

Disability Action Plan 2019–2023

Bi-annual Report (July - December 2020)

July 2021

Executive Summary

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.

The Office for Disability Issues (ODI) manages the six-monthly reporting as the key monitoring mechanism of the DAP. This is the second six-monthly report on progress.

For the July to December 2020 period, agencies provided reports across 29 work programmes:

- 20 (68%) work programmes were reported being on-track or ahead
- 6 (20%) reported being off-track, but with low risks or issues to delivery
- 2 work programmes were reported to be off-track with significant risks or issues.

Some notable achievements and progress across the 29 work programmes are outlined below.

Outcome 1: Education

The Ministry of Education (MOE) continues to implement the Learning Support Action Plan 2019–2025 to strengthen how learning support is provided, so that all children and young people get the right support, in the right place, at the right time. Progress includes:

- MOE established an online professional network, the *Learning Support Network of Expertise*, for Learning Support Coordinators (LSCs) and Special Education Needs Coordinators (SENCOs).
- Autism NZ trialled a customised training programme, *Tilting the Seesaw*, for LSCs with two further tranches planned for 2021.
- A new practice framework for learning support staff, *He Pikorua*, was launched. The framework supports learning support specialists and specialist Resource teachers to work within the same approach, improving the way we support disabled ākonga and their whānau.
- MOE stood up a trial rollout of the *Standardised Learning Support Register*. This Register will make it easier for educators to record learning support needs, show the number of learners who need support, and track learners' progress overtime.
- An *Employment Service in Schools* pilot was due to commence in February 2021 and will be reported on in the next DAP reporting cycle.

Outcome 2: Employment and economic security

The Ministry of Social Development finalised and released, *Working Matters*, the Disability Employment Action Plan, in August 2020. *Working Matters* aims to ensure disabled people and people with health conditions have an equal opportunity to access good work. 22 initial actions are identified for completion between 2020 – 2022 across multiple agencies, involving disability sector organisations and industry partners.

Outcome 3: Health and wellbeing

The Ministry of Health is leading a number of work programmes in the DAP. One work programme seeks to repeal and replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 with legislation aligned to the UN Convention on the Rights of Persons with Disabilities. In August 2020, Cabinet considered and agreed to progress initial amendments to the Mental Health Act, and the Ministry of Health published revised Guidelines to the Mental Health Act in September 2020. The Ministry is supporting the implementation of the revised Guidelines through education and training, regular engagement with providers and services, and targeted stakeholder engagement.

Outcome Four: Rights protection and Justice

The Ministry of Justice (MOJ) is leading a work programme to improve justice services so they are accessible and able to be understood. This work programme is supported by Ara Poutama Aotearoa, the Department of Corrections. Actions included:

- introduction of Public Defence Service values in September 2020
- Sexual Violence Legislation Bill, reported back to Parliament from Select Committee, in June 2020
- MOJ's Electoral Programme delivered accessible resources to support the 2020 referendums
- improving disability information collection to inform the design and implementation of policies and facilities to meet the needs of service users.

The Department of Corrections accessible justice work programme is developing a Disability Framework for people in the Department's care. The Framework will aid the strengthening of support for disabled people in prison through:

- ensuring disability data is collected
- individual needs are identified upon reception in prison
- relationships with whānau and other support networks are supported during their time in prison and during their transition back into the community.

The Department aims to complete the Framework by March 2021. The Department is also reviewing signage at Community Corrections sites to ensure signs are accessible, with a programme for installation in late 2021.

Outcome Five: Accessibility

Waka Kotahi, the New Zealand Transport Agency, has commissioned research to gain a better understanding of the transport experiences of disabled people, and to determine what barriers exist for people wanting to use the Total Mobility Scheme. The Ministry of Transport will undertake a review of the Total Mobility Scheme once the research is completed.

The Kāinga Ora Accessibility Work Programme has three components:

- The objective is to increase the number of Kāinga Ora homes that meet universal design standards. Kāinga Ora have set a target of at least 15 percent of their homes meeting universal design standards. Systems and business processes to support this will be in place by June 2021.
- Kāinga Ora is focused on better meeting the needs of their customers through modifications and retrofit programmes for existing properties. Initial meetings were held in August/September 2020 with the Ministry of Health and ACC regarding changes to the current modifications process and

inequities with the existing funding arrangements. Work continues on these issues.

- There is a focus on improving information about customers' needs and the accessibility of Kāinga Ora properties. Kāinga Ora continue to run a retrofit pilot to confirm the costs and will use learnings from this process to set a target for retrofitting their properties. Kāinga Ora have commenced retrofit property assessments and design across 18 new towns. Construction was expected to start in the first quarter of 2021. Progress in the Hutt Valley Pilot continues with an additional 123 properties delivered from 1 July 2020.

Outcome Six, Attitudes, did not have an agreed work programme during this reporting period and does not have agency reporting. While there is no specific programme of work identified it is expected that work programmes delivered under other outcomes will contribute to attitude changes.

The DAP, DAP Work Programmes, and DAP reporting can be found on the ODI website: www.odi.govt.nz.

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Outcome 1: Education

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

Name of Agency	Ministry of Education
Name of Work Programme	Learning Support Action Plan 2019-2025
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>The Learning Support Action Plan (LSAP) builds on the Learning Support Delivery Model which strengthens how learning support is provided, so that all children and young people get the right support, in the right place, at the right time.</p> <p>The LSAP drives progress towards an inclusive education system that provides a range of learning environments where children and young people with learning support needs, including disabilities, are welcome and their achievement, progress, wellbeing, and participation are valued and supported.</p> <p>https://conversation.education.govt.nz/conversations/learning-support-action-plan/</p>
Alignment	<p>The LSAP is aligned with the Disability Strategy.</p> <p>The LSAP has connections with government agencies including the Ministries of Health, and Social Development, and with a wide range of community agencies</p> <p>The LSAP is aligned with the Education and Training Act 2020 which explicitly states the right of all enrolled students to attend school for all of the hours that the school is open for instruction. The Act also locates the different aspects of the right to a free State education together in Part 3 to make it easier to find and understand these rights.</p>

Progress against Plan for the period

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Ongoing professional learning and development for Learning Support Coordinators (LSCs)	<p>Established an online network of expertise - the Learning Support Network of Expertise for LSCs and SENCOs run by Massey University on behalf of the Ministry of Education. See Learning Support Network at lsn.nz</p> <p>Autism NZ trialled a customised training programme, <i>Tilting the Seesaw</i>, for LSCs.</p>	Some development processes and opportunities were delayed during 2020 due to Covid-19, which had a significant impact on many teachers and their ākonga	On track

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Stand up a trial rollout of the standardised Learning Support Register (sLSR)</p> <p>Learning support registers are useful because they:</p> <ul style="list-style-type: none"> • allow educators to record learning support needs in one place • show the number of learners who need support • track learners' progress over time. <p>For more information about registers, see: https://www.inclusive.tki.org.nz/guides/leading-schools-that-include-all-learners/identify-and-plan-how-to-meet-students-learning-support-needs</p>	<p>The sLSR will make it easier for schools, kura, early learning services, kōhanga reo and clusters to use a register. It will ensure a common language is used to describe learning support needs, minimise security and privacy risks, and improve the quality of data across the education system about learners who need support.</p> <p>As part of the process for developing and rolling out a standardised register, we trialled a preliminary rollout in Otumoetai Kāhui Ako, which helped to refine the roll-out plan.</p> <p>For more information about the new standardised register, see: https://www.education.govt.nz/our-work/changes-in-education/data-for-wellbeing-programme/te-rito-student-information-sharing/getting-ready-for-the-new-standardised-learning-support-register/</p>	<p>Timing delayed by COVID-19 priorities in schools</p>	<p>On track</p>

<p>Employment Service in Schools pilots to start in February 2021</p> <p>The Ministry of Social Development (MSD) and the Ministry of Education (MOE) are working together to pilot the Employment Service in Schools (ESiS). The pilot is for up to 1000 young people who plan to leave school within the next two years who face barriers to employment because of a disability or health condition, including those whose needs are identified as neurodiverse.</p> <p>ESiS is an expansion of the current MSD funded Employment Service involving employment service providers working with ākonga/students, whānau, schools and kura, to promote employment, employment related training, and work preparedness.</p>	<p>The pilot will start in February 2021 and run until the end of June 2022 in parts of Auckland, Waikato, Wellington, Canterbury, and Otago/Southland. MSD has contracted ESiS providers in each of these regions. Ministry regional contacts and Managers Learning Support have identified 48 secondary schools to participate in the pilot. Other schools can join in the future.</p> <p>To ensure a codesign and locally agreed approach is taken to the new service a series of two-day workshops focusing on collaborating and partnering for employment outcomes will be held in March. Fifty participants made up of students and whānau, school staff, providers, and Ministry staff will attend these five workshops (Auckland, Hamilton, Wellington, Christchurch, and Dunedin). Each workshop will focus on how the local community can most effectively work together over the medium to longer term to create pathways that maximise the possibility for all students leaving school to successfully enter employment, work related training and to increase work preparedness.</p> <p>An MSD mailbox is available to respond to any questions Employment Service in Schools@msd.govt.nz</p>		<p>On track</p>
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Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Commence review of the RTLit manual</p> <p>The RTLit Service provides short intensive support to years 0–8 students with high literacy needs. The Resource Teacher: Literacy Manual:</p> <ul style="list-style-type: none"> describes how RTLit practice might look and sets out the responsibilities of the various professionals who play a role in delivering an effective service. explains how the specialist service led by cluster management teams and provided by RTLit helps teachers and school leaders support students to learn, achieve, and reach their potential. provides guidance to enable everybody in the Service to play their part in meeting the needs of young people with literacy difficulties. 	<p>We have updated the manual, which is online at https://literacyonline.tki.org.nz/content/download/42599/471586/file/Resource Teacher Literacy Manual, 2021.pdf</p>	<p>Timing delayed by COVID-19 priorities in schools</p>	<p>On track</p>

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Develop a new practice framework for learning support providers	<p>A new practice framework for learning support staff, He Pikorua is now live online. The framework supports both the Ministry's Learning Support staff and Resource Teachers Learning and Behaviour (RTLB) to work with mokopuna, whānau and educators in schools, kura, early learning services and kōhanga reo.</p> <p>The shared practice framework brings together existing Learning Support and RTLB practice frameworks. The new framework is underpinned by the whakatauki, Hui te mārāma hei purapura ora, gifted by Dr Wayne Ngata.</p> <p>Hei purapura ora represents the uniqueness of our children and young people. The whānau, educators, practitioners and community are the kaitiaki who come together to nurture and support their growth and wellbeing.</p> <p>The new framework was designed in collaboration with the RTLB service.</p> <p><i>He Pikorua</i> is at: https://hepikorua.education.govt.nz/</p>		On track

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Provide Extension study awards for gifted students	Awards provided to students for extension learning opportunities. For more information about student awards, see: https://gifted.tki.org.nz/further-support/events-and-opportunities/	Timing delayed by COVID-19 priorities in schools	On track
<p>Workforce development: Learning Support teacher study awards</p> <p>Offer Learning Support study awards for teachers in early learning services and schools as well as scholarships to support people undertaking specific specialist courses.</p> <p>These awards and scholarships help us ensure the ongoing availability of a workforce with the appropriate specialist skills, knowledge, and qualifications to support children and young people with additional learning needs.</p>	Specialist Awards	Number of awards for study in 2021	On track
	Blind and Low Vision	9	
	Complex Educational Needs	8	
	Deaf and Hard of Hearing	18	
	Gifted	5	
	Early Intervention	35	
	Resource Teachers: Learning and Behaviour	Up to 100	
	For more information, see: https://www.education.govt.nz/school/people-and-employment/principals-and-teachers/scholarships-for-people-working-in-schools/special-education-study-awards-and-scholarships/		

Narrative

There has been much progress. The highlights are:

- Development and launch of the LSC professional network of expertise, at lsn.nz
- The training provided by Autism NZ for LSCs was very well received, and we have been able to fund two further tranches in 2021.
- Development and Launch of *He Pikorua*, the practice framework, so that learning support specialists and specialist Resource teachers are working within the same approach, improving the way we support disabled ākonga and their whānau.

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

COVID-19 has impacted communities, and this has affected our ability to engage within planned timelines. For example, COVID-19 delayed the fieldwork component of the Learning Support Coordinator phase 1 evaluation, which has led to delays in the finalisation and release of the evaluation report. This is now expected to be released in March 2021.

Impacts on inequities

We provide support for Māori rangatahi via funding for iwi community and attendance programmes, including those described below.

Programme changes based on COVID-19 learnings

At Risk - Provide support for ākonga who are at risk of disengaging from education (LSAP priority 6)

The Ministry received fixed-term COVID-19 response funding to:

- Provide an Enhanced Wellbeing Fund for ākonga in at-risk setting
- Provide temporary age extensions for ākonga in Alternative Education
- Extend the Napier Managed Moves pilot
- Provide wraparound transition support for ākonga moving out of at-risk settings
- Provide professional learning and development funding for alternative education providers
- Support community programmes that support rangatahi at risk of disengaging from education (via Ministry for Youth Development). Programmes have been agreed with 5 iwi and community/ youth development providers.
- Provide an Urgent Response Fund (\$50m) to support attendance among children and young people who were at risk of disengaging. More information at: <https://www.education.govt.nz/covid-19/urgent-response-fund/>

For children and young people with the highest levels of need

We provided additional support for children with highest levels of need with additional teacher aide hours in the Ongoing Resourcing Scheme (ORS) COVID-19 Response Fund. More information at <https://www.education.govt.nz/news/boost-for-students-with-highest-learning-support-needs/>.

Next Steps

- We will continue to implement the LSAP.
- We will continue to administer COVID-19 recovery funding for children and young people with learning support needs.

Name of Agency	Ministry of Education		
Name of Work Programme	NCEA Change Programme		
Overall Status	On track – with minimal risks/issues		
Programme Summary	The NCEA Change Programme will make our senior secondary qualification more robust, consistent, inclusive, and accessible for students of all abilities and backgrounds. Change 1 of the NCEA Change Package was to Make NCEA more accessible, in particular by design achievement standards and associated resources that are accessible and inclusive so that everyone has an equal opportunity to achieve, and the need to apply for Special Assessment Conditions is reduced.		
Alignment	This programme aligns with Outcome 1 – Education through improving educational outcomes for disabled students in NCEA and Outcome 2 – Employment and economic security through supporting the pathways of disabled students out of NCEA		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Redeveloping new Achievement Standards to be accessible by design through the Review of Achievement Standards (RAS)	RAS began the redevelopment of NCEA level 1 in 2020. Initial products have been reviewed by the Disability and Learning Support		On track or ahead

	Panel using their quality criteria.		
Develop quality criteria and quality assurance for new achievement standards with the Disability and Learning Support NCEA Panel	The Ministry worked with the Disability and Learning Support NCEA Panel to develop quality criteria for RAS products. These criteria will be used by the Panel and RAS to ensure that products are inclusive of the needs of disabled learners.		Completed
Accord Teacher Only Day on NCEA – November 2020	A session on accessibility and inclusion in NCEA was included as part of the November teacher only day to communicate to all secondary school teachers in New Zealand the		Completed

	Ministry's expectations around making NCEA more accessible to all students.		
Narrative			
<p>The NCEA Change Programme is currently redeveloping NCEA Level 1 Achievement Standards. As part of this process the Ministry is taking steps to ensure that the new standards are accessible to all students especially disabled students and students with learning support needs. In late 2020 the Disability and Learning Support NCEA Panel, a group convened for this programme which is comprised of both educational professionals and disabled people with experience in the education system, developed quality criteria which are being used to ensure that products are fit for purpose. As the Review continues the Ministry will continue to refine its processes to ensure that the new standards reflect best practice when they are fully implemented between 2023 and 2025.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>If public engagement on and the trialling of new standards does not capture the views of disabled students then there will be a risk that final products will not be fully accessible by design. To mitigate this risk the Ministry is working closely with its disability and learning support NCEA Panel to ensure accountability and has built into its quality assurance plans ways to ensure that feedback on accessibility and inclusion is captured and included in the final build of the new standards. The Ministry is also working towards developing additional resources to support teachers to implement new standards accessibly and inclusively.</p>			
Impacts on inequities			

There are no current impacts of the programme so far. Once new standards are implemented, access to NCEA will be improved for students for whom NCEA is not fully inclusive of through inclusive assessment design and influencing school practices.

Programme changes based on COVID-19 learnings.

Beginning of development was delayed by COVID-19. The programme has been adapted to support development of products using online tools to minimise disruption.

Next Steps

- The development of NCEA Level 1 will continue, with public engagement expected later this year.
- A delivery plan of supporting resources for schools to improve accessibility in NCEA will be developed

Name of Agency	Ministry of Education		
Name of Work Programme	Curriculum Progress and Achievement (Māori Medium)		
Overall Status	Off track – with minimal risks/issues		
Programme Summary	<p>Cabinet commitments for the Curriculum Progress and Achievement work programme:</p> <ol style="list-style-type: none"> 1. Establish an agreed process for updating Te Marautanga o Aotearoa 2. Develop a curriculum progress map that enables individual students' strengths and needs to be easily identified and responded to 3. Develop a common approach to records of learning that can and will travel with students from early learning to post school, 4. Appropriately sharing learner progress information across the education system. 		
Alignment	Not Provided		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Updating <i>Te Marautanga o Aotearoa</i> (TMoA):</p> <ol style="list-style-type: none"> 1. Refresh of TMoA 2. Establish an agreed process of review of TMoA 	<p>Completion of a position paper proposed the use of He Tamaiti Hei Raukura as an underpinning framework for the refresh of Te</p>	<p>The overall status is off track due to COVID activation, which forced a pause on some activities and has had continued impact on</p>	Off track with minimal risks/issues

<p>3. Development of a high trust model of information sharing</p> <p>4. The establishment of a Centre for Excellence for Māori medium sector.</p>	<p>Marautanga o Aotearoa. Minister Tinetti has agreed to this approach and work is underway to establish the necessary co-design approach for 2021-25.</p>	<p>engagement approaches and timelines. (e.g. Records of Learning Sector engagement) and a slow down on others (for example Records of Learning sector engagement).</p>	
<p>TMoA - He Tīrewa Ako (learning progressions):</p> <p>1. Engagement with the sector on He Tamaiti Hei Raukura</p> <p>2. Iterative development of progressions</p> <p>3. Psychometric testing of draft progressions.</p>	<p>Draft learning progressions (He Tīrewa Ako) developed for Te Reo Matatini and Pāngarau (literacy and numeracy). Draft Tīrewa Ako have been tested with sector advisory group and have undergone psychometric testing.</p> <p>Note, through the refresh of the national curriculum (recently announced by Minister Tinetti), we will now need to</p>		<p>On track with minimal risks/issues</p>

	consider He Tīrewa Ako in the context of He Tamaiti Hei Raukura (overarching framework) and continue to explore other areas suitable for Tīrewa Ako and commission development accordingly.		
Records of Learning (RoL - English and Māori medium): 1. Continued development of draft RoL build requirements (technical build of the RoL tool)	Initial exploration work in the form of an insights paper has been completed however, the design will now continue within the co-design process for refresh of the Te Marautanga o Aotearoa.	The overall status is 'off track' due to COVID activation, which forced some activities to pause and has had continued impact on engagement approaches and timelines (e.g. Records of Learning Sector engagement).	Off track with minimal risks/issues
Narrative			

11 February 2021, Minister Tinetti announced the refresh of the national curriculum and respective work that will be done to strengthen both Te Marautanga o Aotearoa (more authentic indigenous curriculum grounded in He Tamaiti Hei Raukura) and the New Zealand Curriculum (refresh of learning areas and strengthening biculturalism). This is positive and will have significant impacts on all learners (existing and future).

