not been available to work on this
Disability Action Plan for the TEC - finalise and move to business as usual	Delayed. Now to be completed Aug/Sept 2020.	Delayed due COVID-19 pressures
Pilot student journey mapping for disabled students (as part of Learner Success work)	No longer necessary as this information has been collected in other formats.	N/A
Partnering with disability action / peak bodies to access their knowledge in this area and find opportunities for partnership projects to support learners.	We have worked effectively with People First to support an initiative around university access for people with learning disability.	Project delayed due COVID-19 pressures and subsequent funding constraints.
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
TEC is pleased with the progress we have been able to make, considering the impacts of COVID-19 on the tertiary education sector and our other partner organisations. We have worked well with TEO's during the months of pandemic response and the sector is committed to progressing these projects as soon as practical (i.e. as soon as they can release resources to participate). In the last few weeks of July we have swung back into full engagement on these work areas.		

<b>Name of Agency</b>	<b>Ministry of Education</b>		
<b>Name of work programme</b>	<b>Reform of Vocational Education (RoVE)</b>		
<b>Workplan agenda</b>	 MOE The Reform of Vocational Education		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19	Status
Legislate a Charter for the NZIST (within the Education (Vocational Education and Training Reform) Amendment Bill)	Legislate a Charter for the NZIST (within the Education (Vocational Education and Training Reform) Amendment Bill)	No COVID-19 impact	
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>			
The Minister of Education has agreed to the proposed approach and next steps for the Unified Funding System (UFS), including further work on how best to ensure support for disabled learners and people with additional learning support needs through the UFS.			

## Outcome 2: Employment and economic security

*We have security in our economic situation and can achieve our full potential.*

<b>Name of Agency</b>	<b>Ministry of Social Development</b>	
<b>Name of work programme</b>	<b>Disability Employment Action Plan</b>	
<b>Workplan agenda</b>	 MSD Disability Employment Action F	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>
Complete public consultation on the draft Disability Employment Action Plan.	Officials undertook public consultation on the Action Plan with key stakeholders. The response to the consultation was encouraging and by the end of February 2020, officials had heard from over 375 stakeholders representing the views of organisations or wider membership groups.	
Complete a summary of submissions from the public consultation, to release what we heard alongside the release of the final plan.	A summary document of consultation findings was prepared for public release.	
Finalise the Disability Employment Action Plan, to progress through Cabinet and publicly release.	A revised version of the plan was prepared and well as a Cabinet paper. The paper and release was delayed due to COVID-19.	The development of the final Action Plan was delayed due to a need to revise the plan to address the rapidly changing economic and social context in the wake of COVID-19.

	The Cabinet paper was agreed to, and then the final Action Plan Publicly released in July 2020.	
Develop a monitoring and evaluation framework to support the implementation of the Action Plan.	Work is currently underway on the monitoring and evaluation framework.	The development of the framework has been delayed due to COVID-19.

<b>Name of Agency</b>	<b>Ministry of Social Development</b>		
<b>Name of work programme</b>	<b>Increasing the employment of disabled people in the public sector (lead toolkit)</b>		
<b>Workplan agenda</b>	 MSD Increasing the Employment of Disab		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020		Actions completed in the period	Note any impacts from COVID-19
Quarterly Lead Toolkit meetings		Completed	
All of Government Disabled network quarterly meeting		Completed	
Finalised the content of the pamphlet for the All of Government Disabled Network - "We Enable Us."		Completed	
Drafted the paper to secure funding for the All of Government internship programme supporting disabled people in regular government internship programmes		Completed	Delay in getting the paper finalised because COVID work was a higher priority
Drafted the resource - Retaining existing disabled staff		Completed	
Completed the six-monthly report		Completed	
Articles published in HINZ and Employment today		Completed	
Transferred material from SSC to MSD and changed the Lead toolkit to be for all employers			
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>			
Working with the other Employee Networks to develop resources to support all networks. The six-monthly report highlighted some innovative activity especially in the growth of the number of disabled employee lead networks and agencies developing Reasonable accommodation policies. The use of Zoom during COVID 19 to connect with disabled employees to address issues.			

<b>Name of Agency</b>	<b>Ministry of Social Development</b>	
<b>Name of work programme</b>	<b>National Information Portal and regional hubs</b>	
<b>Workplan agenda</b>	 MSD National Information Portal ar	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
Development of employment key messages	Completed	
Incorporating disability within MBIE's business.govt.nz site	Completed	
Updating the Lead Toolkit material to be relevant to all businesses	Completed	
Completing an article for business.govt.nz site on employing disabled people	Completed	
Six monthly reporting	Completed	
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
Employment key messages were developed with Disabled People representatives and are based on the belief that disabled people work with the right support. One important that is often forgotten is we are also employers and we make great employers		

<b>Name of Agency</b>	<b>Ministry of Social Development (MSD)</b>	
<b>Name of work programme</b>	<b>Replacing Minimum Wage Exemption permits</b>	
<b>Workplan agenda</b>	 MSD Replacing Minimum Wage Exer	
<b>Overall Status</b>	<b>Off track – but low risks/issues</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
This work programme is still under active consideration, so we are unable to provide advice on planned actions/deliverables at this time	This work is under active consideration and so we are not able to comment on actions at this time.	COVID-19 impacted on our deliverables resulting in some delays to this work programme.
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
<p>The Cabinet paper containing a report back from the Ministers for Disability Issues and for Workplace Relations and Safety in November 2019 on the results of public consultation and design of a wage supplement approach to replace MWE permits was proactively released here: <a href="https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/information-releases/approach-to-replace-minimum-wage-exemption-permits-report-back/index.html">https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/information-releases/approach-to-replace-minimum-wage-exemption-permits-report-back/index.html</a>.</p> <p>MSD officials worked on the design of a wage supplement. Part of this work has been focusing on how the replacement of MWE permits will impact on disabled people and their families and ensuring that appropriate measures are in place to mitigate any possible adverse consequences. COVID-19 has impacted on deliverables for this work, due to the need for agency resources to be prioritised for the COVID-19 response. Ministers' priorities also shifted to respond to COVID-19 and, as a result, the timeframes for this work have encountered some delays.</p>		

## Outcome 3: Health and Wellbeing

*We have the highest attainable standards of health and wellbeing.*

<b>Name of Agency</b>	<b>Ministry of Health</b>	
<b>Name of work programme</b>	<b>Improving health outcomes and access to healthcare for disabled people</b>	
<b>Workplan agenda</b>	 MOH Improving health outcomes and	
<b>Overall Status</b>	<b>Off track – but low risks/issues</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
Scope actions and deliverables for this work programme by:		Ministry resources were reprioritised to deal with COVID-19, and this work programme did not progress until June 2020. The Disability Directorate led the COVID-19 response for disabled people to ensure that it was accessible and inclusive. COVID-19 highlighted the inequities in the health system for disabled people particularly in terms of a lack of accessible information and communications and mixed capability of the workforce to respond appropriately to disabled people.
1 - Developing a statement of the key problems to be solved	In progress	
2 - Describing the strategic context and health stewardship role	In progress	
3 - Reviewing recent public consultation on the Disability Action Plan, Carers' Strategy Action Plan and recommendations of reference groups for relevant themes, issues and recommendations	Not started	
4 - Identifying key stakeholders	In progress	
5 - Identifying key levers for system stewardship and delivery	In progress	

6 - Determining priorities	In progress - we had an initial meeting with People First (DPO) to understand what was expected of this work programme, and what happened under DAP 2014-2018. We have requested a further meeting with the DPO Coalition to discuss.	
7 - Developing an overall work programme and workstream projects for:	In progress - we have done a stocktake of work completed to date, including collating all of the proposed actions to be discussed with the DPO Coalition.	
a - health system disability data	In progress	
b - health workforce disability awareness and capability	In progress	
c - access to quality healthcare	In progress	
d - monitoring and reporting	Not started	
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
<p>Staff changes and COVID-19 meant that this action did not progress from February 2020 - June 2020. COVID-19 did however bring many opportunities, and a number of actions during this time helped to progress this work programme - but in different ways than were originally planned. For example: 1) 293 artefacts in alternate formats were created during the COVID-19 response, and considerable efforts were made to make the COVID-19 website accessible; 2) NZSL interpreters supported the Director-General's daily stand-up; 3) An accessibility communications group was established to work with disabled people to prioritise and translate messaging into alternate formats directly. This work was recognised by the Office of the United Nations High Commissioner for Human Rights as 'promising practice'; 4) The bubble" was a disability concept that served to be universal in design and practice; 5) Clinical guidance for responding to patients with an intellectual (learning) disability during COVID-19 was created.</p>		

We also learnt some lessons through COVID-19, including that in future we need to ensure that: 1) There is a strong understanding of the disability sector, and the type of work/supports that people receive so that Ministry policy works for disabled people (i.e. PPE caused a lot of anguish for the community); 2) Cultural information, communication and public health messaging are also available accessibly in Te Reo or Pacific languages. The disability community is widely diverse; and 3) Technology that we utilise, such as apps, are accessible for all, as well as videos having captions.

We have been able to include some of our learnings from COVID-19 into our work (including a greater focus on the need for accessible information and communications, ensuring that there is an equitable focus is maintained throughout our actions).

<b>Name of Agency</b>	<b>Ministry of Health</b>	
<b>Name of work programme</b>	<b>Funded Family Care policy change</b>	
<b>Workplan agenda</b>	 MOH Funded Family Care policy change.d	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>
Repeal Part 4A of the New Zealand Public Health and Disability Act 2000.	The Bill to repeal Part 4A was introduced on 21 January 2020. Health Committee received submissions and completed report 24 July 2020. Expect a decision before the House rises on 6 August 2020.	N/A
FFC policy changes: transition of current FFC clients to Individualised Funding or Home and Community Support Services options.	Transition began 2 June 2020.	Deferred from 14 April 2020.
FFC policy changes: new eligible clients choose to pay family carers through Individualised Funding or Home and Community Support Services options.	Commenced 2 June 2020.	Deferred from 14 April 2020.
FFC policy changes: lifted pay rates for family carers from the minimum wage to between \$20.50 - \$25.50 per hour.	Commenced 14 April 2020.	N/A
FFC policy changes for payment of family carers to provide care to people with high and very high support needs: 1) expanded carer eligibility to spouses and partners and 16-18 year old family members; 2) expanded client eligibility to include under 18 year olds with high or very high support needs; 3) removed requirement for an employment relationship between a disabled person and their resident family member in order to receive paid care for disability support services.	Commenced 2 June 2020.	Deferred from 14 April 2020.

**Narrative – Any celebrations? What is going well? What is being learned? Any impacts?**

**Good progress with transition** of current clients to new options despite COVID impact on planned work. **Repeal of Part 4A supported** and expected. **Dissatisfaction continues with** assessment process, non-inclusion of supervision, 40-hour cap and general allocation of hours. **More and clearer information** is essential as people have difficulty understanding eligibility, options and responsibilities.

<b>Name of Agency</b>	<b>Ministry of Health</b>	
<b>Name of work programme</b>	<b>Reduce the use of seclusion and restraint</b>	
<b>Workplan agenda</b>	 MOH Reduce the use of seclusion and	
<b>Overall Status</b>	<b>Off track – but low risk/issues</b> <i>(The DPO Coalition assessment disagreed with this status and proposed Off track – with significant risks/issues. The report notes actions to eliminate seclusion were deferred due to COVID-19)</i>	
<b>Progress against Plan for the period</b>		
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>
The scope of the work programme will be informed through 1) the development of a shared understanding and agreed baseline of practices that constitute seclusion and restraint across sectors; and 2) subsequent work on priority settings and areas of action.		Deferred due to COVID response.