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

Risk 1 - Reputational:

Updating TMoA - if there is a lack of consultation and public scrutiny then there is a risk of creating mistrust, a lack of understanding, erroneous information, a perception of exclusivity, a lack of joined-up ness and a risk that TMoA will be seen as following NZC.

Mitigation 1 – Reputational:

Refreshing TMoA - we will ensure the right communication at the right time to the right audience and build an effective implementation plan and act on it.

Risk 2 – Strategic:

Delivery - If we do not coordinate change and comms across ELSA and the Ministry, there is a risk to the implementation of updating the curriculum, Records of Learning/Te Rito/EDPUP/LSR and Curriculum Progress Map/LSAP/NZ Histories/NCEA literacy and numeracy.

Mitigation 2 – Strategic:

Existing meetings across projects and programmes. Use of the CPA Steering Committee to provide mandate and steering. Create a big change approach.

Risk 3 - Financial:

Budget - If there are budget constraints there is a risk that the full scope and scale of the CPA changes cannot be delivered.

Mitigation 3 – Financial:

The programme is developing options and mitigations for the Minister so that she understands the risks and expectations of the sector.

Risk 4 – Stakeholder relationships:

Refreshing TMoA - If we do not provide appropriate communication and change management then there could be Reputational Risks to the Ministry - of public scrutiny | public mistrust | lack of understanding | erroneous information | exclusivity | “lack of joined-up ness” | of seen as following NZC.”

Mitigation 4 – Stakeholder relationships:

Good engagement and comms planning. We will undertake alternative ways than face to face to engage with and to ensure any sector engagement during COVID-19 response periods is managed well and authorised.

Impacts on inequities

He Tirewa Ako and ROL project activities must ensure all approaches to meet the needs of all learners. These are factored into the engagement approaches and products being developed. Continued engagement is required to ensure the needs are properly identified and included in all work, then effectively reviewed with the appropriate bodies and representatives of learners with special needs.

Programme changes based on COVID-19 learnings.

Due to COVID activation, we were forced into a pause on some activities and has had continued impact on engagement approaches and timelines. (e.g. TMoA and Records of Learning Sector engagement) and a slow down on others (for example Records of Learning sector engagement).

Next Steps

Establishment and commencement of sector co-design and engagement on TMoA refresh, RoL and He Tirewa Ako.

Name of Agency	Ministry of Education
Name of Work Programme	Curriculum Progress and Achievement (English Medium)
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>The Curriculum, Progress and Achievement programme is progressing the following:</p> <p>Refreshing the national curriculum in schooling (beyond the initial updates being made for Aotearoa New Zealand’s histories), so that there is greater clarity about learning and teaching expectations.</p> <p>Strengthening and extending the coverage of guidance and tools available to support a focus on learning progress across the curriculum, so that kaiako and teachers are better able to assess and plan for each learner’s learning needs.</p> <p>Enabling a collaboratively generated digital rich record of learning for each learner in our kura and schools, which follows the child, supports partnerships with families, and can inform system learning.</p> <p>Replacing Te Kete Ipurangi (TKI) and enhancing Kauwhata Reo, which are the digital repositories for the national curriculum documents, and the resources and tools people rely on to deliver learning and teaching, respond to local needs and grow their capabilities.</p>
Alignment	The work programme aligns with the New Zealand Disability Strategy as outlined in outcome.
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Updating Te Marautanga o Aotearoa (TMoA)</p> <ol style="list-style-type: none"> 1. Review of Te Marautanga o Aotearoa 2. Development of a high trust model of information sharing 3. The establishment of a Centre for Excellence for Māori medium sector. 			On track with minimal risks/issues
<p>TMoA He Tirewa Ako (learning progressions):</p> <ol style="list-style-type: none"> 1. Engagement with the sector on Te Tamaiti Hei Raukura 2. Iterative development of progressions 3. Psychometric testing of draft progressions 	Draft learning progressions developed and tested with the sector, including psychometric testing		On track with minimal risks/issues
<p>Updating the NZ Curriculum (NZC)</p> <p>Research and sector engagement to:</p> <ol style="list-style-type: none"> 1. Explore scope and scale of potential change with working group 	Sector engagement (including disability voices) on scope of potential change completed. Engagement on process completed.	Testing of direction of change will need to be through targeted engagement, in connection with	On track with minimal risks/issues

<ol style="list-style-type: none"> 2. Test direction of change more widely with sector 3. Develop options for change 4. Develop proposed timelines for change 5. Develop mock-up of reframing of the NZC 6. Develop advice to the Minister and Cabinet on the above, to inform next steps 	<p>Mock-up of a proposed reframing for the New Zealand Curriculum completed, 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</p>	<p>Aotearoa New Zealand's Histories engagements</p>	
<p>NZC Curriculum Progress Map (learning progressions):</p> <ol style="list-style-type: none"> 1. Iterative development and refinement of social and emotional learning (SEL) prototype, inclusive to all learners - including sector and expert consultation 2. Running of SEL sector trial (Term 2) to inform approaches to developing CPM and SEL resources 3. Develop of advice to the Minister and Cabinet on the above, to inform next steps 	<p>Trial conducted and summary report developed that is being used to inform:</p> <ol style="list-style-type: none"> 1. Finalisation of SEL materials for launch to sector later 2021 2. Digitisation requirements for the CPM (to be built within RoL) 	<p>Term 2 2020 trial postponed to Terms 3-4 2020</p>	<p>On track (to new post-Covid re-baseline) with minimal risks/issues</p>

<p>Records of Learning (RoL - English and Maori medium):</p> <ul style="list-style-type: none"> Continued development of draft RoL build requirements (technical build of the RoL tool) 	<p>Developer engaged to develop RoL indicative design (wireframes), which incorporate the digitised CPM (SEL design as noted above)</p>	<p>Sector engagements planned for Q2 postponed. Revised approach involves development of indicative RoL for use in consultation with the sector in T2 2021</p>	<p>On track (to post-Covid re-baseline) with minimal risks/issues</p>
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Narrative

We have mapped interdependencies with related pieces of work, like the Online Curriculum Hub and Records of Learning, and the strategies for Maths and Literacy, which will feed into the NZ Curriculum Refresh. We announced the National Curriculum Refresh on 11/02 (including NZ Curriculum and TMoA).

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

Risk	Mitigation
<p>Reputational:</p> <p>Updating TMoA - If there is a lack of consultation and public scrutiny then there is a risk of creating mistrust, a lack of understanding, erroneous information, a perception of exclusivity, a lack of joined-up ness and a risk that TMoA will be seen as following NZC.</p>	<p>We will ensure the right communication at the right time to the right audience and build an effective implementation plan and act on it. NZC Update - We must continue to engage widely through our engagement channels</p> <p>Focused engagement with disability groups.</p>

<p>Updating NZC - to date the work with the sector has been broad but still limited.</p>	
<p>Strategic:</p> <p>Delivery - If we do not coordinate change and comms across ELSA and the Ministry, there is a risk to the implementation of updating the curriculum, Records of Learning/Te Rito/EDPUP/LSR and Curriculum Progress Map/LSAP/NZ Histories/NCEA literacy and numeracy.</p>	<p>Existing meetings across projects and programmes. Use of the governance structures to provide mandate and steering. Create a big change approach.</p>
<p>Impacts on inequities</p>	
<p>All projects must ensure all approaches to meet the needs of all learners. These are factored to the engagement approaches and products being developed. Continued engagement is required to ensure the needs are properly identified, included in all work, then effectively reviewed with the appropriate bodies and representatives of learners with special needs.</p>	
<p>Programme changes based on COVID-19 learnings.</p>	
<p>Original timelines for sector engagements planned for throughout Q3/4 2020 were pushed out to ongoing impacts of Covid, notably to not add an extra burden of feedback/engagements during Covid recovery activities post-lockdown. This included sector engagements for updating the NZ Curriculum, Curriculum Progress Maps, and the Records of Learning.</p> <p>The lockdown enabled a rethink on how all NZC related CPA work can be framed under the update to the NZ Curriculum.</p> <p>The work to updating TMoA progressed well during lockdown and throughout the remainder of 2020.</p>	
<p>Next Steps</p>	

Update Te Marautanga o Aotearoa (TMOA)

1. Working with Te Oho Matua, sector reference group, on purpose and scope of review
2. Development of learning progressions prototypes.

Updating the NZ Curriculum

Increase clarity in the New Zealand Curriculum (NZC), and ensure significant learning is not left to chance, including:

1. Developed advice with Sector Working Group on scope and scale of change required
2. Implementation of the planned structured the work required, resulting in 4-year roadmap and 1-year plan
3. We will refresh the curriculum over the next 3 years, starting with framework and social sciences in 2021
4. Social sciences, including Aotearoa New Zealand Histories will be ready for implementation in 2022
5. We will a stakeholder engagement model to ensure that the NZC Refresh work is structured around genuine collaboration and co-design with educators, iwi, whanau and the wider public, and gives effect to the principles of te Tiriti.

Digital presence for TMOA and NZC, including:

1. Trial the ROL (with digitised CPM) design – to capture final build requirements for Records of Learning (RoL) in Māori and English medium. Followed by RFP process to engage a develop and subsequent build, pilot, and implementation
2. Development of a refreshed Te Kite Ipurangi (TKI) platform. Sector discussions on developing capability and systems to ensure safe use of education data
3. Discussions on an approach to Māori data sovereignty within education data systems

Name of Agency	Tertiary Education Commission
Name of Work Programme	TEC work plan for improving outcomes for disabled learners in tertiary education
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>The combined effect of work under this programme seeks to enable tertiary education organisations and the tertiary sector to better support disabled learners, to greatly improve the access to, participation in, and achievement in, tertiary education for disabled persons.</p> <p>As an outcome of our work we expect to see increased numbers of disabled people accessing, participating, and achieving in tertiary education.</p>
Alignment	<p>NZ Disability Strategy: This programme of work primarily contributes to Outcome 1 – Education. It also contributes to aspects of Outcome 7 – Choice and Control, through seeking to improve the way disability support services within tertiary organisations respond to and engage with disabled learners; aspects of Outcome 5 – Accessibility, through supporting tertiary organisations to better understand and respond to the access needs of disabled learners; Outcome 6 – Attitudes, through supporting tertiary organisations with best practices guidance and training material to support staff in their interactions with disabled learners; aspects of Outcome 2 – Employment and Economic Security, through working to support the tertiary system to improve work experience opportunities for disabled learners.</p> <p>IMM Making Disability Rights Real Report recommendations:</p> <p>Education: Rec 78: TEC’s work programme is strongly focused on more collaborative and inclusive work with disabled people in the design of system improvements. Disabled people are currently leading or heavily involved in work in the programme. Rec 80: The Unified Funding System work (part of RoVE), has a component to address underfunding for learner support in the tertiary sector. Work on this will incorporate co-design with disabled people.</p> <p>The TEC works closely with MOE on all aspects of its work programme, to ensure alignment and to create sustainable pathways across the whole education sector. We are also working with MSD and MOH to understand potential funding and other supports for disabled learners.</p>

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Capture more data around disabled learners – equity funding reporting	Reporting was received from providers in September 2020. We are intending to report back to the sector on the outcomes of the reporting in early 2021.	Analysis of reporting was delayed due to resource pressures as a result of COVID related work.	Off track – but low risks/issues
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	On track or ahead
Establish governance, working group and hire contractors for Kia Ōrite re-development	All actions completed. Project is well underway and proceeding to time. Base guidance document will be available in April 2021.	Start was delayed until August.	On track or ahead
Development of TEC Dyslexia Work Programme - learning and position development for TEC	Work progressing to date. Research scan completed for international practices. Dyslexia Advisory Group established and adding to the research scan paper.	Nil	On track or ahead
Partnering with disability action / peak bodies to access their knowledge in this area and find opportunities for partnership projects to support learners	We have confirmed Victoria University will implement an initiative around university access for people with learning disability, with a pilot in 2022.	Implementation of the Vic Uni project was delayed due to COVID.	On track or ahead

TEC Disability Action Plan development.	TEC DAP completed and became operational in the TEC in September.	Nil	Complete
Narrative			
Following COVID related delays in the first half of this period, work is progressing well and meeting new timeframes. The current Government continues to prioritise the implementation of the Disability Strategy, and we expect to be able to progress a significant amount of work in this areas as a result.			
Risks/Issues that are impacting or may impact progress and mitigations			
A return to lockdown could slow progress on work requiring tertiary organisation input, however some work might be able to progress online.			
Impacts on inequities			
TEC work in this programme is focused at longer term system change, to improve the way the tertiary system supports and enables disabled learners. As a result there are no immediate impact on inequity that we can report.			
Programme changes based on COVID-19 learnings.			
No specific changes.			
Next Steps			
Actions planned for next six months (1 Jan – 30 June 2021)	Six months (1 July 2021 – 31 Dec 2021)	Key other actions beyond 12 months (1 Jan 2022 – 30 June 2024)	
Capture more data around disabled learners (2020 reporting year)	Data analysis and consideration of implications for wider TEC work.	Continue data collection project, with focus on determining standardised data collection sets (needs whole of govt input)	
Development of material to support introduction of mandatory disability action plans as a SAC funding requirement for TEO's (via SAC funding conditions). (2020 - 2021 project)	Introduce mandatory disability action plans as a SAC funding requirement for TEO's (via SAC funding conditions).	Support TEO's with development of DAP's as part of their Investment Plans. Monitoring of plans and progress against plans as part of the Investment Round. TEC expects to see the first round of DAPs in mid-2022.	

Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme)	Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme)	Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme)
Kia Ōrite re-development - draft completed for review by governance group (Feb) - finalisation of resource and launch (April)	Kia Ōrite Continue development of Kia Ōrite – alternative formats, web content, Te Reo version, supporting training and resource materials...	Ongoing development and extension of resource as required. NOTE: Kia Ōrite is intended as a living resource that will be regularly added to as required. It will become part of the suite of resources TEC uses to support tertiary providers to improve their learner focus.
Disability Action Plans for the Tertiary Education Sector Develop DAP Guidance and advice for sector (links to Kia Ōrite)		Introduction of requirement for Tertiary Education Organisations to submit DAP's as part of their Investment Plan funding process. ** note – staged process, from 2022.
TEC Dyslexia Work Programme - development of support material for sector and employers	tbc - to be determined from sector need following evaluation of uptake of earlier resource.	
Continue working with People First on university access initiative.	Progress university access initiative.	Pilot and evaluate university access initiative, 2022 - 2023 (funding dependant)

Outcome 2: Employment and economic security

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

Name of Agency	Ministry of Social Development
Name of Work Programme	Working Matters Disability Employment Action Plan
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>'Working Matters' the Disability Employment Action plan was finalised and released publicly in August 2020. The plan is closely informed by consultation with the disability sector, employers, and support providers early in 2020, and subsequently adjusted in response to new the labour market circumstances of COVID-19. Working Matters aims to ensure disabled people and people with health conditions have an equal opportunity to access good work and is organised around the following core objectives:</p> <ol style="list-style-type: none"> 1. Support people to steer their own employment futures - this includes prioritising pathways for disabled school leavers in employment or training 2. Back people who want to work and employers with the right support - this includes increasing both employment services and information and support available for employers 3. Partner with industry to increase good work opportunities for disabled people and people with health conditions - this includes partnering with businesses and innovators to grow employment opportunities for people with diverse support needs- e.g. part time or intermittent work

	<p>There are 22 initial actions identified for completion between 2020-2022 which span multiple responsible agencies, many of which also involve disability sector organisations, and Industry partners.</p>
<p>Alignment</p>	<p>Working Matters dovetails with the Disability Action Plan, which outlines a commitment to develop a Disability Employment Action Plan for progressing Outcome Two of the Disability Strategy (Employment and Economic Security) [SWC-19 MIN-0139 refers].</p> <p>In August 2019, the Government released its Employment Strategy which aims to create a more inclusive labour market [CAB-19-MIN-0385]. The Employment Strategy is supported by six cross-government action plans for population groups who experience low employment rates and are affected by cycles of longstanding disadvantage, social myths and unwarranted low expectations. The Working Matters Disability Employment Action Plan forms part of this work.</p> <p>Working Matters, particularly during this reporting period where COVID-19 had a significant impact on people with health conditions and/or disabilities, aligns with IMM recommendations 18 and 20:</p> <p>Recommendation 18: <i>Implements a financial compensation policy to ensure disabled people who are expected to work from home during situations of humanitarian emergencies have access to the required technology and training</i></p> <p>Comment from MSD Employment Policy: Government has developed and provided wage subsidy and leave schemes which offer financial compensation for all people who are <u>not able</u> to work as a result of humanitarian emergencies such as the COVID-19 lock down. For people who are able to work at home during a humanitarian emergency (due to the nature of their work and the business they work in) it is the employer’s responsibility to ensure access to the required technology and training that makes that possible. If the adjustment and related cost is too much to be practicable or reasonable for a short-term working situation, then the employer may be eligible for the wage subsidy or leave</p>

scheme. Even if they are not eligible for any subsidy (for example due to having stable and ongoing revenue or being a state sector organisation) they would still be required to honour their employer responsibilities with regard to paying the worker. Disabled people and employers in this situation may also be able to access relevant technology and related training through "Job Support funds <https://www.supportfunds.co.nz/job-support/> " in some situations where they are required to work from home.

Recommendation 20

Provides targeted employment opportunities for disabled people as part of the Government's COVID-19 economic recovery plan and ensures funding and contracts to the private sector include requirements to ensure employment is accessible for disabled people.

Comment from MSD Employment Policy:

Working Matters' was adjusted in response to new the labour market circumstances of COVID-19. Specifically, the plan is a living document so that its objectives, priorities and kaupapa can guide the considerable new investment into employment and help to ensure an inclusive economic recovery from COVID-19. This means that in addition to the initial actions identified in the plan further progress can be identified and progressed such has occurred in recent policy development on the Training Incentive Allowance and the further development and expansion of Te Here Toitū which involves partnering with the primary healthcare sector to support people with health conditions and disabilities and help people remain in work or return to work.