<b>Name of Agency</b>	<b>Ara Poutama Aotearoa, Corrections</b>	
<b>Name of work programme</b>	<b>Reduction of the use of segregation and restraint</b>	
<b>Workplan agenda</b>	 Corrections Reduction of the use	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>
Move to an early intervention and a multi-disciplinary approach when responding to risk of self-harm and suicide in prison.	The Intervention and Support project has developed initiatives for people in prison who are vulnerable to self-harm and suicide through a new model of care at three pilot prison sites.	
Reduce forms of segregation and restraint	The use of tie-down beds have been removed from all prisons	

<b>Name of Agency</b>	<b>Ministry of Health, Mental Health and Addiction Directorate</b>	
<b>Name of work programme</b>	<b>Repeal and Replace the Mental Health (Compulsory Assessment and Treatment) Act 1992</b>	
<b>Workplan agenda</b>	 MOH Repeal and replace the Mental H	
<b>Overall Status</b>	<b>Off track – but low risks/issues (<i>The DPO Coalition assessment disagreed with this status and proposed Off track – with significant risks/issues. The Assessment noted concerns regarding feedback on the draft guidelines although this may be a result of timing when the report was submitted</i>)</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
Publication of revised Guidelines to the Mental Health Act following public feedback	Public feedback reviewed and incorporated. Finalisation of revisions progressed.	Publication has been slightly delayed due to COVID-19. The Ministry of Health needed to focus efforts on developing advice and guidance for the operation of the Mental Health Act under each COVID-19 Alert Level.
Provision of advice provided to the Minister of Health	Advice provided	The need to prioritise COVID-19 work has delayed the progression of actions requiring Ministerial decisions.
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
A multi-pronged work programme has been developed focusing on both short-term actions to improve experiences under the current legislation, as well as a longer-term policy development process to create new legislation. The impacts of COVID-19 have slightly delayed achievements of some planned milestones; however activities have resumed and will be progressed over the next six months.		

<b>Name of Agency</b>	<b>Sport NZ</b>	
<b>Name of work programme</b>	<b>Sport NZ Disability Plan</b>	
<b>Workplan agenda</b>	 Sport NZ Disability Plan.docx	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>
Work with Sport NZ staff to put a disability lens on their work.	Presentations made to Sport NZ staff on the progress of the Disability Plan; presentations to the Health Active Learning workforce and the play workforce on the importance of being inclusive and universal design. The new Sport NZ website will demonstrate our commitment to accessibility in content, imagery and accessibility.	
	Ensure that ParaFeds were eligible and aware of the Community Resilience Fund and that National Disability Sports Organisations were eligible for and aware of the Exceptional Systems Support Fund	With a significant amount of funding secured for the Sport and Recreation sector in Budget 2020 it was important that these were equally made available to the disability sport sector and they were aware of the funding available.
Development of a scoping exercise to meeting commitment 4 (understand roles/responsibilities of agencies in disability sport sector) of the Disability Plan	Project plan developed and first phase underway.	
Evaluation options for the Disability Fund		

Gather and share insights, data and case studies	Changes have been made to the question in the Active NZ survey, Voice of the Participant survey to gain further information on the participation of disabled people and their motivations. Similar changes will also be made to the Voice of Rangatahi survey.	
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
<p>The launch of the Disability Plan in October 2019 and the employment of a Disability Consultant in December 2019 were significant milestones to ensuring the play, active recreation and sport sector are inclusive of disabled people, especially disabled tamariki and rangatahi. The Disability Consultant has focused on gaining an understanding of the internal workings of Sport New Zealand and how they can assist other staff and programmes of work to be inclusive. The philosophy is that by become inclusive, that we can show leadership to the sector and be a role model for inclusive practices. The staff at Sport New Zealand have been very welcoming of the work to ensure disabled tamariki and rangatahi are participating in play, active recreation and sport. Through the changes that have been made since December we recognise that there is a great opportunity to increase the participation of disabled people. The major impact has occur internally within Sport New Zealand and some of the changes that have been made such as Sport New Zealand administering No Exceptions Investment for National Sports Organisation has reinforced to the sport sector that Sport New Zealand is committed to ensuring disabled people have the opportunity to participate play, active recreation and sport of their choice.</p>		

<b>Name of Agency</b>	<b>Ministry of Health</b>	
<b>Name of work programme</b>	<b>Safeguarding bodily integrity rights - Explore the framework that protects the bodily integrity of disabled children and disabled adults against non-therapeutic medical procedures</b>	
<b>Workplan agenda</b>	 MOH Safeguarding bodily integrity right:	
<b>Overall Status</b>	<b>Off track – but low risks/issues</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
1. a) Minister's sign off on a report to progress the Ministry of Health's four-year work programme to strengthen the safeguarding framework for disabled children, including disabled children and minors, against bodily integrity abuses, including non-consensual sterilisation. b) proactively release	a) February 2020 - Hon Jenny Salesa agreed to progress the unfinished work on Action 7B on Non-Consensual Sterilisation in the new Disability Action Plan 2019–2023. b) has not yet been proactively released.	none
2. Project reset to restart this work programme	In progress	Project initiation work was delayed during COVID-19 and has yet to be reactivated
3. Discuss the new action at the scheduled March 2020 meeting of the DPO Coalition.	Meeting did not take place	The DPO meeting was cancelled due to COVID-19
4. Update key disability stakeholders on Minister's decisions	The planned update was not provided	Work was interrupted by COVID-19 and has not reactivated due to resource constraints

5. Reconvene a small working group to scope the work required for 2020	Scoping work has not been undertaken	Work was interrupted by COVID-19 and has not reactivated due to resource constraints
6. Align the bodily integrity action to other relevant actions in the Disability Action Plan 2019-2023	Mapping work to the health improvement and disability data improvement actions has commenced	No impacts as this work was started post COVID-19
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
Health Ministers are fully supportive of the Ministry working with disabled communities and stakeholders to progress the bodily integrity work over the next four years.		

<b>Name of Agency</b>	<b>Office for Seniors</b>		
<b>Name of work programme</b>	<b>Better Later Life – He Oranga Kaumātua</b>		
<b>Workplan agenda</b>	 MSD Better Later Life.docx		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020		Actions completed in the period	
Establish a ministerial steering group to oversee the implementation of the Better Later Life Strategy		Established a ministerial steering group to oversee the implementation of the Better Later Life Strategy. The first meeting was in February 2020 with a second meeting planned for 20 July 2020.	
Finalise an outcomes framework to measure the progress of the Better Later Life programme		<ul style="list-style-type: none"> <li>The Office for Seniors has developed initial indicators for each key area of action in the Better Later Life – He Oranga Kaumātua strategy.</li> <li>The initial indicators have been published on the SuperSeniors website.</li> </ul>	
Develop the Better Later Life Action Plan		<ul style="list-style-type: none"> <li>The Office for Seniors has started working on the development of the Better Later Life – He Oranga Kaumātua Action Plan 2021 to 2024.</li> </ul>	<ul style="list-style-type: none"> <li>Work was delayed due to COVID-19. Completion is now expected in 2021 for launch from 1 July 2021</li> </ul>
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>			
<ul style="list-style-type: none"> <li>The COVID-19 pandemic (in particular, the nationwide lockdown periods) has highlighted many of the social issues impacting on older people’s wellbeing (especially for those with a disability). The Office for Seniors developed some indicators which will help to measure the impact of COVID-19 on older people over time and there is a link to these on the SuperSeniors website.</li> <li>The impacts of COVID-19 pandemic on older people such as increased un and underemployment and social isolation will inform the development of the action plan.</li> <li>The Office for Seniors will soon publish an age friendly toolkit on its website to support local bodies and other groups to create and implement age friendly initiatives and plans.</li> </ul>			