Progress against Plan for the period

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Publication of the Working Matters Action Plan	Publication of the Working Matters Action Plan		Complete

	With range of alternate formats produced: Easy Read NZSL Large Print E reader		
Design of a monitoring and reporting dashboard. This will aid in regular review of progress and allow agency commitments to evolve as opportunities arise.	Draft complete and out for review from across the sector, due to go to Education Employment and Training Ministerial Group in February 2021.		On track - with minimal risks/issues
Event launch of the Working Matters Action Plan	Event launch of the Working Matters action plan co-hosted with i.Lead and YES took place in September 2020		Complete
Narrative			
After consultation on the Action plan, including adapting it to a COVID-19 context, and its publication in August of 2020. The Plan was successfully launched at an event co-hosted with iLead and YES. I.Lead is a representational structure for young people with disabilities to come together and be heard about what issues and barriers they face living with a disability in New Zealand. The Yes Disability Resource Centre provides information, advice and mentoring support for disabled people and parents. It is mainly supported by philanthropic funding and by local government. It has also received a grant ODI and from MSD under Covid-19 grant funding.			

The connections between i.Lead, and the Working Matters Action Plan, alongside the focus on initial actions being implemented by Government on improving employment outcomes for young disabled people, made i.Lead and Yes the ideal hosts to launch the Action Plan. Other organisations and people in the Auckland region that were directly involved in the consultation on the Action Plan were invited to the launch. This provided an opportunity to help create or cement positive connections between employer representatives, employment support providers and disabled people. In addition to i.Lead the organisations MSD officials successfully partnered with in Auckland to consult on the Action Plan include the Auckland Chamber of Commerce, Accessibility Tick, the New Zealand Disability Support Network, CCS Disability Action and the Mental health Foundation. We continue to consult with many of these organisations in our iterative process of designing the monitoring framework for Working Matters. These strong relationships are central to the efficacy of implementing Working Matters actions and objectives going forward.

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

COVID-19 had led to significantly reduced participation rates of disabled jobseekers in employment services for a large portion of 2020, while numbers are beginning to return this disruption may have impacted progress on expanding these services.

Impacts on inequities

It is difficult to measure or quantify yet the impacts on inequities for Māori and Pacific peoples. The need for better data and insights on these cohorts has been front of mind in the design of the monitoring dashboard. The dashboard is being designed in consultation with specific reference groups and allow space for qualitative insights and understanding opportunities and challenges in employment supports for Māori and Pacific peoples with disabilities, as well as reporting on what is working in this space.

Programme changes based on COVID-19 learnings.

While the Disability Employment Strategies' overall framework continued to be valuable, the impact of COVID-19 required a strategic pivot in employment policy towards stabilising and supporting the supply and demand for labour, continuing to align with work on the welfare overhaul and tailoring employment supports and expansions to assist those most disadvantaged in the labour market- such as those with disability or health conditions. While these pivots did not fundamentally change the core objectives of Working Matters, they did highlight the need for further supports and ensure subsequent actions decided under these objectives were taking into consideration the economic climate. It also highlighted the importance of ensuring mainstream employment supports are accessible

for people with disabilities. For example, several MSD products have been reviewed and enhanced over this time period benefitting eligible jobseekers including disabled people e.g.:

- Enhancements to Flexi-Wage and Flexi-Wage self-employment
- Increased rates and incentives for Mana in mahi and expanded pastoral support
- Additional financial support for jobseekers to take on seasonal work.

Next Steps

Working Matters will continue to support, monitor, and report on progression of the core priorities:

- **Support people to steer their own employment futures** (this includes prioritising pathways for disabled school leavers in employment or training)
- **Back people who want to work and employers with the right support** (this includes increasing both employment services and information and support available for employers)
- **Partner with industry to increase good work opportunities for disabled people and people with health conditions** (this includes partnering with businesses and innovators to grow employment opportunities for people with diverse support needs- e.g. part time or intermittent work)

Following feedback from the Employment Education and Training Ministerial Group on the proposed reporting and monitoring frameworks, a six-monthly reporting cycle will commence mid-year. Further details on the actions contributing to Working Matters will be available through this reporting cycle. We anticipate the first round of reporting will have a focus on initiatives which address employment pathways for disabled school leavers.

Name of Agency	Ministry of Social Development		
Name of Work Programme	Lead Programme of Work – Increasing the employment of disabled people		
Overall Status	On track – with minimal risks/issues		
Programme Summary	The work aims to increase and maintain the employment of disabled people in the public service.		
Alignment	Aligns with Outcome 2. No relevant overlaps. This work has been referenced in the Disability Employment Action Plan.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Quarterly Lead Toolkit meetings	Completed and ongoing	Moved to zoom meetings	On track - with minimal risks/issues
Publication and launch of Retaining existing disabled employees	Completed		On track - with minimal risks/issues
Employment of the Internship co-ordinator		Work was delayed by COVID 19. Interviews have been held and the appointment should	Off track - but low risks/issues

		be made in the next 2 weeks.	
Developing the material for the All of Government Disabled network – We Enable Us.	Completed and ongoing	Changed meetings to zoom	On track or ahead
Launch of The Lead Toolkit	Completed		On track or ahead
Completed a feature article for the Human Resources Institute of NZ on Employing Disabled people	Completed		On track or ahead
Narrative			
<p>The Lead Toolkit information is available in HTML. The information has been updated. This has taken a lot of work by the team. The last report showed the number of Disabled Employee Networks had increased. There has been increased interest in the All of Government Network. The Lead Toolkit Quarterly meeting have been working through issues raised regarding smother access to specialised equipment. The Internship coordinator is about to be appointed and that will be an important step in working with government agencies to get people into existing internship programmes. MSD shared their reasonable accommodation policy with government agencies. This has been well received and will assist in getting reasonable accommodation policies introduced across the public service.</p>			

Risks/Issues that are impacting or may impact progress and mitigations
Nil
Impacts on inequities
This programme will be available to all disabled tertiary students
Programme changes based on COVID-19 learnings.
Lead Toolkit meetings and All of Government – We Enable Us meetings held via zoom. Delay in finalising Internship Co-ordinator position.
Next Steps
The programme will continue to provide quarterly Lead Toolkit meetings and the All of Government- We Enable Us meetings via zoom. The major focus will be the development of the internship programme. The work programme will also include the development of a couple of resources including a video for line managers around people working with reasonable accommodations and a resource around working flexibly. Additional information will be added to the Lead Toolkit website including relevant articles.

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

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Updating the Lead Toolkit and MSD website	Completed		On track - with minimal risks/issues
Providing the relevant links to MBIE	Completed		On track or ahead
Developing a plan and costings for the establishment of regional hubs	Not started	Travel restrictions meant this work was put on hold	Off track - but low risks/issues
Narrative			
The key outcome from the work has been the development of a single resource that can be accessed by all employers			
Risks/Issues that are impacting or may impact progress and mitigations			
The major risk will be travel restrictions as a result of the ongoing management of COVID			
Impacts on inequities			
The information will be relevant to all disabled people			
Programme changes based on COVID-19 learnings.			
Regional Hub development delayed due to COVID travel restrictions and resources been prioritised to COVID.			

Next Steps

Development of a plan of action for development of regional hubs. The initial meeting will be held in Hamilton and we will work with DPA to set up this meeting.

Name of Agency	Ministry of Social Development		
Name of Work Programme	Replacing Minimum Wage Exemption permits		
Overall Status	Off track - with significant risks/issues		
Programme Summary	<p>This work programme aims to replace Minimum Wage Exemption (MWE) permits which currently enable approximately 900 disabled employees in New Zealand to be paid less than minimum wage on account of their disability. The MWE scheme is enabled through Section 8 of the Minimum Wage Act 1983 and officials consider that a Government wage supplement is likely to be the best way to replace these permits. Replacing Minimum Wage Exemption permits with a wage supplement is a government manifesto commitment.</p>		
Alignment	<p>This work programme aligns with Outcome 2 of the New Zealand Disability Strategy relating to improved employment outcomes and economic security for disabled people.</p> <p>The work programme also aligns with recommendation 97 of the IMM Making Disability Rights Real 2014 to 2019 Report which recommends taking action to “eliminate minimum wage exemption permits”.</p> <p>Replacing MWE permits is also a Government manifesto commitment.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Development of a wage assessment tool to support the	Work is underway	COVID-19 has delayed the	Off track - but low risks/issues

introduction of a wage supplement		progress of this work	
Analysis of how a wage supplement would impact disabled employees and their families			On track - with minimal risks/issues
Narrative			
Over the last six months MSD has continued to progress work on designing a Government wage supplement to replace MWE permits. This has included developing a wage assessment tool to assess employees' wages, including any impacts a wage supplement might have on disabled employees and their families.			
Risks/Issues that are impacting or may impact progress and mitigations			
COVID-19 resulted in delays to this work programme. This is because agency resources had to be reprioritised for the COVID-19 response. Ministers were also focused on responding to COVID-19 and so were not focused on other programmes such as this one. We are working to ensure the work programme progresses, but it is likely there will be further delays, including finding funding for it.			
Impacts on inequities			
Minimum wage exemption permits are inequitable as they allow some people to be paid less than minimum wage because of their disability. This affects approximately 900 disabled employees in New Zealand, some of whom are paid as little as \$1-\$2 per hour. MSD does not hold detailed data on the demographic breakdown of people with an MWE permit, however, we understand that approximately 15-20% of these employees are Māori. MSD does not have data on the breakdown of Pacific peoples with an MWE permit. MSD estimates that there are slightly more men than women with MWE permits. Very few employees have dependent children although we are aware of a small number who have children.			
Programme changes based on COVID-19 learnings.			
COVID-19 impacted on the progress of this work programme, resulting in delays.			

Next Steps

In the period 1 January 2021 to 31 June 2021, MSD will continue to progress development of a wage assessment tool to support a wage supplement. MSD will also continue to consider the impacts of a wage supplement on disabled employees and their families.

Outcome 3: Health and Wellbeing

We have the highest attainable standards of health and wellbeing.

Name of Agency	Ministry of Health
Name of Work Programme	Improve access to quality healthcare and health outcomes for disabled people
Overall Status	Off track – but low risks/issues
Programme Summary	<p>Disabled people often experience poor health, wellbeing and life outcomes and face barriers in accessing healthcare. Data on disability, health status of disabled people and their access to health services is poor. Tāngata whaikaha (Māori disabled people), Pacific disabled people and people with learning/intellectual disabilities have some of the worst health and wellbeing outcomes.</p> <p>The vision for this work programme is Outcome 3: health and wellbeing of the New Zealand Disability Strategy 2016-2026.</p> <p>The Ministry will work across the health and disability system, including District Health Boards (DHBs) to:</p> <ol style="list-style-type: none"> 1. improve access to quality healthcare, including: <ol style="list-style-type: none"> a. implementing disability actions in national health action plans b. supporting and monitoring District Health Board (DHB) action plans c. explore options to improve access to healthcare for disabled people, with a focus on people with a learning/ intellectual disability 2. improve disability data and evidence 3. improve disability awareness and capability of the health workforce.

<p>Alignment</p>	<p><i>Programme alignment with Disability Strategy, IMM Reporting and recommendations</i></p> <p>This work programme aligns with the New Zealand <u>Disability Strategy 2016-2026</u> Outcome 3 on health and wellbeing and contributes significantly to Outcome 7 (choice and control).</p> <p><i>Programme alignment with IMM Reporting and recommendations</i></p> <p>The <u>IMM in their 2019 Making Disability Rights Repeal Shadow Report</u> to the UN Committee on the Rights of Persons with Disabilities made several recommendations under Article 25: health. This included that the Government:</p> <ol style="list-style-type: none"> 1. Reform the <i>Public Health and Disability Act 2000</i> to introduce provisions to ensure disabled people are meaningfully represented in governance roles across the health and disability system. 2. Advance innovative models of funding for integrated and flexible disability support, and provide adequate resourcing of those models, so that disabled people are able to enjoy the highest attainable standard of health; including but not limited to accelerating equitable access nationally to an Enabling Good Lives approach. 3. Take definitive action to clarify the expectation on district health boards to provide disability-related supports, particularly in relation to section 22(1)(c) and (d) of the <i>Public Health and Disability Act 2000</i>. 4. Implement earlier recommendations of the IMM to address inequities in life expectancy for disabled people, particularly people with intellectual/learning and psychosocial disabilities. Work with disabled people and their representative organisations to establish a comprehensive health improvement and monitoring programme. 5. Act on the outcomes of Phase 1 and upcoming hearings of the <i>Wai 2575 Health Services and Outcomes Kaupapa Inquiry</i>.
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	<p>6. Ensure that the development of initiatives targeting equitable health service access for disabled people are co-designed with disabled people.</p> <p>7. Ensure a co-design process with people with psychosocial experiences in the implementation of the recommendations of the <i>He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction</i> and ensure that they are appropriately resourced to carry out this work.</p> <p>Alignment with other agency programmes and partners.</p> <p>This work programme aligns with:</p> <ul style="list-style-type: none"> - Improve accessibility (Ministry of Social Development) - Supported decision-making guidance (Ministry of Social Development) - System transformation (Ministry of Health, Ministry of Social Development, Ministry of Education) - Disability Employment Action Plan (MSD) - Learning Support Action Plan (MOE). 		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>A. Scoping the work programme including:</p>	<p>During this period, we have been doing a document search in our system to understand what happened under the previous Disability Action Plan 2014-2018, including:</p> <ul style="list-style-type: none"> - what were the recommendations of the Project Reference Group - what progress was made 	<p>COVID-19 meant that this work programme did not begin until June 2020. We</p>	<p>Off track - but low risks/issues</p>

	<ul style="list-style-type: none"> - what still needs to be completed. <p>We propose using this information to support a discussion with the DPOs to determine the scope of this work programme and priorities for action.</p>	therefore still need to finalise the scope of the work.	
1. Developing the statement of the key problems to be solved.	In progress. -		Off track - but low risks/issues
2. Describing the strategic context and health stewardship role.	In progress.		Off track - but low risks/issues
3. Review of public consultation on the Disability Action Plan, Carers' Strategy Action Plan and recommendations of reference groups for relevant themes, issues and recommendations	Not started.		Off track - with significant risks/issues

4. Identifying key stakeholders	In progress.		Off track - but low risks/issues
5. Identifying key levers for system stewardship and delivery	In progress.		Off track - but low risks/issues
6. Determine priorities (by meeting with DPOs to seek their approval)	<p>We had an initial meeting with People First (DPO) to understand their expectations of this work programme, and what happened under DAP 2014-2018.</p> <p>We have requested a further meeting with the DPO Coalition to agree scope and priorities.</p>		Off track - but low risks/issues
7. Developing an overall work programme and workstream projects for: a - health system disability data b - health workforce disability awareness and capability	In progress but needs affirming by DPOs.		Off track - but low risks/issues

<p>c - access to quality healthcare d - monitoring and reporting</p>			
<p>B. Progress actions where there are opportunities.</p>	<p>We have been engaging with teams across the Ministry to seek out opportunities for action.</p>		
<p>a - health system disability data</p>	<p><i>New Zealand Health Survey 2019/20</i> The New Zealand Health Survey 2019/20 was published on 23 November 2020, with published data disaggregated by disability for the first time. This gives us information about the gap in outcomes for disabled people and non-disabled people in the health system. You can find out more information here: https://www.health.govt.nz/publication/annual-update-key-results-2019-20-new-zealand-health-survey. On 2 December 2020, Ministry staff were invited to a presentation on the New Zealand Health Survey. The Disability Rights Commissioner and the Chief Executive of Disabled Person’s Assembly also presented on disabled people’s lived experience of dealing</p>		<p>On track or ahead</p>

	<p>with the health system. Approximately 90 staff attended this presentation.</p> <p>Next steps – we need to analyse the data from the New Zealand Health Survey 2019/20 more fully, including an analysis of outcomes for tāngata whaikaha where possible.</p>		
b - health workforce disability awareness and capability	<p>The disability directorate has provided input into several health workforce work programmes including the development of the rural health workforce strategic plan and leadership programmes development in which disability is one of four priority focus groups in the Health and Disability system.</p> <p>We are engaging with the Health Workforce team to find opportunities to train the health workforce to be disability aware.</p>		On track or ahead
c - access to quality healthcare	<p><i>Implement disability actions in national health action plans</i></p> <p>We have begun engaging with the following teams within the Ministry to support them to embed a disability perspective in their work:</p> <ul style="list-style-type: none"> • The Cancer Agency • Māori health • Pharmacy 		On track or ahead

	<ul style="list-style-type: none"> • Well Child Tamariki ora. <p><i>Support and monitor DHB action plans</i></p> <p>DHBs provide the Ministry of Health with information about how they are improving services for disabled people.</p> <p>In October 2020, they provided progress updates on actions they identified in their DHB Annual Plans. For example, 3DHB noted their work to improve data collection and working in partnership with disabled people.</p> <p>DHBs are now required¹ to commit to working with the Ministry of Health to develop their own or a regional Disability Action Plan to be published by July 2021. The purpose of these Plans is to improve access to quality health services and improve the health outcomes of disabled people. The Plans must focus on data, access and workforce.</p> <p><i>Explore options to improve access to healthcare for people with an intellectual/learning disability</i></p> <p>We are working with the pharmacy team to reduce the use of inappropriate polypharmacy,</p>		
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¹ This requirement is published under DHB Annual Plan Guidance 20/21. This is publicly available through the Nationwide Service Framework Library (<https://nsfl.health.govt.nz/dhb-planning-package/previous-planning-packages/202021-planning-package>).

	the use of outdated medicines and to increase access to specialist reviews of peoples' medicines for disabled people. These actions align with recommendations by the Project Reference Group for the Disability Action Plan 2014-2018.		
d - monitoring and reporting	Not started.		Off track - with significant risks/issues
Narrative			
<p>During this period we have been trying to understand what happened under the previous Disability Action Plan 2014-2018 which had a focus on people with learning/intellectual disabilities, so that we can build on what has gone before. We understand that much work was completed, but that there are recommendations and actions which still need to be progressed from the Project Reference Group.</p> <p>Alongside this, we have been seeking out opportunities across the Ministry and DHBs to identify where a stronger disability equity focus should be included. For example, we have engaged with the Māori health team, the Pharmacy team, the Cancer team, Population Health, the New Zealand Health Survey team, Health Workforce.</p> <p>A celebration from this period is that the NZ Health Survey has published data disaggregated by disability for the first time. However, unsurprisingly, the data tells us that disabled people have much worse health outcomes than non-disabled people.</p> <ul style="list-style-type: none"> - Disabled adults were less likely to have reported 'good', 'very good', or 'excellent' health than non-disabled adults, after adjusting for age and gender. The rates were 56.0 percent and 89.9 percent, respectively. - In 2019/20, 12.9 percent of non-disabled adults were current smokers, while 19.1 percent of disabled adults smoked. After adjusting for age and gender, disabled adults were 1.9 times more likely to smoke than non-disabled adults. 			

- Disabled adults were less likely to have drunk alcohol in the past year than non-disabled adults, after adjusting for age and gender. The rates were 71.2 percent and 82.3 percent, respectively.
- Disabled adults were 1.6 times more likely to be obese than non-disabled adults, after adjusting for age and gender. The rates were 47.4 percent and 29.6 percent, respectively.
- Around one in five (21.5 percent) disabled adults reported not visiting a GP due to cost, compared to 12.7 percent of non-disabled adults. Disabled adults are 2.3 times as likely to report this, after adjusting for age and gender.
- Disabled adults were 3.8 times as likely than non-disabled to be unable to collect a prescription due to cost, after adjusting for age and gender. The rates were 13.0 percent and 4.5 percent, respectively.
- Twenty-seven percent of disabled adults experienced psychological distress in the four weeks prior to the survey, compared to 5.7 percent of non-disabled adults. After adjusting for age and gender differences, disabled adults were 6.1 times as likely as non-disabled adults to have experienced psychological distress.

You can find out more information here: <https://www.health.govt.nz/publication/annual-update-key-results-2019-20-new-zealand-health-survey>.

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

Due to our outdated document filing system it has been difficult to find information about the previous Disability Action Plan 2014-2018. This has meant that progress has been slow in scoping the action.

In order to progress this action we need to meet with the DPOs to discuss the scope and priorities. We are working with the DPOs to find a suitable opportunity.

This action has implications for teams across the Ministry. Identifying the key people and opportunities is taking time. However, the recently published NZ Health Survey results are elevating awareness of disability as an equity issue.

Impacts on inequities

Māori disabled people have some of the worst health outcomes. This work programme must take a Te Ao Māori approach. We have been working closely with the Māori health team to understand opportunities to progress this work.

Further work needs to be completed to explore inequities for Pacific disabled people, women and girls and rainbow communities.

Programme changes based on COVID-19 learnings.

COVID-19 delayed the start of this work programme until June 2020 but has not had a significant impact on the progress of this work programme in the previous 6 months.

COVID-19 has reiterated a need for public and health information to be accessible, and in alternative formats. The expectation for this has greatly increased.

Next Steps

- Finish scoping actions.
- Meet with the DPO Coalition to approve the scope and priorities of the work programme.
- Continue to work with teams across the Ministry to find opportunities to promote a disability perspective.

Name of Agency	Ministry of Health
Name of Work Programme	Funded Family Care (FFC) policy change
Overall Status	Complete
Programme Summary	<p>Since 2013, FFC has allowed payment of people to care for family members assessed as having high or very high support needs relating to:</p> <ul style="list-style-type: none"> • disability (under Disability Support Services (DSS) administered by the Ministry of Health), and • long-term chronic health conditions, mental health and addiction, and aged care needs (administered by District Health Boards). <p>FFC received criticism from the disability sector. The work programme aimed to repeal Part 4A of the New Zealand Public Health and Disability Act 2000 and change policy including eligibility and pay rates, to ensure fairness for both disabled people and family carers. FFC change is a priority health and disability sector work programme in both the Disability Action Plan 2019-2023 and action in Mahi Aroha Carers' Strategy Action Plan 2019-2023.</p>
Alignment	<p>Programme alignment with Disability Strategy: Outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control).</p> <p>Programme alignment with IMM Making Disability Rights Real Report recommendations: The IMM report acknowledges positive progress on the 2014 UN Committee on the Rights of Persons with Disabilities recommendations to reconsider FFC (equity in payments and ability for complaints of unlawful discrimination). The IMM report described the changes the Government had agreed to in 2020.</p> <p>Overlaps or alignment with other agency programmes and partners: This has links to work across government to consider types, purpose, adequacy, and policy settings for financial supports for carers. This arises particularly from recommendations</p>

	and actions from the Welfare Expert Advisory Group and Mahi Aroha Carers' Strategy Action Plan 2019-2023. Discussion with the DPO Coalition is required to agree on related and remaining work following the 2020 change to FFC.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Repeal Part 4A of the NZ Public Health and Disability Act 2000	Repealed with effect on 30 September 2020	None	Complete
Raise FFC pay rates for family carers	Minimum pay rate effective from 14 April 2020. Other changes from 2 June 2020.	COVID response had small effect on timing of changes.	Complete
Change eligibility	2 June 2020		Complete
Provide choice for an eligible disabled person to be the employer under the MOH FFC.	2 June 2020		Complete
Narrative			
<p>Apart from a small adjustment to timelines (April to June 2020) due to the COVID response, all planned FFC changes were achieved as above. Under the MOH FFC approach, transition of existing recipients to one of the two options was completed. Under the DHB approach, family carers continue to be employed by the contracted provider. While the previous FFC statutory, policy, payment and operational framework and processes have concluded, the payment of family carers will continue under the new arrangements.</p> <p>There is a need for agreement on related and remaining issues such as: needs assessment process; allocation of hours; safeguarding and advocacy; any further changes to paying family carers; challenges for carers and need</p>			

for better recognition and support (including navigation of services and information, respite etc). These issues will continue to be addressed by:

- the Ministry of Health in the implementation and monitoring of changes and the transformation of the disability support services being modelled by Mana Whaikaha
- discussion with the DPO Coalition on the agreed approach with completion of the FFC DAP action
- the Ministry of Health and other government agencies and the Carers Alliance in work programmes under Mahi Aroha Carers' Strategy Action Plan 2019-2023.

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

None. Action as stated completed. Plans to agree approach to related and remaining issues.

Impacts on inequities

The changes to FFC addressed inequities and human rights discrimination. The changes support equitable outcomes and wellbeing for:

- people having high or very high support needs relating to disability, long-term chronic health conditions, mental health and addiction, and aged care needs
- families, whānau, āiga and carers.

The equity outcomes were achieved by changing the:

- allowing spouses or partners and resident family of under 18s to be paid as carers under MOH and DHB approaches
- age limit lowered to 16 years for carers supporting a family member (previously 18 years)
- employment arrangements under the MOH FFC policy to ensure the disabled person has a choice about being the employer
- pay rate to be equivalent to other care and support workers
- repeal of Part 4A of the Act (which had excluded certain resident family members from being paid for providing funded family care and support services; and prohibited claims to the Human Rights Commission about family care policies).

Programme changes based on COVID-19 learnings.

Managed and completed.

Next Steps

Discussions with DPO Coalition on the agreed approach to remaining and related issues. This will include whether or not a new work programme is required or the actions can be linked to another work programme.

Name of Agency	Ministry of Health
Name of Work Programme	Seclusion and restraint (Ministry of Health) (co-lead with Department of Corrections)
Overall Status	Off track - with significant risks/issues
Programme Summary	There are longstanding concerns about high and inappropriate use of seclusion and restraint in New Zealand, particularly in prison and mental health service settings, with Māori secluded more than non-Māori. This is a joint work programme with the Department of Corrections and each agency reports separately.
Alignment	<p><i>Programme alignment with Disability Strategy</i></p> <p>The relevant outcomes in the NZDS for this work programme are: Outcome 3 (health and wellbeing), Outcome 4 (rights protection and justice), Outcome 6 (attitudes), and Outcome 7 (choice and control).</p> <p><i>Programme alignment with IMM Making Disability Rights Real Report recommendations</i></p> <p>Seclusion and restraint are one of the top three priority issues in the IMM's third (June 2020) report for urgent action, stating that they continue to be used in secure health and disability facilities, causing significant harm. Of particular concern is the high rates of use for Māori. The IMM recommends that the Government "<i>strengthen the commitment to reduction of rates of restraint of persons with disabilities, and the rapid reduction, towards elimination, of use of seclusion in secure health and disability facilities, through robust, achievable and time-bound policies.</i>"</p> <p>In addition, the DPO Coalition evaluation of the work programme status for the Jan-Jun 2020 reporting period notes that the aim to reduce seclusion (solitary confinement) is at</p>

	<p>odds with the Health Quality and Safety Commission's (HQSC) Zero Seclusion programme; breaches international law; that some DHB's have achieved periods of zero seclusion; and for these reasons the aim should be for elimination, not reduction.</p> <p><i>Overlaps or alignment with other agency programmes and partners</i></p> <p>See separate template for Department of Corrections contribution to work programme.</p>
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Progress against Plan for the period

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Plan the health and disability component of the work programme, agree on priority settings for focus and areas of action	Nil	Nil	Off track - with significant risks/issues
Engage with DPO Coalition on planning and priorities	Nil	Nil	Off track - with significant risks/issues
Engage with Corrections on overall work programme	Nil	Nil	Off track - but low risks/issues
Develop a shared understanding and	Nil	Nil	Off track - with significant risks/issues

<p>agreed baseline of practices that constitute seclusion and restraint across sectors</p>			
<p>Narrative</p>			
<p>Resource constraints and other priorities for coordinating the health and disability component of this work programme means that reporting on progress for the July-Dec 2020 period is not detailed.</p> <p>The Ministry acknowledges:</p> <ol style="list-style-type: none"> 1) the IMM comments and priority for work on seclusion and restraint in its June 2020 report. 2) the Human Rights Commission’s December 2020 report <i>Time for a Paradigm Shift - A Follow Up Review of Seclusion and Restraint Practices in New Zealand</i>. 3) The comments of the DPO Coalition evaluation of the work programme status. <p>The lack of progress on the stated objectives / actions for the work programme and the comments of the IMM, HRC and DPO Coalition evaluation, results in the overall status option selected.</p> <p>In relation to Mental Health, the revised Guidelines to the Mental Health Act include the requirement for services to report on the use of restraint under the Act to the Ministry of Health. This requirement became effective from 1 July 2020 with the first reporting due as part of the Director of Area Mental Health Services (DAMHS) quarterly report due after 1 July 2020.</p> <p>Previously, services were required to maintain registers on use of restraint, inspected by District Inspectors, but not required to report to the Ministry. This prevented provision of national level data on use of restraint in mental health services. Services will initially report their use of restraint via DAMHS quarterly reporting, until mechanisms to report via the Programme for the Integration of Mental Health Data (PRIMHD - mental health and addiction</p>			

service provision data) are established (see <https://www.health.govt.nz/publication/guidelines-mental-health-compulsory-assessment-and-treatment-act-1992>)

Waitemata, Waikato, Capital and Coast, Canterbury and Otago DHBs are contracted by the Disability Directorate of the Ministry of Health to provide forensic secure inpatient services for people with an intellectual disability. These specific services fall under the general umbrella of mental health and addiction services.

These DHBs are involved in the Zero Seclusion project and restraint minimisation project run by HQSC. Te Pou provides the Safe Practice Effective Communication training for DHB staff, in place since 2017/18. Seclusion and restraint data are collected and included in PRIMHD and collated by Te Pou on behalf of the Ministry of Health.

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

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

Impacts on inequities

In mental health services and prison settings, Māori are secluded more than non-Māori. It is important to understand the Māori view of the use of seclusion and restraint and related practices in different settings and the effect on individuals and whānau. This will help to ensure equality and non-discrimination for Māori disabled people and their whānau, through equal treatment aligned with the Human Rights Act 1993 and the CRPD. Engagement with Māori is required in the scoping, development, monitoring and review of the work programme to ensure that Treaty principles of partnership, participation, and protection are adhered to.

Programme changes based on COVID-19 learnings.

The COVID response directly impacted the work programme for Jan-Jun 2020 but not this period (Jul-Dec 2020).

Next Steps

The Ministry of Health will:

- review resourcing for the coordination of the health component of this joint lead work programme;
- scope the health components (cross-MOH and DHBs), develop actions and resourcing required;
- review the recommendations of the December 2020 Human Rights Commission report *Time for a Paradigm Shift - A Follow Up Review of Seclusion and Restraint Practices in New Zealand* to inform that work;
- meet with the DPO Coalition to ensure agreement on the approach; and
- re-engage with Department of Corrections to consider appropriate work programme alignment.

Name of Agency	Ara Poutama Aotearoa, Department of Corrections		
Name of Work Programme	Reduce forms of segregation and restraint (Ara Poutama Aotearoa)		
Overall Status	On track – with minimal risks/issues		
Programme Summary	The use of tie-down beds has been removed from all prisons		
Alignment	<ul style="list-style-type: none"> • The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) – New Zealand is a signatory (30th March 2007) and ratified party (25th September 2008) of the United Nations Convention on the Rights of Persons with Disabilities. • The New Zealand Disability Strategy 2016-2026 represents New Zealand's approach for implementing the United Nations Convention on the Rights of Persons with Disabilities in the New Zealand context. • The Disability Action Plan 2019-2023 is the primary vehicle for implementing the Disability Strategy in New Zealand. • Treaty of Waitangi - The DPO Coalition and the New Zealand Disability Strategy created an expectation that work programmes in the Action Plans give effect to commitments to Te Tiriti will be crucial to the success of the Disability Action Plan 2019-2023. 		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
No tie down beds	No tie down beds in any 18 prisons	Beds removed prior to Covid-19	Completed
Narrative			
Completed			
Risks/Issues that are impacting or may impact progress and mitigations			
None identified or known as at January 2021.			
Impacts on inequities			
Ara Poutama has a role and responsibility to respond to and ultimately aim to lower the proportion of Māori in our care to a level that matches the Māori share of the general population. Over 50% of the total prison population			

identify as Māori and by having data that can identify disability within the whole prison population that is able to be disaggregated by ethnicity, will allow us to respond in a culturally appropriate manner to Tāngata Whaikaha (Māori with disability).

Programme changes based on COVID-19 learnings.

Completed

Next Steps

Refer other Ara Poutama Aotearoa reporting

Name of Agency	Ministry of Health		
Name of Work Programme	Repeal and Replace the Mental Health (Compulsory Assessment and Treatment) Act 1992		
Overall Status	On track – with minimal risks/issues		
Programme Summary	This work programme seeks to repeal and replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 with legislation aligned to the CRPD. While policy development for new legislation is underway this work programme will also focus on improving the application of the existing legislation in a manner more respecting of human rights and aligned with the CRPD.		
Alignment	<p>New legislation developed with respect and protection of human rights at the centre will assist the progression of outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control) from the New Zealand Disability Strategy.</p> <p>This work programme will include consideration of the use of seclusion and restraint practices as part of the policy development for new legislation which is expected to contribute to, or support, the work programme for reducing the use of seclusion and restraint.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Cabinet consideration of advice on intermediate-term actions	On 10 August Cabinet considered, and agreed to, advice to progress initial amendments	The consideration of this advice by Cabinet was initially delayed by COVID-19 but is now on-	Complete

	to the Mental Health Act including the elimination of indefinite treatment orders. These amendments will progress in parallel to longer-term policy development for new legislation.	track with a Bill expected to progress in 2021.	
Publication of revised Guidelines to the Mental Health Act	On 8 September 2020 the Ministry of Health published the revised Guidelines to the Mental Health Act as a set of two documents, Guidelines to the Mental Health (Compulsory Assessment and Treatment) Act 1992 and Human Rights and the Mental Health (Compulsory Assessment and Treatment) Act 1992	The publication of the finalised revisions was initially delayed by COVID-19 but has now been completed, work is currently underway to support implementation of changes with education and training for providers.	Complete

	(collectively referred to as the Guidelines).		
Development of a stakeholder engagement plan	A stakeholder engagement plan is currently being considered internally with action and engagement anticipated to begin in early 2021.	Development of a stakeholder engagement plan and initiation of targeted stakeholder engagement has been delayed by COVID-19 as resources had to be prioritised to provide guidance on the operation of the Mental Health Act during COVID-19 alert levels, and then subsequently were prioritised to complete the other actions planned for this period previously delayed by COVID-19 as well.	Off track – but low risks/issues

Narrative

Two key milestones initially delayed by COVID-19 have been achieved during this period. Significantly, Government has agreed to progress initial amendments to the Mental Health Act in advance of full repeal and replacement of the Act, including an amendment to eliminate indefinite treatment orders as recommended in *He Ara Oranga*. The Bill for these amendments is expected to progress in 2021. In addition, the revised Guidelines to the Mental Health Act were published on 8 September 2020 as two documents, Guidelines to the Mental Health (Compulsory Assessment and Treatment) Act 1992 and Human Rights and the Mental Health (Compulsory Assessment and Treatment) Act 1992 (collectively referred to as the Guidelines). The revised Guidelines emphasise a human rights based approach when applying the provisions of the Mental Health Act, including the use of supported decision-making, as well as Te Tiriti o Waitangi and cultural models of care, the requirement to respect cultural and ethnic identities including gender identity, and the importance of family/whānau consultation in the process. The Guidelines also require Directors of Area Mental Health Services to report on the use of restraint in their services to the Director of Mental Health as part of their required quarterly reports.

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

The development of the stakeholder engagement plan and the initiation of robust targeted stakeholder engagement has been delayed slightly because of the need to prioritise available resources during this period to ensure completion of the consideration of the advice to Cabinet on intermediate-term actions, including the agreement to progress initial amendments; and the completion of the publication of the revised Guidelines. The risk to the completion of this action and impact to the completion of the overall work programme is considered low because active steps are being taken to complete this action and recover from the initial delays such that the overall work programme remains on track.

Stakeholder engagement is a key component to the effective completion of this work programme and the risk rating should not be interpreted as an indication of the importance of this action, rather the efforts underway to complete the action and mitigate the impacts of the delay are in recognition of the importance of the action.

Subsequent to the publication of the revised Guidelines, concerns were raised to the Ministry that the decision to publish the content as two companion documents creates a risk that the document focused on human rights under the Mental Health Act will be ignored by providers, as well a concern was raised that the decision was made without adequate public consultation.

The decision to publish as two documents came about as a direct result of feedback from public consultation where submitters felt the single document had become unwieldy and confusing. As a result we split the content into one overarching document, Human Rights and the Mental Health (Compulsory Assessment and Treatment) Act 1992, and one more technical document that focused on how to interpret various sections and applications of the Act - Guidelines to the Mental Health (Compulsory Assessment and Treatment) Act 1992. Both are promulgated under s130 of the Act and therefore have the force of setting standards as to practice. We have also made it clear that they are companion documents that must be read together.

We regard the Human Rights and the Mental Health (Compulsory Assessment and Treatment) Act 1992 Document as critical in setting out how practitioners should interpret any other guidance in a manner that is consistent with upholding the human rights and dignity of all people who may come under the Act. In terms of how services are delivered, this document contains the principles on how practice is to be built. We endeavoured to work through how to think differently about upholding other obligations such as the UNCRPD within the context of an Act that has its basis in substituted decision making. As such we have attempted to give life to human rights principles within the constraints of the current legislation. Now that the two documents have been published work to ensure implementation of the changes is underway through the development of education and training materials for providers and ongoing engagement across the sector.

Impacts on inequities

The forthcoming Bill to amend the Mental Health Act, with the amendment to eliminate indefinite treatment orders, is expected to support improved equity for Māori and Pacific peoples. In 2018 and 2019, almost half of community treatment orders were indefinite treatment orders.