## Outcome 4: Rights protection and justice

*Our rights are protected, we feel safe, understood and are treated fairly and equitably by the justice system.*

<b>Name of Agency</b>	<b>Ara Poutama Aotearoa, Corrections (Ministry of Justice are the lead agency)</b>		
<b>Name of work programme</b>	<b>Improvement of justice services so that they are accessible and able to be understood</b>		
<b>Workplan agenda</b>	 Corrections Improvement of just		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020		Actions completed in the period	Note any impacts from COVID-19
Develop a disability framework for people in our care		ID focused workshop	delayed progress
Kiosk enhancement project reprioritised			delayed progress
Translating key health information for people in prison		Easy Read versions created and circulated during the Covid-19 lock downs	
Create and install new accessible signage at Community Corrections sites		On going	delayed progress
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>			
Health literacy is identified as a key enabler for people in our care, and the translation of health information into Easy Read formats has provided the platform for utilising in house resources to review information provided to people in our care, including visually and via prison TV and the Prisoner Kiosks.			

## Outcome 5: Accessibility

*We access all places, services and information with ease and dignity.*

<b>Name of Agency</b>	<b>Ministry of Social Development</b>		
<b>Name of work programme</b>	<b>Accelerating Accessibility</b>		
<b>Workplan agenda</b>	 MSD Accelerating Accessibility.docx		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19	Status
June 2020: Cabinet paper - Framework to accelerate progress towards accessibility in New Zealand	Cabinet paper completed and Cabinet agreed to next steps.	COVID-19 shifted the timeframe of Cabinet's consideration from April 2020 to June 2020	Complete
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>			
<p>MSD officials, in partnership with the Access Alliance, have made good progress on the Accelerating Accessibility work programme and are now working towards accelerating accessibility through the development of a new legislative framework that can act as a vehicle for progressive implementation of a new system of accessibility over time. We intend to seek Cabinet agreement to a complete policy proposal in May 2021. In June 2020, Cabinet agreed to officials progressing further work on the detailed aspects of the legislative framework, such as costs, standards development within domains of accessibility, and institutional arrangements. In light of COVID-19, officials are aware of the risks in progressing this accessibility work too quickly, at a time when agencies and organisations are under pressure and navigating through the recovery period. Accessibility, nevertheless, has the potential to support the overall COVID-19 response and recovery and officials have been directed to identify opportunities within the COVID-19 context that the government can take advantage of, that will help maintain momentum on accelerating accessibility.</p>			
<b>Note any impacts on inequities, particularly among disabled Māori, Pacific Peoples, women &amp; children</b>			

The proposed accessibility legislative framework, which aims to reduce barriers to accessibility, will help address the challenges of inequity and disproportionate disadvantage experienced by groups such as disabled Maori, 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.

<b>Name of Agency</b>	<b>Ministry of Social Development</b>	
<b>Name of work programme</b>	<b>Accessibility Charter</b>	
<b>Workplan agenda</b>	 MSD Accessibility Charter.docx	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
Development of Accessibility website	Completed	
Development and delivery of monthly training	Ongoing	Delayed during COVID19
Drafting of Accessibility Experts Group ToR	Completed	
Development and operationalising the All of Government Alternate Formats	Ongoing	
Increasing the number of signatories to the Accessibility Charter especially in DHBs and Local Government	Ongoing	
Providing advice to agencies	Ongoing	
Six monthly reporting	Completed	
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
<p>The training to government agencies has been well received with very positive comments. The training is full through to October. The Accessibility All of Government process has been well received. One of the issues is the capacity of the DPOs. This is very big for them and they need to be better supported. The number of innovative activities occurring in government agencies as a result of the development of action plans.</p>		

<b>Name of Agency</b>	<b>Kāinga Ora - Homes and Communities</b>		
<b>Name of work programme</b>	<b>Accessibility [Policy implementation]</b>		
<b>Workplan agenda</b>	 Kāinga Ora Accessibility Policy Ir		
<b>Overall Status</b>	<b>On track – with minimal risk</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19	Status
<b>Stakeholder Engagement</b> Engage with stakeholders and confirm stakeholder engagement approach	We continue to engage with: <ul style="list-style-type: none"> <li>• Our People</li> <li>• Our tenants and their families/whanau</li> <li>• Key external stakeholder organisations and groups</li> </ul> As part of Kāinga Ora’s responsibilities under the Kāinga Ora — Homes and Communities Act 2019, we are developing a new overarching Partnering and Engagement Framework, which we expect to engage on externally later in the year. The Framework will set the scene for how we engage with our customers and stakeholders.  Recent examples of engagement include: <ul style="list-style-type: none"> <li>• Participating in the Community Housing Collective’s Housing Hui in February 2020, presenting and discussing the Accessibility Policy.</li> <li>• Working with external accessibility information providers to ensure Kāinga Ora’s key Covid-19 messages for our customers are publicly available and accessible.</li> </ul>		On track with minimal risks/issues

<p><b>Performance Requirements</b> Review performance requirements for new build properties in light of Accessibility Policy</p> <p>This work inter-links with reviewing the Standard Designs whereby a check-list has been developed which will inform the wider Performance Requirements resource along with the Design and Product Performance Requirements and will clearly outline the expectations for properties built to universal design principles.</p>	<p>We are currently reviewing performance requirements for new build properties in light of the Accessibility Policy.</p>	<p>The Covid-19 environment has delayed consultation, and the timeframes are to be advised.</p>	<p>On track with minimal risks/issues</p>
<p><b>Asset Data</b> Enable the collection of asset information about accessibility features within Kāinga Ora systems</p>	<p>We are developing a tool to help provide the level of detail required to ensure that properties can be built and accurately reported on as being universally designed and/or accessible.</p> <p>To date the definition of what we want to achieve, scoping, and requirements have been completed, and we're now working to implement these in Kāinga Ora systems. As part of this a data dictionary will be developed and will specify exactly what we want to survey in our homes.</p> <p>It is anticipated that the initial release will be a Pilot, timeframes to be confirmed.</p>		<p>On track with minimal risks/issues</p>
<p><b>At least 15% target'</b> From 1st July 2020 - start to record public housing new builds that meet full universal design standards as a bassline measure.</p> <p>We are planning for the implementation of recording against the 'at least 15% target' and monitoring and reporting of the target within Kāinga Ora's systems.</p> <p>We anticipate beginning to record and report on the</p>		<p>Although implementing this function has been delayed due to the impact of COVID-19 and the resulting change freeze, work is underway to build the IT requirements.</p>	<p>On track with minimal risks/issues</p>

<p>number of our new builds that meet our universal design standards from later in 2020.</p>			
<p><b>At least 15% target</b>  New measure in our key accountability documents to reflect the target of at least 15% of public housing new builds meeting full universal design standards from 20/21/22</p>	<p>We have referred to the target of at least 15% of public housing new builds meeting universal design standards in Kāinga Ora’s 2020/2021 Statement of Performance Expectations (SPE) document.</p> <p>Text from SPE 2020/21:</p> <p>“We will continue to implement our Accessibility Policy, providing homes that more effectively meet our customers’ current and future needs. In 2020/21 we will set up systems so that we can collect information to benchmark our current performance in advance of being held accountable for the key performance indicator of at least 15 percent of new builds meeting universal design standards in 2021/22. We will start reporting on our performance against the Government’s Disability Action Plan in 2020/21”</p>		<p>On track with minimal risks/issues</p>
<p><b>Modifications</b>  Ongoing engagement with MOH and to identify and implement any operational efficacies in the process for modifications</p>		<p>Engagement and initiating this work has been delayed due to Covid-19</p>	<p>On track with minimal risks/issues</p>

<p>We are continuing to work with the Ministry of Health and ACC.</p>			
<p><b>Retrofit and Accessibility</b> Confirm approach for accessibility as part of the retrofit programme</p>	<p>We are continuing to work with our Retrofit Programme team to evaluate the results of the Retrofit pilot so far, and to see how accessible homes will be considered as the Retrofit team rolls out the Retrofit Programme to another 18 new towns across New Zealand.</p> <p>The Retrofit Programme team is developing a close-out report on the pilot, which will include findings and next steps. The report on the pilot will be available in the near future.</p>		<p>On track with minimal risks/issues</p>
<p><b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b></p>			
<p>On track with minor risks that are regularly monitored</p> <p>During the Covid-19 response Kāinga Ora responded immediately and effectively with Welfare Checks and providing accessible format information to our disabled customers. Kāinga Ora also conducted 47,980 welfare checks to Kāinga Ora customers as part of our Covid-19 response. Welfare Checks (now Welfare visits) continue to occur with a focus reaching those who we haven't yet been able to contact, particularly where there are vulnerable customers, such as the disabled or elderly.</p> <p>Kāinga Ora recognises there is an opportunity to build on lessons learned during the Covid-19 response, including ensuring there is equal access to information to all of our customers, across all cohorts, including our disabled customers. We will endeavour to implement improvements to our accessible information over the next 12 months.</p>			

<b>Name of Agency</b>	<b>Ministry of Transport</b>	
<b>Name of work programme</b>	<b>Ministry of Transport Action Plan</b>	
<b>Workplan agenda</b>	 Ministry of Transport Action Plan	
<b>Overall Status</b>	<b>Off track – but low risk/issues</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
Accessible Streets regulatory package – publicly consult on the proposed Accessible Streets package and make necessary rule changes to implement the package.	Public consultation on the proposed Accessible Streets package has taken place. Targeted engagement with a range of groups has also taken place, including with the disability sector, and a disability impact assessment is being completed.	The public consultation period was extended by four weeks given the impacts COVID-19 had on people's ability to provide feedback in the original six-week period. This has postponed necessary rule changes being made.
Strategic assessment of the provision of services for people with different transport needs – initial engagement with the DPO Coalition/key stakeholder groups to develop the scope of the assessment.	Due to the Government's response to COVID-19 and reallocation of resources, the commencement of this project has been delayed. It is expected that this will commence after the 2020 General Election.	See previous column.
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
<p>Accessible Streets regulatory package: The package proposes a number of new rules to respond to the rise of micro-mobility devices like e-scooters, and proposes that these devices and bicycles would be able to use the footpath under certain conditions (this is primarily aimed at allowing children to cycle on the footpath). The disability community is concerned that these proposals will create an increased safety risk to disabled people and limit their ability to access places. To address these concerns, Waka Kotahi NZ Transport Agency is undertaking targeted engagement with the disability sector, and is conducting a disability impact assessment.</p> <p>Strategic assessment of the provision of services for people with different transport needs: Despite this project being postponed, the Ministry of Transport has continued to receive feedback from Waka Kotahi NZ Transport Agency and councils about issues with the Total Mobility Scheme (a review of the Total Mobility Scheme will take place as part of this work). In addition, Waka Kotahi is scoping a research project on the Total Mobility Scheme. The findings of this project will help inform the Ministry of Transport's review of the Total Mobility Scheme.</p>		

<b>Name of Agency</b>	<b>Waka Kotahi New Zealand Transport Agency</b>
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<b>Name of work programme</b>	<b>Waka Kotaki NZ Transport Agency's Disability Action Programme 2019-2023: Improving accessibility to public information, employment, and the transport system to enable safe and equitable participation in social, educational and economic opportunities for all.</b>	
<b>Workplan agenda</b>	 Waka Kotaki NZ Transport Agency.do	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
<b>OPERATIONAL POLICY</b>		
Three-yearly review of the Requirements for Urban Buses. The Requirements for Urban Buses in New Zealand 2014 (RUB) is currently being reviewed in line with its stated 3-year update objective. The RUB was initiated by the industry and its purpose is to standardise urban bus requirements across regional councils and Auckland Transport (AT) to create efficiencies and improve the usability and accessibility of buses for all customers.	Consultation with bus operators and manufacturers held in December 2019. The third RUB consultation meeting with regional councils and bus operators and industry stakeholders was held on the 9th July.	Consultation on the proposed document was to be held with the disability sector in March 2020, however COVID-19 meant that this had to be delayed. This will be undertaken over the next couple of months as we determine the best approach to involve this community in the development.