Māori are 3.5 times more likely than non-Māori to be subject to an indefinite order for compulsory treatment in the community, and 2.8 times more likely to be subject to an indefinite order for compulsory treatment at an inpatient facility.

Pacific people are 1.3 times more likely to be subject to indefinite community compulsory treatment orders than non-Pacific, and 0.9 times more likely to be subject to inpatient indefinite compulsory treatment orders than non-Pacific.

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

Māori are approximately 4 times more likely than non-Māori to be subject to compulsory treatment under the Mental Health Act and are more likely to experience seclusion and/or restraint events while under the Mental Health Act. The repeal and replacement of the Mental Health Act is expected to reduce these inequities and improve outcomes for Māori.

Programme changes based on COVID-19 learnings.

COVID-19 resulted in initial delays to the completion of some actions. Two of the impacted actions have since been completed with one still slightly delayed but expected to be completed and recovered to being on-track during the next reporting period. The overall work programme has not required significant adjustment to accommodate these delays because of active steps underway to mitigate and recover from the delays. Moving forward, the learnings from COVID-19 have demonstrated the effectiveness of virtual communication tools, such as audio-visual link technology to enable engagement with individuals and groups across the country in a timely and cost-effective manner. The upcoming targeted stakeholder engagement intends to make use of this technology to ensure key stakeholders are able to participate with minimal disruption to their other responsibilities that travel might create, as well as with minimal costs for all participants.

During the initial response to COVID-19 a suite of emergency amendments were made to the Mental Health Act to improve the administrative efficiency of the Act and to enable safe operationalisation of the provisions of the

Act during the COVID-19 Alert Levels, including the use of audio visual link technology when physical presence of a patient is not practicable. These amendments currently expire no later than 31 October 2021, the proposed initial amendments to the Mental Health Act which will be progressing in 2021 also seek to make these amendments permanent to preserve the efficiencies and improved experiences for individuals gained through the temporary amendments.

Next Steps

Over the next six months the Ministry will be:

- supporting the progression of a Bill to make initial amendments to the current Mental Health Act, including the elimination of indefinite treatment orders
- supporting the implementation of the changes in the revised Guidelines through education and training and regular engagement with providers and services
- conducting targeted stakeholder engagement on key issues to inform further public engagement and consultation in the future.

Name of Agency	Office for Seniors		
Name of Work Programme	Better Later Life – He Oranga Kaumātua		
Overall Status	On track – with minimal risks/issues		
Programme Summary	<p>Better Later Life (BLL) is an overarching strategy to ensure New Zealand embraces the opportunities that an ageing population and longevity brings, across 5 key areas for action</p> <ul style="list-style-type: none"> - Achieving financial security and economic participation -Promoting healthy ageing and improving access to services -Creating diverse choices and options -Enhancing opportunities for participation and social connection -Making environments accessible <p>The action plan (currently under development) will contain actions to improve/solve issues that older disabled people face.</p>		
Alignment	BLL aligns across the outcomes, as older disabled people are a subset of disabled people. The Accessibility work programme through the Better Later Life Strategy in particular aligns with accessibility goals within the Strategy.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Develop the Better Later Life Action Plan	The Office for Seniors has started working on the development of the Better Later Life – He Oranga Kaumātua Action Plan 2021 to 2024. Initial priorities (to be confirmed by the Ministerial steering group) have been	Work was delayed due to COVID-19. Completion is now expected in 2021 for launch from 1 July 2021. The initial priorities identified for the Action Plan reflect the impact of	Off track – but low risks/issues

	identified: digital inclusion, housing and employment.	COVID-19 on older people.	
Reconvene a Ministerial steering group to oversee the implementation of the Better Later Life Strategy	A new ministerial steering group has been reconvened and includes the Minister for Disability Issues. It will meet in February 2021, with an initial focus on the first Action Plan.	-	Complete
Prepare a budget bid for Budget 21 to implement the Better Later Life Strategy	A budget bid has been prepared and submitted to the Budget 21 process. It provides for additional resources for the Office for Seniors to implement the Strategy.	-	Complete
Narrative			
After some disruption as a result of COVID-19, implementation of the Better Later Life Strategy is back on track, with a first Action Plan under development and set to be released in mid-2021. The priorities that the Action Plan will focus on will take in to account the impact of COVID-19 on older people, including under and over-employment and challenges posed by digital exclusion of some older people.			
Risks/Issues that are impacting or may impact progress and mitigations			
Further COVID-19 outbreaks and lockdowns could further delay development and implementation of the Action Plan.			
Impacts on inequities			
-			

Programme changes based on COVID-19 learnings.

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.

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.

Next Steps

The primary focus in the first half of 2021 will be completing the development of the Action Plan. This will also include a structure for ongoing monitoring of its implementation in the period 2021 – 2024.

Name of Agency	Sport New Zealand Ihi Aotearoa		
Name of Work Programme	Delivery of the Sport NZ Disability Plan		
Overall Status	On track – with minimal risks/issues		
Programme Summary	The Sport NZ Disability Plan was launched in October 2019 and a Disability Consultant was employed by Sport NZ in December 2019 to assist in fulfilling the 10 commitments that are in the plan. The plan contributes to the Sport NZ Strategic Plan 2020 / 24 which is Every Body Active. The aim of the plan is a to ensure quality and equitable play, active recreation, and sport for disabled tamariki and rangatahi, of their choice.		
Alignment	Commitment Three of the Sport NZ Disability Plan is leverage existing cross government (local and national) relationships to promote the value of participation in play, active recreation and sport and influence government policy across disability, health, education, social welfare.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Continue working with internal Sport NZ staff and programmes to add a disability lens to all Sport NZ work.	Assisting, Healthy Active Learning, the Play Team, Investment Schedules, Strengthen and	N / A	On track

	adapt project processes especially Basketball NZ and started working on a Sport NZ staff professional development training on disability and inclusion.		
Continued to work with Sport NZ partners to assist them to include disabled tamariki and rangatahi.	Worked with Sport NZ partners.	N / A	On track
Working across government to promote the value of play, active recreation and sport.	Meetings with Office of Disability Issues.	Due to Covid-19 we were not able to have as many connections across government (local and national).	Off track but low risks / issues
Conducted scoping project of the play, active recreation and sport sector looking at the provision of opportunities for disabled tamariki and rangatahi.	Completed this work, Sport NZ conducted interviews with current partners, sent a questionnaire to investment recipients and conducted three	We were planning to hold three face to face workshops but due to Covid-19 restrictions and changeability we	On track

	online workshops with key individuals who have knowledge and experience in the disability sport sector. This work identified three key issues with the sector that we need to address: Leadership; gaps and duplication.	decided to hold them online.	
Disability Fund	We started to formulate plans for the Disability Fund. The fund will be one tool we have to solve the issues that we identified / confirmed through the scoping project.	N / A	On Track
Narrative			
<p>Over the past year the Disability Consultant has had impact on both Sport NZ and the play, active recreation sector. Disability and inclusion are being considered significantly more than in the past.</p> <p>Sport NZ sponsored the Sporting Endeavour Award at the 2020 Attitude Awards. This enabled us to show and talk about the importance of play, active recreation, and sport in the lives of disabled tamariki and rangatahi to a different audience.</p>			

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

A lot of the disability knowledge resides with the Disability Consultant but as the Disability Plan progresses, all Sport NZ programmes and staff will have more inclusion and disability knowledge, which will continue to spread across Sport NZ.

Impacts on inequities

Programme changes based on COVID-19 learnings.

We changed some of actions that we undertook and delayed other actions, to enable us to gain greater success due to the environment during Covid-19.

Next Steps

Launch a Disability Fund to reduce some of the issues identified during the scoping project - expected to be Q1 2021/22.

Increased funding for organisations who can reduce some of the issues identified during the scoping project.

Ensure that there is a clear distinction between the roles and responsibilities of the organisations that Sport NZ fund. This will be done through their Partnership Plan and Investment Schedules for 2021/22 and onward.

Continue to work with Sport NZ staff and programmes to ensure they can cater for the needs of disabled tamariki and rangatahi.

Continue to work with Sport NZ partners to ensure they can cater for the needs of disabled tamariki and rangatahi.

Work across government, both national and local, to ensure the importance of disabled tamariki and rangatahi participating in the play, active recreation and sport of their choice is recognised, valued and achievable.

Name of Agency	Ministry of Health
Name of Work Programme	Bodily integrity
Overall Status	Off track – but low risks/issues
Programme Summary	<p>The action aims to address the disability sector’s concerns that:</p> <ul style="list-style-type: none"> • disabled women and girls are sterilised or at risk of sterilisation for non-therapeutic reasons (e.g., to manage menstruation) without their consent • the current legislative framework is insufficient to protect disabled people against non-therapeutic medical procedures • better supportive measures are needed for disabled individuals, parents, family carers and health professionals • little is known about disability-related sterilisations and other bodily integrity violations in New Zealand, highlighting the need for better national data collection on these issues <p>The changes or impact the work programme is seeking to achieve are:</p> <ul style="list-style-type: none"> • safeguards are strengthened to reduce and prevent unnecessary sterilisations and bodily integrity abuses on disabled people • disabled people’s rights to legal capacity, bodily integrity and health are supported and upheld • information, education and resources, including on sexual and reproductive health and rights, are developed for parents, carers, and the health workforce

	<ul style="list-style-type: none"> • useable data is collected on disability-related sterilisations and bodily integrity violations
<p>Alignment</p>	<p><i>Programme alignment with Disability Strategy.</i></p> <p>Aligns with Outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control).</p> <p><i>Programme alignment with IMM Making Disability Rights Real Report recommendations.</i></p> <p>The IMM report:</p> <ul style="list-style-type: none"> • notes instances where bodily integrity of disabled people is not protected on an equal basis with their non-disabled peers and is of particular concern with non-therapeutic medical procedures and non-therapeutic sterilisation. • notes that Action Item 7B of the New Zealand Disability Action Plan 2014–2018 was to ‘explore the framework that protects the bodily integrity of disabled children and disabled adults against non-therapeutic medical procedures, including the issue of consent’. The initial focus was to be on options to protect against non-therapeutic sterilisation without the consent of the individual. Despite a Project Reference Group being set up in 2018 to discuss the action item, the IMM believes progress on this initiative has stalled. The IMM considers it essential that the Government responds to the updated Disability Action Plan 2019–2023 by ensuring that this action is completed as a first step to preventing further involuntary sterilisations. • Recommends that the Government: <ul style="list-style-type: none"> ▪ <i>Enact legislation to prohibit the use of sterilisation or any other non-therapeutic medical procedure on disabled children and disabled adults without their prior, fully informed, and free consent.</i>

- *Improve methods of collecting and reporting on statistics on sterilisation and other non-therapeutic medical procedures in New Zealand, whilst ensuring all data collection is anonymised in such a way to prevent identification.*

Alignment with other agency programmes and partners.

The following will be taken into account to inform the bodily integrity work programme:

- the 24 March 2020 changes to the law to decriminalise abortion, better align the regulation of abortion services with other health services and modernise the legal framework for abortion services in New Zealand (refer also to primary legislation for abortion in the Contraception, Sterilisation, and Abortion Act 1977 and the Crimes Act 1961)
- the Law Commission’s planned review of laws related to adults with impaired decision making.

In addition, central to the bodily integrity work programme is the need to support and uphold disabled people’s rights to legal capacity, bodily integrity and health. This key objective applies in the other Health-led actions on funded family care, seclusion and restraint, repeal and replacement of the Mental Health Act, improvement of health care and health outcomes of disabled people and enabling disabled peoples’ choice and control in disability system transformation.

Progress against Plan for the period

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Scope work programme key	Nil	Nil	Off track - but low risks/issues

deliverables, actions and milestones			
Narrative			
<p>Although there has not been any progress on scoping the overall work programme key deliverables, actions and milestones in this reporting period, this is a priority being addressed.</p> <p>In addition, there is directly relevant work underway in relation to contraception, sterilisation and abortion where the bodily integrity work programme, disabled people and disability issues will be addressed. The Abortion Legislation Act 2020 came into force on 24 March 2020 and introduced changes to several Acts, including the Contraception, Sterilisation, and Abortion Act 1977. Work is required on the regulatory proposals needed to support the Director-General to meet obligations under the CSA Act including the information collection framework. Disabled people are a key group to be involved in this and it will provide an important opportunity to address a number of issues raised in this work programme.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>Staff resource to scope and coordinate the work programme is being addressed. One of the first actions will be to identify and describe the range of relevant activities and status of these across the MOH. This will help to provide coherent and coordinated picture and aid monitoring and reporting.</p>			
Impacts on inequities			
<p>The work will:</p> <ul style="list-style-type: none"> • be collaborative with Māori representatives in the project reference group that will be reconvened • obtain Māori cultural and other perspectives on sterilisation and bodily integrity, about which little is known • disaggregate all data by Māori ethnicity, where this is possible. <p>Data - The work programme is proposed to have a data workstream that will explore opportunities to collect useable disability-related sterilisation data from the Ministry of Health, Ministry of Justice and wider sources. The</p>			

ability to collect and therefore monitor changes in rates for disabled Māori, Pacific Peoples, women, and children will be an important consideration. The proposed work on regulatory proposals to support the Director-General with the information collection framework for contraception, sterilisation and abortion is directly relevant.

Programme changes based on COVID-19 learnings.

Nil

Next Steps

Scope work programme key deliverables, actions and milestones.

Reconvene the Project Reference Group.

Engage with the DPO Coalition as a key co-designer and stakeholder in the work programme.

Disability and disabled peoples input to the proposed work on regulatory proposals to support the Director-General with the information collection framework for contraception, sterilisation and abortion.

Outcome 4: Rights protection and justice

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

Name of Agency	Ministry of Justice
Name of Work Programme	Improvement of justice services so they are accessible and able to be understood (MOJ Lead Agency with Corrections)
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>The Ministry of Justice is committed to being a place where people can be themselves, feel safe and welcomed while working in a supportive environment. These values and principles inform the Ministry's <i>Inclusion and Diversity Strategy 2020 to 2023</i>. This is partly enabled by the Disability Network which is one of seven employee-led networks.</p> <p>The Ministry alongside other justice sector agencies also aims to improve justice services so that they are accessible and able to be understood by disabled people. This includes initiatives and activities aimed at improving access to services by and upholding the rights of disabled people.</p>
Alignment	<p>1. The Ministry's Public Defence Service (PDS) is focused on how communication and processes place disabled clients at the centre of service delivery and design while supporting them within the legal framework.</p> <ul style="list-style-type: none"> • The Ministry openly welcomes support people to accompany clients to interviews and Court hearings. • The Ministry actively seeks opportunities to improve services, so they are accessible and able to be understood and accessed by disabled people.

- PDS has a Precedent Management Group which is working to review all correspondence and court document precedents to ensure they are written in plain/simple language and are constructed in a manner that is easy for our clients to understand the court process and understand when they need to turn up to court for their hearings.

2. The Sexual Violence Legislation Bill (the Bill) amends evidence law and court procedure to reduce the re-traumatisation complainants of sexual violence experience in the trial process, while maintaining fundamental fair trial rights for defendants. It seeks to remove barriers to victims engaging with and seeking resolution through the justice system.

The programme directly aligns to outcome 4 of the Disability Strategy, which is focused on protecting rights and ensuring people feel safe, understood, and treated fairly and equitably by the justice system.

Under the Bill, all witnesses who need it (including defendants, whether in sexual cases or otherwise), for whatever reason, will be entitled to communication assistance when giving evidence. This expands current entitlements, which apply only to witnesses with 'communication disabilities'. Sexual violence complainants will be automatically entitled to give their evidence in alternative ways, for example by pre-recorded video. The Bill will also mandate appropriate court facilities for sexual violence victims, while considering their physical and emotional comfort and safety.

The Bill's amendments align with other operational improvements within the justice system, including training and education for judges and lawyers on best practice for dealing with vulnerable witnesses, the development of quality assurance and training frameworks for communication assistants, and specialist psycho-social support for victims going through the court process.

3. The Ministry's Accessibility workstream which is part of the Ministry's Electoral Programme focused on ensuring information was available for all New Zealand voters in

formats that met their needs. The Cabinet paper *Provision of Public Information for the 2020 Referendums* [CAB-19-MIN-0624] specified the requirement to produce a limited number of accessible resources, largely aimed at the blind and deaf communities.

4. Disability Information Collection capability will provide insights to inform how the Ministry supports both staff and those with disabilities who access our services.

5. Strengthening the Family Court initiative – Resources and Information for Care of Children project will provide parents and whānau with information and resources on the different ways to resolve their care of children matters, both in and out of court. The aim of the project is to ensure children, parents and whānau have the information they need to understand their options, make informed decisions, and confidently navigate the family justice system. Information and resources will be accessible, consistent, and clear to a wide range of people regardless of disability, literacy level, age, culture, or ethnic background.

The project will align with the Independent Monitoring Mechanism (IMM) and the United Nations Convention on the Rights of Persons with Disabilities by:

- Ensuring there are sufficient resources to lead the development of supported decision-making (Article 12 of the Convention).
- Improving data collection to ensure information about the justice sector is fully accessible, providing training on accessibility within the sector, and increase resources for providers such as Community Law (Article 13 of the Convention).

6. The communication assistance service is an existing tool used in court proceedings to facilitate communication between legal professionals and vulnerable participants. These participants include defendants and witnesses who have a disability, are neuro-diverse, have experienced trauma or are vulnerable children. The service increases access to justice through ensuring participants can understand what is happening and give evidence to the best of their ability.

The Ministry of Justice is enhancing the existing communication assistance service to ensure it is:

- delivered consistently across the country
- supported by a quality framework that promotes service excellence
- sufficiently resourced with trained staff for any increase in demand for the service
- understood and used effectively within the justice sector
- effective in increasing access to justice for vulnerable participants.

The programme is aligned with outcome 4 of the Disability Strategy and Article 13 of the IMM Making Disability Rights Real Report recommendation 38(i).

7. The Young Adult List (YAL) is a judicially led initiative that is being piloted in the Porirua District Court for defendants aged 18 to 25 years old. The List draws on learnings from the Youth Court and includes redesigned court processes to recognise and adjust for special characteristics that limit executive functioning, such as neuro-disabilities. The List aims to help Young Adult defendants by:

- ensuring Young Adults are aware of what is happening and have the ability to participate in court proceedings, supporting procedural fairness
- providing a process that takes account of the special characteristics of Young Adults; and
- ensuring Young Adults are able to participate in effective interventions.

The YAL project is aligned with outcome 4 of the Disability Strategy and Article 13 of the IMM Making Disability Rights Real Report recommendation 38(i).

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
1.0 Public Defence Service			
1.1 Review of letters and court document precedents through the Precedent Management Group.	Review of all correspondence including the client brochure.	There has been a delay in the release of new precedents.	On track – with minimal risks/issues
1.2 Reviewing options for providing disclosure information to clients to ensure optimal understanding.	Currently being looked into although outcomes have been delayed due to other priorities.	N/A	Off track – but low risks/issues
1.3 Communication Plan	Marketing person employed.		On track – with minimal risks/issues
2.0 Sexual Violence Legislation Bill			
2.1 Progression through Parliament		Parliament's consideration of Bill deferred	Off track – but low risks/issues

3.0 Electoral Programme - Accessibility workstream			
3.1 New Zealand Sign Language Translations	<ul style="list-style-type: none"> All television commercials had accessible transcripts available via YouTube 		Complete
3.2 E-readable and large text formats online	<ul style="list-style-type: none"> Braille versions of the 1-page brochures were sent to all registered braille users and available for order 		Complete
3.3 Engagement with the Office of Disability Issues and relevant disability organisations to develop information for voters who are legally blind or have impaired vision	<ul style="list-style-type: none"> Audio versions of the 1-page brochures available via the website and the Telephone Information Service Large Print versions of the 1-page brochures available online and printed Website content, which includes 1-page brochure and summary document, fully e-readable NZ Sign Language versions of the 1-page brochures available on the website and on YouTube 		Complete

	<ul style="list-style-type: none"> • Video Interpreting Service available for 0800 calls • Easy Read versions of the 1-page brochures • Dyslexic friendly versions of the 1-page brochures. 		
4.0 Disability Information Collection			
4.1 Complete clinical reviews of the neurodiversity Screening tool and pilot the tool in the Young Adult List at the Porirua District Court.			In work plan but not yet started
4.2 Review the state of disability data in our Information Asset Register work, which will help us identify gaps in disability data and evidence in information sources			On track or ahead

and their related business functions.			
4.3 Adding disability data and evidence to the training and awareness programme (alongside privacy, security, Maori Data Sovereignty, ethics etc.) to lift capability across the Ministry of Justice.			In work plan but not yet started
5.0 Strengthening the Family Court initiative – Resources and Information for Care of Children project			
5.1 Develop the project concept brief.	Develop the project concept brief.	The project funding and generation arose out of the COVID-19 emergency budget bid process.	Complete
5.2 Conduct Discovery phase and stakeholder engagement.	Conduct Discovery phase and stakeholder engagement.		Complete

5.3 Develop and deliver project management plan.	Develop and deliver project management plan.		Complete
6.0 Communication Assistance Service			
6.1 Preparing a draft quality framework for consultation.	The draft quality framework was released for consultation on 15 January 2021.	Project timelines have been extended due to Covid-19.	On track - with minimal risks/issues
6.2 Considered future funding needs for the communication assistance service.	Financial modelling completed.	Project timelines have been extended due to Covid-19.	On track - with minimal risks/issues
6.3 Procurement planning.	Procurement approach finalised and submitted for approval.	Project timelines have been extended due to Covid-19.	On track - with minimal risks/issues
7.0 Young Adult List			
7.1 Development of a Neurodiversity Screening Tool	<ul style="list-style-type: none"> A draft screening tool was developed Community engagement to determine the tools cultural suitability	Delayed clinical validation of the screening tool.	Off track - but low risks/issues

Narrative

1 The introduction of **Public Defence Service Values** including the values of integrity and accountability - that we do the right thing and we own our actions. These values were implemented nationwide across all PDS offices in September 2020. These values support the changes required to ensure that clients are always the focus with individual responsibility for ensuring this happens each and every time.

2. The **Sexual Violence Legislation Bill** was reported back to Parliament from select committee in June 2020. It did not receive further debate for the remainder of the year, partially due to the impacts of COVID-19. Work continued to develop supporting regulations and a plan for implementing Bill.

3. The Ministry's **Electoral Programme** delivered the following accessible resources in response to the Cabinet paper *Provision of Public Information for the 2020 Referendums*

- All television commercials had closed captions on television and YouTube versions
- All television commercials had accessible transcripts available via YouTube
- Braille versions of the 1-page brochures were sent to all registered braille users and available for order
- Audio versions of the 1-page brochures available via the website and the Telephone Information Service
- Large Print versions of the 1-page brochures available online and printed
- Website content, which includes 1-page brochure and summary document, fully e-readable
- NZ Sign Language versions of the 1-page brochures available on the website and on YouTube
- Video Interpreting Service available for 0800 calls
- Easy Read versions of the 1-page brochures
- Dyslexic friendly versions of the 1-page brochures.

4. Improving disability information collection to inform the design and implementation of policies and facilities that meet the needs of our service users.

The Data and Information Group is looking to integrate the Commitment to Disability Data and Evidence into its work programme, which in turn influences the collection, storage and use of data and information across the Ministry of Justice. It is early days in addressing our commitment, but we have so far identified three ways we can begin to lift the awareness and capability across the Ministry, by:

- updating both our Data Impact Assessment process (for new or changed products and services) and our Products and Services Guidance to incorporate the disability standards (including WCAG 2.1 AA and the “Washington Short Set of questions”).
- including the state of disability data in our Information Asset Register work, which will help us identify gaps in disability data and evidence in information sources and their related business functions.
- adding disability data and evidence to the training and awareness programme (alongside privacy, security, Maori Data Sovereignty, ethics etc.) to lift capability across the Ministry of Justice.

Through this work we aim to embed mindfulness of the need for disability data and evidence in business as usual across the Ministry.

5. The Resources and Information for Care of Children Project engaged with a range of stakeholders to determine what will be delivered over the next three years. To understand the needs of disabled people, the project engaged with the Office of Disability Issues and member organisations of the Disabled People Organisation Coalition. Over the course of the four-year project, different deliverables, and formats these deliverables come in, have been planned to ensure information is accessible regardless of age, literacy level, disability, or ethnic or cultural background. Formats include Easy Read, different translations, plain English, different font types, videos, audio only, compatibility with assistive technology and printable. The project have also created design principles to guide them when developing the resources and information.

6. The Enhancing the Communication Assistance Service project is gaining momentum now that Covid-19 is less of a focus. Beginning engagement with the wider sector on the quality framework is a key milestone.

7. The Young Adult List project has continued to partner with the University of Sheffield to develop a neurodiversity screening tool for use in the Young Adult List. Once implemented, the screening tool will be used to identify the possible presence of special characteristics that limit executive functioning (thinking, memory, and focus), so the court can make appropriate accommodations, such as appointing a Communications Assistant.

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

1. Public Defence Service Values look to change the way we interact with clients with disabilities. This requires a different approach in terms of our communication. This will require process and system changes.

2. Delay in the **Sexual Violence Legislation Bill's** passage relates directly to Parliamentary priorities, which are beyond the Ministry's control. We continue to plan for the Bill's implementation.

4. The Ministry's current **administration data collection** on disability is inadequate. Limited fields exist for its collection however these are seldom populated.

6. Availability of funding to deliver and maintain training for a growing **communication assistance** workforce is uncertain at present.

7. The Young Adult List recognises that without the neurodiversity screening tool, the court has limited information available to identify the right accommodations and interventions. To mitigate this impact, the court is treating all participants as if they are neurodiverse by using plain language during proceedings to ensure participants can understand and participate in the court process.

Impacts on inequities

2. Sexual Violence Legislation Bill

Sexual violence is heavily gendered, and disproportionately affects more vulnerable members of our society. 24 percent of New Zealanders will experience one or more incidents of sexual violence during their lives, with women (35%) three times more likely than men (12%) to do so. Higher rates of sexual assault are also experienced by Māori (30%), LGBTQIA+ (52%), people with physical disabilities, and people with high or moderate levels of psychological distress (50% and 40% respectively). Vulnerable people also face additional barriers in accessing justice and the support they need. Men and boys who are victims of sexual violence may face additional barriers to engaging with the justice system.

4. Disabled Information Collection

The benefits of collecting relevant and accurate data about disabled users of our services improves our ability to properly design and implement policy and facilities that meet the unique needs of our service users. Ultimately, it improves the ability of New Zealanders to more fully benefit from and interact with the justice system.

5. Resources and Information for Care of Children Project

Making resources and information accessible, regardless of age, literacy level, disability, or ethnic or cultural background will ensure anyone can access the information they need when they need it. This will lead to participants being able to make informed decisions about the best option to resolve their care of children matter.

6. Enhancing the Communication Assistance Service project

Expanding the use of court-appointed communication assistance services will contribute to better outcomes for vulnerable participants by ensuring they can effectively participate in court proceedings. The number of court proceedings that use communication assistance is expected to increase from 378 in 2019/20 to 749 by 2024/25.

Ethnicity data shows up to 57% of defendants and 28% of witnesses who use communication assistance identify as Māori, accordingly we can expect to see better outcomes for vulnerable Māori participants through increased use of the service.

7. The **Young Adult List** court process recognises and adjusts for special characteristics that limit executive functioning. As a result, it is expected young adults are able to better understand what is happening and participate in the court process.

Programme changes based on COVID-19 learnings.

Consideration of how the Communication Assistance Service could be delivered remotely.

Next Steps

1. Public Defence Service

- Decisions around disclosure legal requirements and implementing this into our current systems and processes.
- Undertaking Workshops with facilitators 'Talking Trouble' to help us with the technicalities around precedent writing and the use of plain/simple language.
- Facilitating 'PDS Values' Workshops around our PDS offices.
- Precedent Management Group will continue to review court documents precedents and release updated versions.
- Encourage staff to complete Thrive module 'Disability Awareness in the Workplace'.

- Exploring technologies to make it easier for clients to be informed about hearing dates and accessing information. f next steps including actions planned for period 1 January to 30 June 2021 and longer term.

2. Sexual Violence Legislation Bill

- Progress the Bill through its remaining Parliamentary stages before 30 June 2021.
- Public consultation in the middle of the year on supporting regulations.
- The Bill to be enacted by 1 December 2021.

4. Disability Information Collection

- update both our Data Impact Assessment process (for new or changed products and services) and our Products and Services Guidance to incorporate the disability standards (including WCAG 2.1 AA and the “Washington Short Set of questions”).
- add disability data and evidence to the training and awareness programme (alongside privacy, security, Maori Data Sovereignty, ethics etc.) to lift capability across the Ministry of Justice.

5. Resources and Information for Care of Children Project

- Review the current website content for care of children matters and start the design to make this more accessible.
- Develop the requirements for an updated and more accessible website format.

7. Young Adults List

- During 1 January to 30 June 2021 and longer term, our intention is to complete clinical reviews of the neurodiversity Screening tool and pilot the tool in the Young Adult List at the Porirua District Court.

Name of Agency	Ara Poutama Aotearoa, Department of Corrections		
Name of Work Programme	Accessible justice work programme (Ara Poutama Aotearoa) MoJ as the lead agency		
Overall Status	On track – with minimal risks/issues		
Programme Summary	Working with Ministry of Justice as the lead agency on making accessible justice work programme		
Alignment	<ul style="list-style-type: none"> • The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) – New Zealand is a signatory (30th March 2007) and ratified party (25th September 2008) of the United Nations Convention on the Rights of Persons with Disabilities. • The New Zealand Disability Strategy 2016-2026 represents New Zealand's approach for implementing the United Nations Convention on the Rights of Persons with Disabilities in the New Zealand context. • The Disability Action Plan 2019-2023 is the primary vehicle for implementing the Disability Strategy in New Zealand. • Treaty of Waitangi - The DPO Coalition and the New Zealand Disability Strategy created an expectation that work programmes in the Action Plans give effect to commitments to Te Tiriti will be crucial to the success of the Disability Action Plan 2019-2023. 		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Continue to support any Ministry of Justice work programme on accessible justice	Work closely with Ministry of Justice and support where and when requested		On going
Narrative			
Refer MOJ Reporting			

Risks/Issues that are impacting or may impact progress and mitigations
None identified or known as at January 2021.
Impacts on inequities
Ara Poutama has a role and responsibility to respond to and ultimately aim to lower the proportion of Māori in our care to a level that matches the Māori share of the general population. Over 50% of the total prison population identify as Māori and by having data that can identify disability within the whole prison population that is able to be disaggregated by ethnicity, will allow us to respond in a culturally appropriate manner to Tāngata Whaikaha (Māori with disability).
Programme changes based on COVID-19 learnings.
Delay only in date of implementation, now data collection going live 01 April 2021.
Next Steps
<ul style="list-style-type: none"> • There will be an audit of the data and the data collection process 3 months after going live, before 30 June 2021. • Develop a disability framework for people in our care, our Disability Action Plan. This framework will ensure that access to justice for disabled people is a core focus. The framework will aid the strengthening of support for disabled people in prison through ensuring that disability data is collected, individual needs are identified upon reception into prison, relationships with whānau and other support networks are supported during their time in prison and during their transition back into the community. This framework will align strongly with Hōkai Rangi, providing a holistic model of care and ensuring that wraparound support is provided from induction into prison, through until transition to the community. There will be a strong focus on whānau walking alongside people in our care. We aim to identify a framework by 31 March 2021. • A second workshop will be held in 03 March 2021 to build on our first workshop in June 2020 and will help to inform our pathway for disabled people within prison. • Create and install new accessible signage at Community Corrections sites. Community Corrections sites currently have inconsistent signage. Work has started to create signs that are nationally consistent, and we aim to have a programme for installation in the third quarter of 2021.

Outcome 5: Accessibility

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

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

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
MSD officials progressing work on detailed aspects of the legislative framework	MSD together with the Access Alliance has been progressing options for accelerating accessibility within a legislative framework		On track - with minimal risks/issues
Report back to Minister for Disability Issues in October 2020 on detailed aspects of the legislative framework	This update report to the Minister for Disability Issues was completed in December 2020		Complete
Stakeholder consultation on proposal (November 2020- February 2021)	Incomplete. This is now planned to occur in Feb/March 2021		Off track - but low risks/issues

Narrative

The Government is committed to introducing an Accessibility for New Zealanders Act to assist disabled people and other New Zealanders with accessibility needs. The Accelerating Accessibility work programme is aligned with this Government manifesto commitment.

Since the last Disability Action Plan update, MSD officials, in partnership with the Access Alliance, have been progressing and analysing options for the development of a new legislative framework. We are still on track to be in a position to seek Cabinet agreement to a complete policy proposal in May 2021.

Alternate formats (New Zealand Sign Language, Easy Read, large print, audio and braille) of the June 2020 Cabinet paper, which outlined the Minister for Disability Issues' intended policy approach and Cabinet's agreement to officials progressing further on the detailed aspects of the legislative framework, were produced in July 2020 and are available on the MSD website.

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

Risk 1: Key deliverable time frames are not met, delaying final product. Mitigation 1: Regular review of projects and timeframes, including timelines.

Risk 2: Insufficient time to adequately consult with stakeholders. Mitigation 2: Early planning for stakeholder engagement.

Risk 3: Stakeholders do not buy-in to proposed approach. Mitigation 3: Work closely with key stakeholders.

Risk 4: Insufficient resources to undertake the work. Mitigation 4: Identify key deliverables and resources needed to undertake work. Resourcing reviewed regularly.

Impacts on inequities

Since the proposed legislative framework aims to reduce barriers to accessibility, it will assist with addressing the challenges of inequity and disproportionate disadvantage experienced by groups such as 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.

Programme changes based on COVID-19 learnings.

MSD officials were able to continue progressing the Accelerating Accessibility work programme the second half 2020, without any COVID-19 related issues delaying it. COVID-19 has had a profound impact on all New Zealanders and has made us rethink how we lived and work. Although COVID-19 has presented additional challenges for groups such as disabled people, officials are aware that it has also created unique opportunities to address barriers and improve accessibility in New Zealand, while supporting overall recovery efforts. Officials also understand the importance of working with key stakeholders (e.g. businesses) to identify and maximise new opportunities presented within the COVID-19 context that are linked to accessibility.

Next Steps

Stakeholder consultation on proposals (February 2021 – March 2021)

Final policy proposal to Cabinet Social Wellbeing Committee in May 2021

Name of Agency	Ministry of Social Development		
Name of Work Programme	Accessible public information		
Overall Status	On track – with minimal risks/issues		
Programme Summary	The programme aims to increase the accessibility of information and services available to the New Zealand public. The Accessibility Charter which is signed by the 40 agencies provides a mechanism to drive the commitment to accessible information. Progress is monitored and reported to the Minister every six months		
Alignment	<p>This work is aligned with Outcome 5 – Accessibility</p> <p>Recommendation 8 calls for the establishment of an advisory group to advise on accessible information production best practice. Attendance at a monthly zoom meeting by the DPOs will assist with meeting this recommendation.</p> <p>This work is coordinated with our partners- DIA; Association of Blind Citizens; People First and People First. During COVID we worked with and continue to work with DPMC, Ministry of Health and MBIE.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Monthly training	Completed and ongoing	Delayed training while in level 3 and 4. Provided via zoom	On track - with minimal risks/issues

Advice to agencies	Ongoing	Increased greatly as a result of COVID.	On track - with minimal risks/issues
Review of the accessibility guide	Completed		On track - with minimal risks/issues
Increase the number of signatories	Ongoing		On track - with minimal risks/issues
Developing the accessibility experts' group	Terms of Reference signed off and now agreeing the process.		On track - with minimal risks/issues

Narrative

The work on the Accessibility Charter is collaboratively delivered by MSD in partnership with Deaf Aotearoa, Blind Citizens, and the Department of Internal Affairs. Since September 2020, 200 people across the government sector have received the monthly training. Those who have received the training have provided very positive feedback. On December 3, the Speaker of the House, the Chief Executive of Parliamentary Service and the Office of Clerk signed the Accessibility Charter. This was an important signal that Parliament wants to be available to all New Zealanders. Canterbury DHB is also working through the process of signing the Charter.

We now have all 40 agencies who have signed plus the Mental Health and Wellbeing Commission and Health and Safety Commission.

In the last 6 monthly report, the number of agencies who have developed action plans has increased. This may be as a direct result of the training as people have the tools and connections to develop their plans.

MSD operates the All of Government Alternate formats which is now connecting with a larger number of government agencies.

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

The major risk is sustainability of those providing advice especially with the increasing workload as a result of COVID and implementation of the Accessibility Charter.

Impacts on inequities

As part of the post initial COVID debrief by NEMA, we gave a presentation to the NEMA coordinators. Attending the meeting were representatives from Te Puni Kokiri and Ministry of Pacific Peoples who indicated that they found the Easy Read versions very useful as the basis for translating into Te Reo and the Pacific languages.

Programme changes based on COVID-19 learnings.

The training is now delivered via zoom.

Next Steps

Monthly training will continue, and the dates have been distributed. February and March’s dates are already full. Preparation for the Accessibility Summit planned for December 3, 2021 will ramp up. The process for identifying the expert’s advisory group will be finalised and the members of the group and their contacts will be advised through the various channels that are available. There will continue to be six monthly reports to the Minister.