<p>Review and update the Pedestrian Planning and Design Guide, which provides guidance and best practice examples for the walking environment for all users, including those with mobility impairments</p>	<ul style="list-style-type: none"> <li>• Multi-provider project team of consultants from Abley, ViaStrada and MRCagney are updating the guidance.</li> <li>• The review of existing content and updating of new guidance is progressing well.</li> <li>• An Info session on the guidance is planned for 5 August 2020 to update interested parties on the process and improvements we are making. A wide range of stakeholders including the DPO coalition have been invited to the in person or online session.</li> <li>• It is anticipated that the draft on-line framework will go live in September 2020.</li> </ul>	
<p>NZ Public Transport Design Guidelines Review. The guidelines are intended to help support regional and local councils in delivering high quality public transport by providing a 'one-stop-shop' of high quality, best-practice guidance, specifically suited to New Zealand's regulatory and operating environment.</p>	<ul style="list-style-type: none"> <li>• Draft guidelines received for five topics: <ol style="list-style-type: none"> <li>1. bus stop design</li> <li>2. corridor clearance</li> <li>3. bus layover design</li> <li>4: getting to and from public transport: the first and last mile received</li> </ol> </li> <li>• Revisions to these draft guidelines are underway. Once each topic reaches a near-finalised form they will be posted on the Waka Kotahi website and then consulted on.</li> <li>• Public Transport Reference Group workshop took place on 3 March 2020. The group includes Transport Agency staff leading the Ped Guide and RUB.</li> <li>• It is expected that the finalised draft guideline for the five topics will presented to the NZTA ratification committee near the end of December 2020 or in early 2021</li> <li>• Public transport Interchanges topic beginning development in July 2020</li> </ul>	<p>Public open day postponed.</p> <p>Reduced resourcing in relation to COVID-19 due to changed working conditions for internal staff and service providers (consultants) - i.e. small children at home, plus key staff member needed to focus on the COVID response for public transport funding and has now left the team permanently. For these reasons the programme has slowed.</p>

<p>Work with regional councils to develop a next generation public transport ticketing solution called 'Project NEXT', which aims to design, build, implement and operate a nationwide ticketing solution and related services that enables and processes payments for journeys on public transport.</p>	<p>This project is currently in the detailed business case and procurement phase, with a Request for Proposal in the market now, and a decision point in mid-2021 with respect to whether the project will move into implementation.</p>	<p>Shortlisted international suppliers have expressed their commitment to responding to the RFP, but travel restrictions may change the way we interact with them through the evaluation process.</p>
<p>Review of bus driver training unit standards (with Motor Industry Training Organisation, Careerforce, and MoE).</p>	<ul style="list-style-type: none"> <li>• The Motor Industry Training Organisation (MITO) held meetings with the Agency, local government and the Ministry of Education (MoE) to review driver qualifications for P-endorsements (fare-paying passengers).</li> <li>• A competency model that recognises the required competencies of a SESTA and/or Total Mobility vehicle driver has been scoped by MITO and agreed by NZTA and MoE.</li> </ul>	
<p>Investigation of the incorporation of a human right's view into our Investment Decision Making Framework (IDMF). The Agency is considering social equity issues and assessing the value of benefits of accessing the transport network.</p>	<p>The IDMF review of the strategic alignment workstream has drafted a social equity policy as part of the new investment policy suite. This was to be finalised by mid-2020, however COVID-19 has delayed this process. Work is also continuing on the best approach to ensure social equity is incorporated into the overall business case approach as well as ongoing assessment of the various transport programmes.</p>	
<p><b>ENGAGEMENT WITH DISABILITY SECTOR</b></p>		

<p>Work with DPO Coalition to create a dedicated Disability Advisory Group (DAG). The disability co-ordinator attended meetings with the Disabled People's Organisation Coalition to discuss the format of the DAG, including setting up a Terms of Reference (ToR) with information for the members to be involved (depending on the topic); payment for time etc.</p>		<p>The onset of COVID-19 meant that formalisation of the DAG ToR was delayed. Closer working with the disability sector has been piloted through projects such as the Pedestrian guide utilising external expertise. The learnings from this will be captured and included in the DAP TOR etc.</p>
<p><b>DATA AND RESEARCH</b></p>		
<p>Update on analytical data research of disabled people's access to the transport system.</p> <p>The insight team within NZTA is currently undertaking qualitative customer research, Barriers to Better Outcomes (Ipsos), to understand the barriers people face to accessing social and economic opportunities and how the land transport system can enable or inhibit desirable outcomes. This work will include a focus on barriers faced by people with disabilities.</p>	<p>Final reporting has been completed and circulated. Insights from this foundational piece of research for NZTA are available for use within the Agency to feed into the data and evidence base.</p>	
<p><b>ACCESSIBILITY (CHANNELS)</b></p>		
<p>Review public facing websites for accessibility benchmarking.</p>	<p>Project to improve nzta.govt.nz scoped and approved</p> <p>Accessibility statement published on nzta.govt.nz - outlines the work we have planned to improve the accessibility of the site</p>	

<p>Build accessibility into our BAU processes so that we write accessible content and build accessible websites and apps.</p>	<p>Accessibility advocate identified in our test team, so that accessibility is considered for all new web projects</p> <p>Collaborated with the Technology team on accessibility guidelines for user experience and design teams</p> <p>Provided accessibility testing and advice for Road User Charge (RUC) calculator, Crash Test Simulator and Right Car website</p> <p>Updated social media guidelines to include guidelines for video content</p>	
<p><b>ACCESSIBILITY (HR/PEOPLE GROUP)</b></p>		
<p>Undertake an audit of the Agency’s internal policies and practices to ensure they are inclusive for employees with disabilities.</p>	<ul style="list-style-type: none"> <li>• The People Group expect to deliver this review of existing policies and practices in the 2020/2021 year.</li> <li>• Confirming resourcing support for the Diversity and Inclusion portfolio, and prioritisation of initiatives to be completed by end of q1 the 2020/2021 financial year.</li> </ul>	
<p><b>ACCESSIBILITY (IT)</b></p>		
<p>Ensure that new applications meet accessibility standards.</p>	<ul style="list-style-type: none"> <li>• Our approach to ensuring that all <b>new</b> applications meet accessibility standards is embedded in our Technology and Product Approach. All new application requests follow a defined process where our Product Managers ensure and confirm that these meet the accessibility standards as part of their acceptance process into the NZTA environment. This is along with other considerations such as Security, Data, Privacy and Financial.</li> <li>• A further action for the Technology team is to include the review of <b>existing</b></li> </ul>	