MSD will continue to operate the All of Government Alternate Formats group. The group will review and refine how it operates ensuring that it remains agile.

MSD will work with Local Government NZ to get more local government agencies on board. MSD will also work with the DHBs to increase the number of Charter signatories.

Name of Agency	Ministry of Transport		
Name of Work Programme	Ministry of Transport Action Plan 2019-2023		
Overall Status	Off track – but low risks/issues		
Programme Summary	Both actions have been delayed but are still being/will still be progressed with new timeframes.		
Alignment	<p>Ministry of Transport Action Plan 2019-2023 aligns with Outcome 5 of the Disability Strategy – Accessibility.</p> <p>While transport-related issues were not identified as one of the six key issues by the Independent Monitoring Mechanism (IMM), the feedback from the Disabled People’s Organisations (DPO) Coalition and disabled communities highlighted the importance of improving disabled people’s access to, and experience of, the transport system and providing them with more choices and control of their journey – access to the transport network enables safe and equitable participation in social, educational, and economic opportunities.</p> <p>As noted in more detail in this report, the Ministry works is working closely with Waka Kotahi in a number of areas that affect/will affect those with disabilities, such as Total Mobility and the Accessible Streets Regulatory Package.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Operational Policy			
Strategic assessment of the provision of services for people with different transport needs (including a review of the Total Mobility scheme) –	<p>Waka Kotahi has recently commissioned research that will seek to:</p> <ul style="list-style-type: none"> • gain a better understanding of the transport experiences of disabled people • determine what barriers exist for people wanting to 	Due to the Government’s response to COVID-19 and reallocation of resources, the commencement of the Ministry’s review was delayed.	Off track – but low risks/issues.

<p>begin initial engagement with the DPO Coalition/key stakeholder groups to develop the scope of the assessment.</p>	<p>use the Total Mobility scheme</p> <ul style="list-style-type: none"> • explore opportunities to improve the scheme. <p>The Ministry of Transport is part of the steering group overlooking this research project. The findings of this research will be used to inform the Ministry’s review of the Total Mobility scheme, which will take place once the findings of Waka Kotahi’s research are known.</p>		
<p>Accessible Streets regulatory package – complete targeted engagement, disability impact assessment, and complete the submissions analysis.</p>	<p>Targeted engagement and submissions analysis have been completed. The disability impact assessment is still being prepared and will require ongoing engagement with disability organisations.</p>	<p>Due to the Government’s response to COVID-19, consultation on Accessible Streets was extended. In addition, an associated reallocation of resources meant it was not possible to make rule changes prior to the 2020 General Election.</p>	<p>Off track – but low risks/issues.</p>
<p>Narrative</p>			
<p>Strategic assessment of the provision of services for people with different transport needs – despite this project being delayed, the Ministry of Transport has continued to receive feedback from Waka Kotahi NZ Transport Agency and councils about issues with the Total Mobility scheme (for example, there are a limited</p>			

number of accessible vehicles and providers in provincial areas of the country and there are inconsistencies in how the scheme is administered across regions).

Accessible Streets regulatory package – there was a high level of interest in the Accessible Streets package both from stakeholder groups and the general public. Analysis of submissions and targeted engagement was the key activity for the period. The Ministry received the submissions analysis from Waka Kotahi and is now preparing post consultation advice for the Minister of Transport.

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

Strategic assessment of the provision of services for people with different transport needs – as noted previously, commencement of this project was delayed given the Government’s response to COVID-19 and the reallocation of resources. This risk has been mitigated through the research Waka Kotahi has commissioned on Total Mobility, the findings of which will be useful for the Ministry when it reviews the Total Mobility scheme once this research has been completed.

Accessible Streets regulatory package – the outcomes of consultation indicate there are diverse views on some of the proposed rule changes. We will be preparing advice to the Minister of Transport on whether changes to the proposals are necessary given these diverse views and how best to progress Accessible Streets. Additional work and/or engagement may be necessary to progress the rule changes, and hence there could be further delays to implementation. There may be opportunities to prioritise proposals where limited further work is required, to minimise the impact of delays to the rest of the package.

Impacts on inequities

Strategic assessment of the provision of services for people with different transport needs

While the disability rate for **Māori** (17 percent) and **Pacific Peoples** (11 percent) is lower than for other ethnicities (e.g. 18 percent of Europeans reported having a disability), improving services for people with different transport needs – including the Total Mobility scheme – is expected to improve equity of life-outcomes for Māori and Pacific Peoples. This will benefit current users of transport services and encourage those who don’t currently use these services to do so.

Across all ethnicities, **women** are more likely to have a disability than men. Improving services for people with different transport needs is expected to improve equity of life-outcomes for women. This will benefit current users of transport services and encourage those who don’t currently use these services to do so.

Last year, Waka Kotahi, Ministry of Transport and IPSOS carried out research on how people were impacted by COVID-19. This research showed that disabled people continued to use public transport in greater numbers during the lockdown than other members of society, compared with pre-alert usage. Waka Kotahi was able to support fare-free Total Mobility services up to the regional fare cap when New Zealand was originally in Alert Levels 3 and 4 as a short-term measure. The key reason for this was to be consistent with the fare-free policy for regular public transport services, given Total Mobility is considered part of the wider public transport system. Funding for Total Mobility meant that people with a disability were able to reduce spending on travel and also kept the more vulnerable users safe from the potential to contract COVID-19.

Accessible Streets regulatory package

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

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

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

Programme changes based on COVID-19 learnings.

Strategic assessment of the provision of services for people with different transport needs – due to the Government’s response to COVID-19 and reallocation of resources, the commencement of the Ministry’s review was delayed.

The joint Waka Kotahi/Ministry of Transport/IPSOS research on how people were impacted by COVID-19 was very insightful and provided immediate feedback on current issues affecting disabled people in the research cohort. This data has provided Waka Kotahi with valuable insight into how serious crises impact the disabled community, and we have used it to inform policy decisions, for example, making the Total Mobility scheme free up to the regional cap until 30 June 2020. This was well received by the disabled community. The data also provided us with

the knowledge that disabled people used public transport in greater numbers during the lockdown than other members of society.

Accessible Streets regulatory package – due to the Government’s response to COVID-19, consultation on Accessible Streets was extended. In addition, an associated reallocation of resources meant it was not possible to make rule changes prior to the 2020 General Election.

Next Steps		
Actions planned for next six months (1 January 2021 – 30 June 2021)	Six months (30 June 2021 – 30 December 2021)	Key other actions beyond 12 months (Dec 2021 – 30 June 2024)
Strategic assessment of the provision of services for people with different transport needs – the research that Waka Kotahi has commissioned will take place.	Strategic assessment of the provision of services for people with different transport needs – the research that Waka Kotahi has commissioned will take place.	Strategic assessment of the provision of services for people with different transport needs – the findings of the Waka Kotahi commissioned research will be used to inform the Ministry’s review of the Total Mobility scheme.
Accessible Streets regulatory package – deliver post consultation advice to the Minister of Transport. Get agreement to next steps – such as how to progress rule changes and any changes to proposals and/or further work. Depending on Minister’s decisions, seek Cabinet agreement to rule changes.	Accessible Streets regulatory package – depending on the approach to progressing Accessible Streets, there may be ongoing policy work and targeted engagement in this period. Cabinet agreement for rule changes may be sought.	Accessible Streets regulatory package – implementation of rule changes through education and awareness campaigns. Monitoring of the impact of rule changes.

Name of Agency	Waka Kotahi NZ Transport Agency
Name of Work Programme	Waka Kotahi NZ Transport Agency's Disability Action Plan 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.
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>We will address the issues faced by disabled people through internal and operational policy development, planning, and delivery, including:</p> <ul style="list-style-type: none"> • honouring our commitment to the Government's Accessibility Charter, by performing an audit on our communications, resources, and services to ensure they are accessible to everyone. • undertaking an audit of our internal policies and practices to ensure they are inclusive for employees with disabilities. • ensuring consideration of issues for the transport disadvantaged is built into legislation and the Transport Agency's policy and delivery work, and infrastructure guidelines, and • undertaking research that will help to develop a better understanding of disabled people's access to the transport system and ensure that the right decisions are made on issues that impact on disabled New Zealanders.
Alignment	<p>The Waka Kotahi Disability Action Plan 2019-2023 aligns with Outcome 5 of the Disability Strategy – Accessibility. We seek to enable disabled people to 'access all places, services and information with ease and dignity'.</p> <p>This will be achieved through our commitment to the Accessibility Charter; by improving our internal HR policies and processes; and by improving disabled people's access to, and experience of, the transport system and providing them with more choices and control of their journey.</p> <p>While transport-related issues were not identified as one of the six key issues by the Independent Monitoring Mechanism (IMM), the feedback from the Disabled People's Organisations (DPO) Coalition and disabled communities highlighted the importance of improving disabled people's access to, and experience of, the transport system and providing</p>

	<p>them with more choices and control of their journey – access to the transport network enables safe and equitable participation in social, educational, and economic opportunities.</p> <p>Waka Kotahi works closely with regional councils and the Ministry of Transport in areas such as Total Mobility, with the research commissioned by Waka Kotahi to build understanding of the transport experiences of disabled people to be used to inform the Ministry's review of the Total Mobility Scheme. We are also working with MoT to revise proposals from the Accessible Streets Regulatory Package based on the feedback we received from the Public Consultation Phase - we have also commenced work with the sector on a Disability Impact Assessment. Furthermore, Waka Kotahi is working with MSD/ODI on issues such as accessibility to information, and the Ministry of Education to ensure school transport is delivered safely.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Operational Policy			
<p>Review existing Requirements for Urban Buses (RUB) guidelines. (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</p>	<p>We have held detailed consultation meetings with regional councils, bus industry builders and operators, and representatives from the Disability Sector to gather feedback and input on the document content. These meetings have informed the Waka Kotahi proposed changes to the RUB.</p> <p>Wider public consultation was held for 6 weeks, from September to November. The submissions have been analysed, using feedback from consultation.</p> <p>We have met again with regional councils and the bus industry and operators to go over the submissions analysis.</p> <p>Once final decisions have been made on outstanding issues, the document will then be formally ratified and the new document should go live Q 1/2 next year.</p>	<p>One agreed meeting in March with regional councils and the bus industry and operators had to be cancelled due to impending COVID-19 lockdown. The review proceeded slower than</p>	<p>On track – with low risks/issues</p>

<p>usability and accessibility of buses for all customers.)</p>		<p>originally planned as all the key stakeholders were fully committed to responding to COVID-19.</p>	
<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>	<p>A multi-provider project team with consultants from Abley, ViaStrada and MRCagney is reviewing and updating the Pedestrian Planning Design Guide, to become an online framework www.nzta.govt.nz/png In October, Waka Kotahi held a webinar to update the Disability Sector on the development of industry guidance and tools to improve walking in New Zealand. Topics included Pedestrian Network Guidance, disability sector collaboration for inclusive access, and pedestrian level of service research and tools. The recording is now online: https://ipenz.adobeconnect.com/p76fs1ovpqb0/ And Q&As from the session are available as a PDF: https://www.transportationgroup.nz/wp-content/uploads/Pedestrian-Planning-and-Design-Update-webinar-QA.pdf We're in the final phase of confirming content and loading on to the new web platform. It is anticipated that the draft on-line framework will go live in March 2021.</p>		<p>On track – with low risks/issues</p>
<p>NZ Public Transport Design Guidelines Review.</p>	<p>Significant progress has been made on the NZ Public Transport Design Guidelines during this period. The first suite of chapters has been through several</p>	<p>Reduced resourcing available to</p>	<p>On track – with low risks/issues (although</p>

<p>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>	<p>reviews including internally and externally, peer review, inclusive access reviews etc. Some chapters have been put on a draft (non-live) website but there are still some minor revisions being undertaken before they go live in 'draft for consultation' format.</p>	<p>progress guidelines so the programme has been pushed out slightly.</p>	<p>delivery is taking longer than originally anticipated)</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</p>	<p>The project continues in the detailed business case and procurement phase. Responses to the Request for Proposal (RFP) have been received and are being evaluated (note there is a decision point in mid to late 2021 as to whether the project will move into implementation - see under 'next steps').</p>	<p>Evaluation of the RFP to date has been carried out remotely, reflecting the international nature of ticketing suppliers and COVID-19 travel restrictions.</p>	<p>On track – with low risks/issues (although remote working may slow down later phases of the procurement process)</p>

processes payments for journeys on public transport.			
Review of bus driver training unit standards (with Motor Industry Training Organisation, Careerforce and MoE).	The review of material is complete, but discussions are still progressing with industry as to the best way to implement, given the removal previously of the legal requirement to hold the training unit standard.	COVID-19 has slowed progress	On-track
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.	Work to consider how best to incorporate this aspect as part of the Investment Decision Making Framework and also link to our Statutory responsibilities relating to the Transport Disadvantaged has continued.	COVID-19 slowed down the overall review programme.	Off-track – but low risks/issues (slower progress than originally anticipated)
Engagement with the sector			
Organise a disability presentation	No actions completed.	While the intention was to hold	Off-track – but low risks/issues

<p>forum morning at Ministry of Transport yearly for the sector to present to transport engineers and policy makers around how accessibility affects wellbeing and liveability for disabled people. The presentation forum held in December 2019 at MoT was very well received by the sector.</p>		<p>another presentation this year, COVID-19 has meant that public health has become a priority. This will be revisited in 2021.</p>	
<p>Set up Disability Advisory Group. Formalisation of the ToR should occur Q3 2020.</p>	<p>No actions completed.</p>	<p>While the intention was to organise the Terms of Reference for this Advisory Group this year, COVID-19 has meant that public health has become a priority. This</p>	<p>Off-track – but low risks/issues</p>

		will be revisited in 2021.	
Data and Research			
Update on analytical data research of disabled people's access to the transport system.	A research project has been commissioned to build understanding of the transport experiences of disabled people, determine what barriers exist for people wanting to use Total Mobility and explore new opportunities. This research is to be carried out by a consortium of MRCagney, the Disabled Persons Assembly and Confluence Consulting Ltd.	Impacts of COVID-19 on disabled people's experience of the transport system will be identified through the research.	On track – with minimal risks/issues
Accessibility (channels)			
Review public facing websites for accessibility benchmarking.	<p>Our project to improve the accessibility of nzta.govt.nz is in progress.</p> <p>Our accessibility statement has been added to nzta.govt.nz.</p> <p>We have provided accessibility testing, guidance, and remediation instruction for:</p> <ul style="list-style-type: none"> • RightCar website • Driver Fatigue website and app • Road Code section of nzta.govt.nz <p>The testing and remediation of other sites and apps is in progress and will be listed when launched.</p>	<p>The project start was later than expected due to vendor availability (they built and maintain the COVID-19 website).</p> <p>N/A</p> <p>N/A</p> <p>N/A</p>	<p>Off track – but low risks/issues</p> <p>Complete</p> <p>Complete</p> <p>On track</p>

<p>Build accessibility into our BAU processes so that we write accessible content and build accessible websites and apps.</p>	<p>We are currently upskilling the whole test team to conduct accessibility testing so that accessibility is considered for all new web projects.</p> <p>We have initiated weekly accessibility clinics with technology and learning and development teams, and as required sessions with communications and project teams.</p> <p>We are in the process of curating an accessibility resource library for Waka Kotahi staff.</p> <p>We have begun creating guidelines for content publishers e.g. transcript guidelines for video, accessibility checklist for content authors.</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p> <p>N/A</p>	<p>On track</p>
<p>Accessibility (People Group)</p>			
<p>Undertake an audit of the Agency's internal policies and practices to ensure they are inclusive for employees with disabilities.</p>	<p>No actions completed.</p>	<p>COVID-19 delayed the recruitment of someone to lead on Diversity & Inclusion (D&I) activity in the People Group.</p>	<p>Off track – but low risks/issues</p>
<p>Accessibility (IT)</p>			
<p>Ensure that new applications meet accessibility standards.</p>	<p>We have been supporting our internal data teams to design accessible useful information (UI) dashboards for the Waka Kotahi website.</p> <p>Re-designing User Experience(UX)/UI for the tolling website, which includes some minor accessibility improvements within scope of project is underway.</p>	<p>N/A</p> <p>N/A</p>	<p>On track – but low risks/issues</p> <p>On track – but low risks/issues</p>

Narrative

Waka Kotahi has made substantial progress in working towards achieving the following actions under our DAP:

- **Honouring our commitment to the Government’s Accessibility Charter, by performing an audit on our communications, resources, and services to ensure they are accessible to everyone.**

We published an Accessibility statement on nzta.govt.nz. This outlines our commitment to providing accessible content, what we're doing to improve accessibility on the site, and who to contact with questions or concerns.

<https://nzta.govt.nz/about-us/about-this-site/accessibility-statement/>

This is a small, but valuable win for Waka Kotahi. We’re being transparent about what we’ve done and what still needs work, and it’s this type of info that lets the disabled community know that we’re committed to doing better for them.

Other key achievements include:

- Kicking off the enhancement project for nzta.govt.nz
- Upskilling our test, project and UX/UI teams so that accessibility is baked into BAU
- Expanding our set of accessibility guidelines for Waka Kotahi staff to include video content
- Providing accessibility testing, guidance and remediation instruction for RightCar website, Driver Fatigue website and app
- Making the online versions of the Road Code more accessible

- **Ensuring consideration of issues for the transport disadvantaged is built into legislation and the Waka Kotahi policy and delivery work, and infrastructure guidelines:**

Pre-engagement held with the sector, through targeted in-person interviews with people with lived experience, for the development of the new guidelines for the Pedestrian Design Guidelines is an example of the Agency engaging early in consultation.

- **Undertaking research that will help to develop a better understanding of disabled people’s access to the transport system and ensure that the right decisions are made on issues that impact on disabled New Zealanders.**

The Covid-19 Impacts on Transport research done during Covid-19 to gather information on how people's travel plans were affected (specific questions were asked of those with a disability) provided in-detail information on how disabled people moved around. This has helped inform policy development.
<https://www.nzta.govt.nz/resources/covid-19-impacts-on-transport/>

- **Engaging with the disability sector when developing transport policy:**

Waka Kotahi has several examples of engaging with the disability sector when development transport policy:

- Pre-engagement held with the sector, through targeted in-person interviews with people with lived experience, for the development of the new guidelines for the Pedestrian Design Guidelines is an example of the Agency engaging early in consultation.
- Waka Kotahi also held in-depth consultation with the disability sector to gather directed feedback on the Requirements for Urban Buses (RUB), which helped inform development of the document.
- Additionally, there has been extensive consultation with the sector in developing the National Ticketing Programme, to ensure that their needs on public transport are considered in the design of the national ticketing system.

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

The major risk that has impacted delivery of actions in the Waka Kotahi DAP has been the onset of COVID-19 this year. While the Agency has learned a great deal about how a pandemic affects the disability sector and how disabled people travel during a pandemic, it has also meant that some actions have not been progressed as far as planned.