	<p>applications within the NZTA environment (as time and resource allows) to identify those that currently do not meet accessibility standards. For those identified, we would work with the business owners and users and determine the best approach to remedy. This work for existing applications would need to be carefully prioritised and balanced with our existing demands on time, resource and funding. As such, any accessibility work related to our existing applications should be expected to be delivered over a longer timeframe.</p>	
<p>During the lockdown, the Total Mobility scheme was provided free up to the regional cap, until 30th June. This was well received by the disabled community.</p>		

## Outcome 7: Choice and control

*We have choice and control over our lives*

<b>Name of Agency</b>	<b>Ministry of Social Development</b>	
<b>Name of work programme</b>	<b>Development of a Shared Understanding of Supported Decision Making</b>	
<b>Workplan agenda</b>	 MSD Development of a Shared Understa	
<b>Overall Status</b>	<b>Off track – but low risk/issues to delivery</b>	
<b>Progress against Plan for the period</b>		
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>
31 Jan 2020 - feedback from working group on third draft due	Feedback delayed – holiday period, NGO lack of capacity	
Mid Feb - MSD sends final draft of Resource (content) out to working group	Flow-on delay, not completed	
End Feb - feedback due from working group	Flow-on delay, not completed	
Mind March - accessible translations produced	Progress was delayed for most of the Covid-19 lockdown due to lack of computer access, but revisions have been made since then.	Progress was delayed for most of the Covid-19 lockdown due to lack of computer access, but revisions have been made since then.
End March - website initial build (MSD)		
Mid-April - feedback from MSD Comms and Office for Disability Issues		
Early May - final deliverable (in agreed format/s) completed and signed off		

<p>End May - MSD sends final draft of Resource/s out to working group and for wider consultation (organisations outside the working group) and testing amongst users (health and disability services, older people, lawyers, government agencies)</p>		
<p>Nov 2020 - Implementation evaluation (led and conducted by the Ministry of Social Development – to be confirmed)</p>		
<p><b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b></p>		
<p>This work is part of the Disability Strategy and Action Plan under improving choice and control. The main aim is to: reach a Shared Understanding of what supported decision making means in practice (including a definition and checklist on good practice) and develop this Shared Understanding into an appropriate Resource/s for implementation under existing policy and legislative settings.</p> <p><b>Progress</b></p> <p>MSD has held three workshops with the working group (July, September, November 2019). The group was enthusiastic and fully engaged at these workshops, providing useful advice and input. However, there has been limited input or feedback on drafts sent out, which may be due to lack of capacity outside these workshops. We also spoke to the Whanau Ora Interface Group in Christchurch which recommended that te ao Māori principles be weaved throughout the resource.</p> <p>Progress was delayed for most of the Covid-19 lockdown due to lack of computer access, but revisions have been made since then. Most existing resources are quite short as they are focused on single sectors (e.g. IHC, Auckland Disability Law) so a key task has been trying not to make the resource too long while covering all audiences (decision maker, supporters, and service providers/ professionals). The Working Group to date has largely been in agreement on key aspects, such as it being pitched at a high level rather than covering specific groups and sectors. Some universal values and principles are essential to good practice, but we hope this guide will also encourage various sectors to explore these core values further and refine them to their specific contexts, and for the groups they work with – recognising they have the knowledge and expertise to do this.</p> <p><b>Work to do / next steps</b></p> <p>There has been limited input on incorporating te ao Māori and Tiriti principles to the resource, as well as adding case scenarios / best practice examples. MSD has attempted to fill these gaps, but further input and feedback is needed from the working group, which will be asked for on the final draft we send out.</p> <p>After the above changes have been made, the resource should be at a stage for Comms input, final feedback from the working group, and ODI promotion.</p>		

**Key tasks (see also proposed timeframe) include:**

Comms – timeline, feedback and changes to final draft; enhancing with any pictures or diagrams, accessible formats produced, design, print, Comms Plan

- MSD Policy – gaining any necessary copyright approval from NZ and overseas
- MSD Legal – final sign-off
- MSD IT – website build

An evaluation is planned after the resource has been in the field for six months. MSD R&E recommended that this cover use/take-up and usability of the resource, rather than outcomes, as a baseline need to be developed for this at some later stage. As part of the evaluation, a wider group will be consulted including people working in education, hospitals, residential care, and lawyers.

<b>Ministry of Health</b>	<b>Ministry of Health</b>	
<b>Name of work programme</b>	<b>Transform the disability system to enable disabled peoples' choice and control over their lives</b>	
<b>Workplan agenda</b>	 MOH System transformation.docx	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
Mana Whaikaha, the prototype of a transformed system in the MidCentral DHB region, EGL Christchurch and EGL Waikato, to continue	Funding for 2020/21 secured through Budget 20	
	Evaluation of implementation of Mana Whaikaha	
	MidCentral Governance Group recommendations to Ministers on improvements to Mana Whaikaha	
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
<p>Mana Whaikaha, EGL Christchurch and EGL Waikato continue to support disabled people and whānau achieve outcomes that are important to them. An evaluation of the implementation of Mana Whaikaha was completed. The evaluation informed the recommendations of the MidCentral Governance Group's recommendations to Ministers on improvements. A proposal for change in Mana Whaikaha intends to support the improvement in the operational model to the benefit of disable people and whānau. A new structure will be implemented on 1 October 2020.</p>		

## Outcome 8: Leadership

*We have great opportunities to demonstrate our leadership.*

<b>Name of Agency</b>	<b>Office for Disability Issues (ODI)</b>		
<b>Name of work programme</b>	<b>Nominations Database of disabled people for Government Boards / Advisory Groups</b>		
<b>Workplan agenda</b>	 <p>ODI Nominations database of disabled</p>		
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>		
<b>Progress against Plan for the period</b>			
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19	Status
Maintain the database and update to ensure the information is current.	Ongoing - Not intended for completion in this period.	Few registrations have been received during the COVID-19 pandemic. This might be an impact of COVID-19 or not.	On track or ahead
Promote the database to government agencies who manage appointments to Government Boards / Advisory Groups.	Ongoing - Not intended for completion in this period.		On track with minimal risks/issues
Review the effectiveness of the current nominations database and consider options for alternative long-term sustainable database solutions.	Completed - Survey Monkey registration followed by manual excel spreadsheet was always intended as an initial temporary option.	Build of ODI database deferred until late 2020. This is not due to COVID-19, this is due to timing of a scheduled upgrade of the software that will incorporate more accessibility features.	On track or ahead

Review the effectiveness of how disabled people and appointing agencies engage with ODI around the nominations process - do our processes maximise the opportunities for disabled people to be nominated for Government Boards / Advisory Groups?	Ongoing - Not intended for completion in this period. Development of the new database should help support progress on this action.		On track with minimal risks/issues
Provide 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 - Not intended for completion in this period.	COVID-19 impacted on planned face-to-face workshops resulting in some delays while Zoom alternatives were arranged.	On track or ahead
Scope options to develop governance capability of database members and disabled people wanting to sign up to the database.	Ongoing - Not intended for completion in this period.	Workstream workshop was delayed due to COVID-19. Planned workshop with agencies, relevant governance & training organisations and stakeholders now on 17 September 2020.	On track with minimal risks/issues

**Narrative – Any celebrations? What is going well? What is being learned? Any impacts?**

- ODI Nominations Database has been promoted to some nominating and appointing agencies through attendance at cross agency working group meetings instigated by Ministry for Women and SSC (Te Kawa Mataaho Public Service Commission).
- There is currently no mechanism to track and report on individuals from the nominations database successfully appointed to Government Boards or Advisory Groups as a result of being registered on the database. This is an issue for all nominating agencies, it is not specific to the ODI Nominations Database.
- Current excel spreadsheet system was always intended as a temporary tool. Decision has been taken to build a database tool based on Ministry for Women (MfW) database (Te Puni Kokiri is also updating their manual system to the MfW database).
- Information sharing on UNCRPD obligations and reasonable accommodations was done informally through attendance at cross agency working group meetings with nominating and appointing agencies.
- ODI will continue to collaborate with those updating guidance on precision of Reasonable Accommodations (MSD and the Office of the Ombudsman on behalf of the independent Monitoring Mechanism) and share information and resources across appointing agencies.

**Note any impacts on inequities, particularly among disabled Māori, Pacific Peoples, women & children**

Currently there are 127 individual disabled people registered with the ODI Nominations Database These people are made up of:

**Gender:**

60 (47%) disabled Women

67 (53%) disabled Men

**Ethnicity** (note that individuals can identify with more than one ethnic group):

13 (10%) Maori disabled

5 (4%) Pasifika disabled

9 (7%) disabled people identify with other ethnic groups(that are not NZ European, New Zealander or Kiwi)

**Age:**

3 (2%) disabled youth aged 25 years or younger. 9 (7%) in total are aged 30 years or younger.

15 (12%) disabled seniors turning 65 this year or older

3 disabled people chose not to disclose their age

An additional 9 individuals who identify as Carers or whanau of disabled people are also registered with the ODI Nominations Database.

A further 81 individuals have submitted incomplete surveys so are not registered on the database.

## Cross-cutting: Disability data

<b>Name of Agency</b>	<b>Ministry of Social Development</b>	
<b>Name of work programme</b>	<b>Disability Data and Evidence</b>	
<b>Workplan agenda</b>	 MSD Disability data and evidence.docx	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
Actions that were planned for 1 January 2020 to 30 June 2020	Actions completed in the period	Note any impacts from COVID-19
Development of the Disability Data and Evidence Action Plan	Completed	
Input by the Disability Data and Evidence Working Group and agreement to the finalised plan	Completed	Meeting held via Zoom
Establishing the workstream members and facilitators	Completed	
<b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b>		
Importance of developing a clear timeframed plan of action with various people and agencies taking responsibility for its implementation.		

<b>Name of Agency</b>	<b>Ara Poutama Aotearoa, Corrections</b>	
<b>Name of work programme</b>	<b>Disability data collection and reporting</b>	
<b>Workplan agenda</b>	 Corrections Disability Data Collec	
<b>Overall Status</b>	<b>On track or ahead</b>	
<b>Progress against Plan for the period</b>		
<b>Actions that were planned for 1 January 2020 to 30 June 2020</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>
Adopting a clear set of disability definitions using the Washington Group short set of disability questions as a starting point.	Confirmed questions.	
Enhancing MedTech (patient management data system) with the addition of the Washington Group Short Set of disability questions.	Confirmed positioning within the Initial Health Assessment process. Changes to be completed by 1 September 2020.	Implementation delayed by 3 months
Provide training to all health staff responsible for the initial health assessment. Establishing processes with Health Solutions Team to ensure data input provides the information required.	Training planned for health centre leadership teams at a scheduled forum in August 2020.	
Incorporate Te Reo Maori and NZ Sign language into any health information dissemination	Te Reo and sign to be scheduled once the system is working and capturing data.	During Covid-19 some of the health information posters were translated into Easy Read format and very positively received

<p>Review transition programmes for people with disabilities moving from prisons to community services/support.</p>	<p>Workshop 30 June specifically looking at the journey of people with disabilities in our prisons. Information and feedback from the workshop collated ahead of a follow up workshop in August/September 2020.</p>	
<p><b>Narrative – Any celebrations? What is going well? What is being learned? Any impacts?</b></p>		
<p>The utilisation of the Washington short set of questions in MedTech provides a foundation to support a better understanding of the health needs. Staff will be better informed on the health needs of people with disabilities through the proposed training programme. The multi-sectorial workshop in June identified the journey of a person with a disability coming into our care, which is a positive first step to inform current and future health service design and delivery. There is a high level of commitment from the workshop participants to progress this work.</p>		