In particular, some engagement with the disability sector has been delayed. For example, the creation of a Disability Advisory Group (DAG) and the organisation of another disability presentation morning at MoT. However, other policy consultation with the sector was prioritised and has been very successful, so it is proposed that the DAG and the presentation morning be revisited in 2021.

Impacts on inequities

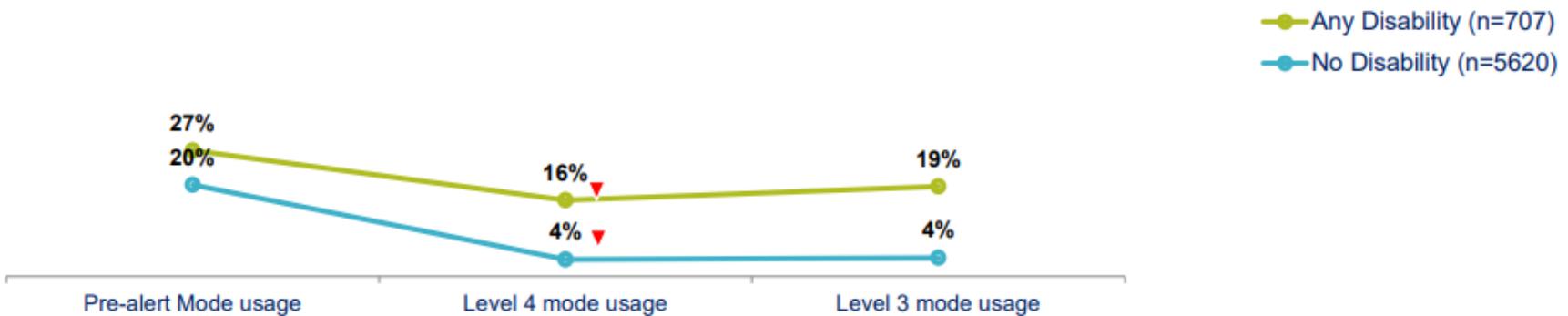
The joint Waka Kotahi/MoT/IPSOS research on how people were impacted by COVID-19 showed that disabled people continued to use public transport in greater numbers during the lockdown than other members of society, compared with pre-alert usage. Waka Kotahi was able to support fare-free Total Mobility services up to the regional fare cap when New Zealand was originally in Alert Levels 3 and 4 as a short-term measure. The key reason for

this was to be consistent with the fare-free policy for regular public transport services, given Total Mobility is considered part of the wider public transport system. Funding for Total Mobility meant that people with a disability were able to reduce spending on travel and also kept the more vulnerable users safe from the potential to contract Covid-19.

Public transport usage among those with disabilities has been more resilient throughout alert levels and is now only eight points below pre-lockdown levels

Public Transport used in a normal week vs used in past week by alert level

NB: respondents were asked to indicate how many days per week they usually used each transport mode, and how many days they had used in the past seven days, the below indicates the proportion who indicated any days of travel in a normal week and in the past week. NET of public transport includes bus, train, ferry journeys only



QFREQ1/QFREQ2 –And in the course of a normal week, on how many days would you normally travel via each of the methods listed below? And during the past seven days, on how many days have you travelled via each of the modes listed below?

Base: all adults 15+ in New Zealand in Benchmark: (n=3,759); level 4 (n=5,060); level 3 (n=1,267);



Picture: Line Graph showing public transport usage in a normal week versus usage in past week by alert level. Text explains public transport usage among those with disabilities has been more resilient throughout alert levels and is now only eight points below pre-lockdown levels. Line graph includes the following data: Pre-alert mode usage 27% Any Disability / 20% No Disability; Level 4 mode usage 16% Any Disability / 4% No Disability; Level 3 Mode usage 19% Any Disability / 4% No Disability.

Programme changes based on COVID-19 learnings.

It was excellent to see the cross-government COVID-19 disability group formed so quickly and efficiently. It was very helpful to have advisors from other agencies present on the weekly calls - this meant advisors were able to gain a greater understanding of how COVID-19 was impacting the disabled community and to identify any synergies. It was a great exercise in collaboration. As a result, Waka Kotahi has embedded consideration of impacts on disabled people during a crisis into its BAU.

The joint Waka Kotahi/MoT/IPSOS research on how people were impacted by COVID-19 was very insightful and provided immediate feedback on current issues affecting disabled people in the research cohort. This data has provided Waka Kotahi with valuable insight into how serious crises impact the disabled community, and we have used it to inform policy decisions, for example, making the Total Mobility scheme free up to the regional cap until 30th June. This was well received by the disabled community. The data also provided us with the knowledge that disabled people used public transport in greater numbers during the lockdown than other members of society.

Next Steps

**Actions planned for next six months
(1 January 2021 – 30 June 2021)**

**Six months (30 June 2021 –
30 December 2021)**

**Key other actions beyond
12 months (Dec 2020 –
30 June 2024)**

Operational Policy

ACTION:
Ratify and Implement the Requirements for Urban Buses (RUB) guidelines.

The RUB document will be ratified, in common use, and implemented by regional councils, with Waka Kotahi using funding as a policy lever to ensure compliance.

The regular three-yearly review should take place in 2024.

ACTION:
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.

Guideline will open for consultation. Following this, Waka Kotahi will process feedback and undertake revisions

Ratification of Revised guideline

Will be putting the revised guideline online in web format and opening for consultation.		
ACTION: NZ Public Transport Design Guidelines Review. First three topics to go live on the website (Corridor Clearance, Bus Layover & Driver Facilities, and Getting to and From Public Transport). Other three topics to be further progressed through various reviews.	Process consultation/feedback from first three topics. Get second three topics live on web (Bus Stop Design, Priority & Optimisation, and Interchanges)	Ratification of first 6 topics. Develop case studies & supplemental guidance TBC
ACTION: To down-select to two preferred suppliers for Project NEXT, and to work interactively with them to identify a single supplier to take through to contract negotiation.	Subject to approvals, funding, and a satisfactory contract & supporting business case, the project will launch into a design phase in this period.	To continue to work with all our stakeholders to design, build, test and implement the chosen ticketing system across New Zealand.
ACTION: Continue discussions with industry stakeholders on an implementation plan for the bus driver training unit standards following completion of the review (with Motor Industry Training Organisation, Careerforce and MoE), and particularly how it fits with the MoT review of public transport operations and the Total Mobility Scheme.	Continue discussions with industry stakeholders on an implementation plan, and particularly how it fits with the MoT review of public transport operations and the Total Mobility Scheme.	To be determined at this stage.
Engagement with the sector		
ACTION: Organise a disability presentation forum morning at Ministry of Transport yearly for the sector to present to transport engineers and policy makers around how accessibility affects wellbeing and liveability for disabled people. The presentation	Towards the end of 2021, we will get in touch with the disability sector to organise another presentation forum morning at MoT.	

forum held in December 2019 at MoT was very well received by the sector.		
ACTION: Set up Disability Advisory Group.	A meeting is likely to be set up with the DPO Coalition during Q2 to discuss the ToR for the DAG.	
Data and research		
ACTION: Update on analytical data research of disabled people's access to the transport system.	The research project on the transport experiences of disabled people will continue with a Literature Review, Surveys of Disabled People and Transport Providers and Workshops with Disabled People. There will also be two Steering Group meetings and a draft research report will be submitted for peer review.	The final research report will be published in early 2022, at which point the project will be complete. However, it is expected that the report will contain recommendations to be addressed over ensuing months.
Accessibility (Channels)		
ACTION: Audit and enhance public-facing websites: deliver the nzta.govt.nz enhancement project and reaudit site	Create cycle of audit and remediation for public-facing websites.	Continue cycle of audit and remediation for public-facing websites.
ACTION: Internal teams continue to learn about accessibility and accessibility testing Continuing to help Waka Kotahi create accessible products/services/documents by:	Continue to raise awareness about accessibility issues and teach the test team how to audit/review websites and apps.	Accessibility advisor becomes the expert consultant versus sole point of expertise.

<ul style="list-style-type: none"> • Build accessibility into our BAU processes so that we write accessible content and build accessible websites and apps. • Build up suite of accessibility resources for Waka Kotahi test team and others • Regular clinics with technology and learning and development teams 	<p>Build accessibility into how we develop products/services/documents:</p> <ul style="list-style-type: none"> • Review corporate templates to improve the accessibility of documents generated by everyone at Waka Kotahi. • Design system developed for Waka Kotahi. 	<p>Accessibility is factored into project timelines and budgets from the start.</p>
<p>Accessibility (People Group) ACTION: Undertake an audit of the Agency’s internal policies and practices to ensure they are inclusive for employees with disabilities.</p>	<p>Broader People Group action to review and create People Group policies being looked at. Once this action is confirmed then timing for accessibility review can be planned. Recruitment to take place of a new D&I person to co-ordinate the review of people practices.</p>	<p>Subject to timing from previous 6 months activity.</p>
<p>Accessibility (IT) ACTION: Ensure that new products meet accessibility standards.</p>	<p>UX/UI Team continue to champion and raise awareness of accessibility within the wider Product and Technology Teams for new products and projects. Collaborate with developers and testers in IT to ensure accessibility standards are followed.</p>	<p>Technology teams factor accessibility into their planning and budgeting, for products or projects. UX/UI Team and/or accessibility expert are consulted before new products are bought. Accessibility standards and criteria are consistently</p>

	Review existing products and make accessibility enhancements where possible.	followed by developers and testers.
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Name of Agency	Kāinga Ora
Name of Work Programme	Accessibility work programme – Homes and Communities
Overall Status	On track – with minimal risks/issues
Programme Summary	The Kāinga Ora Accessibility work programme has three key components. The first is about increasing the number of our homes that meet universal design standards. The second component aims to better meet the needs of our customers through our modifications and retrofit programmes for our existing properties. The third component focuses on improving the information we have about our customers’ needs, and the accessibility of our properties.
Alignment	<p>The Kāinga Ora Accessibility work programme aligns with the Disability Strategy’s Outcome 5: Accessibility.</p> <p>The Kāinga Ora Accessibility work programme aligns with contributing to the IMM Making Disability Rights Real Report’s recommendations 25, 27, and 28.</p> <p>The Kāinga Ora Accessibility work programme overlaps or aligns with these other, external programmes:</p> <ul style="list-style-type: none"> • MSD’s Accelerating Accessibility programme • Human Rights Commission’s Decent Home Guidelines • Ministry of Health’s Healthy Aging Strategy • Auckland Council’s initiative: “Age Friendly Auckland”.

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Stakeholder engagement:</p> <ul style="list-style-type: none"> We continue to engage with stakeholders and confirm stakeholder engagement approach 	<ul style="list-style-type: none"> 2nd Kāinga Ora Accessibility Symposium with stakeholders held 29 July and 7 August 2020 Our external website has videos and other material from the 2020 Accessibility Symposium sessions: https://kaingaora.govt.nz/tenants-and-communities/our-tenants/kainga-oras-accessibility-policy/accessibility-symposium-2020/ The Kāinga Ora Board approved the Partnership and Engagement Framework in Oct 2020. 	<ul style="list-style-type: none"> The Symposium was planned to be in-person, but was shifted to online, in two parts, because of Covid-19 restrictions and the need to keep participants safe. Accessible format interpretation for both sessions was available for those in attendance. 	<p>On track - with minimal risks/issues</p>

		<ul style="list-style-type: none"> • We estimated an increase in the number of attendees from the previous year due to the greater accessibility of the online format. • Both sessions were recorded and uploaded to our external website. 	
<p>Performance requirements</p> <ul style="list-style-type: none"> • Review performance requirements for new build properties in light of Accessibility Policy 	<ul style="list-style-type: none"> • The definition of universal design as it applies to Kāinga Ora has been agreed upon, these features have been taken from the currently approved design standards and reviewed against industry standard. • A checklist has been developed and communicated to the business that clearly outlines the criteria required in order for a development to be identified as a 		Complete

	<p>universal designed or accessible development. This clear definition and set of criteria allows consistency in outcomes and reporting to ensure that we can adhere to our commitment regarding 15% new builds meeting our full universal design standard.</p> <ul style="list-style-type: none"> • Ongoing continuous improvement research is underway to ensure that we are aware of industry best practice in this area. Any amendments to the requirements as a result will go through the full approval process. 		
<p>Asset data</p> <ul style="list-style-type: none"> • Enable the collection of asset information about accessibility features within Kāinga Ora systems 	<ul style="list-style-type: none"> • We are continuing to work on developing a digital 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. • To date the definition of what we want to achieve, scoping, and requirements have been completed, and we continue 		<p>On track - with minimal risks/issues</p>

	<p>working to implement these in Kāinga Ora systems.</p> <ul style="list-style-type: none"> We continue to work on developing a data dictionary that will specify exactly what we want to survey in our homes. It is anticipated that the initial release will be a Pilot, timeframes are yet to be confirmed. 		
<p>'At least 15%' target</p> <ul style="list-style-type: none"> We continue planning for the implementation of recording against the 'at least 15% target' and monitoring and reporting of the target within Kāinga Ora systems. We anticipated beginning to record and 	<ul style="list-style-type: none"> We are continuing to work on developing and implementing a solution to help provide the level of detail required to ensure that properties can be accurately reported on as being built to full universal design. In order for this to happen a number of internal business processes across Kāinga Ora will be updated to reflect the new Kāinga Ora performance requirements on Universal Design and Accessibility. Systems and business process changes will be in place by the end 		<p>On track - with minimal risks/issues</p>

<p>report on the number of our new builds that meet our full universal design standards from late 2020</p>	<p>of the 2020/2021 financial year, in June 2021.</p>		
<p>Modifications Develop business case for consideration about the role Kāinga Ora should play in funding modifications for our public housing customers where other funding is not available.</p>	<ul style="list-style-type: none"> • Initial meetings were held in August / September 2020 with the Ministry of Health and ACC to start the joint korero/conversation around changes to the current modifications process and inequities with the existing funding arrangements. • The low risks identified with this component of the work programme centre around allocating sufficient resources within Kāinga Ora to this work and engagement. Kāinga Ora is still working through a significant internal refocus, including the setting up of new business groups and teams, and new functions and roles. This has impacted the resource capacity allocation for 		<p>Off track - but low risks/issues</p>

	<p>this piece of work over the latter half of 2020, and into 2021.</p>		
<p>Retrofit and accessibility</p> <ul style="list-style-type: none"> We are continuing to run a pilot to discover what the costs and other implications are of a retrofit programme and will use that to set a target in future 	<ul style="list-style-type: none"> We are continuing to work with our Retrofit Programme team to evaluate the results of the Hutt Valley Retrofit pilot so far, and to assess how accessible homes will be considered as the Retrofit team rolls out the Retrofit Programme to another 18 new towns across New Zealand. We have commenced the property assessments and design process across the 18 new towns, with construction expected to start in the first quarter of 2021. Progress in the Hutt Valley continues which an additional 123 properties delivered from 1 July 2020. The Retrofit Programme team is developing a close-out report on the Hutt Valley pilot, which will include findings and next steps. The report on the pilot will be available in the near future. 		<p>On track - with minimal risks/issues</p>

Narrative

- Kāinga Ora learnt that the Covid-19-driven decision to shift the 2020 Kāinga Ora Accessibility Symposium to an online event, from an in-person event, worked well for most stakeholders, and allowed a more diverse attendance. For a future symposium, we would look to make it more regionally-focused, and allow more time for attendees to ask questions, and interact in ways that suit their needs in an online format.

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

- Kāinga Ora needs to work through the appropriate allocation of resources across the business for our accessibility work programme as a consequence of a significant reshaping, reconfiguring and realignment of our business groups and functions, which is still underway.

Impacts on inequities

- We acknowledge the proportion of Māori and Pasifika families in our homes in general, and those Māori and Pasifika families with disabled family members.
- During the first part of 2021, we are looking to engage over cultural sensitivities, including working with iwi and the community sector to better understand the requirements and considerations relating to cultural design and any particular unmet needs around accessibility for this specific group.

Programme changes based on COVID-19 learnings.

- Kāinga Ora has not made any programme changes in this reporting period (July-December 2020) because of the impact of Covid-19.
- As noted in this report, Kāinga Ora shifted our 2020 Accessibility Symposium online to ensure that attendees were kept safe during the Covid-19 pandemic, and to adhere to the Covid-19 alert level in place at the time of the Symposium.

Next Steps

1 January to June 2021

- Continue developing the asset data collection tool and capabilities so they are fit for purpose
- Continue implementing our agreed performance requirements for universal design
- Prepare for the 2021 Accessibility Symposium, which will be more regionally-focused.

Name of Agency	Ministry of Housing and Urban Development – Te Tūāpapa Kura Kāinga		
Name of Work Programme	Improving accessibility across the housing system		
Overall Status	On track – with minimal risks/issues		
Programme Summary	This work programme aims to increase accessibility across the housing system. In the long-term HUD plans to take a joined-up approach with Kainga Ora to consider how housing delivered can be used to support the needs of disabled people.		
Alignment	<ul style="list-style-type: none"> • Note that this work programme aligns with the Aotearoa New Zealand Homelessness Action Plan and the long-term action to improve responses for groups at risk of homelessness such as disabled people. • This work programme aligns with the IMM recommendation that housing is a key issue to be addressed for disabled people. • This work overlaps with Kāinga Ora’s accessibility policy which commits to at least 15% of its new builds meeting universal design principles. 		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Increase information on accessibility in the private rental market.	Information about accessible housing uploaded to MBIE tenancy services website.	Tenancy information during COVID-19 was vital, landlords can now easily access information	Complete

		on supporting a disabled tenant via the tenancy services website.	
Explore options for incentivising the provision of accessible rental properties.	Policy work has begun scoping in this area.	COVID has delayed the progression of this work as other urgent work has taken priority.	Off track - but low risks/issues
Narrative			
Work has progressed in the private rental space. Information is now readily available on the MBIE tenancy website on support services for landlords to provide appropriate housing to disabled tenants. HUD has begun exploring policy options for incentivising the provision of accessible rentals.			
Risks/Issues that are impacting or may impact progress and mitigations			
This work has been delayed due to COVID-19, urgent matters arising from the global pandemic have been prioritised over this work stream.			
Impacts on inequities			
Increasing accessibility in private rental market will benefit Māori, Pacific peoples, and women as they have lower rates of homeownership as population groups and therefore are less likely to be able to make housing modifications to their homes of their own accord.			

Programme changes based on COVID-19 learnings.

COVID-19 has delayed progress in this space as other urgent matters needed to be addressed in the interim. COVID has highlighted that housing is absolutely essential in keeping in good health and allowing individuals to isolate and maintain social distancing safely at all alert levels.

Next Steps

Next steps include further scoping policy work around incentivising provision of accessible rentals. This will require further engagement with other government agencies. In the long-term HUD will look at working with Kāinga Ora on supporting the needs of disabled peoples through housing.

Outcome 7: Choice and control

We have choice and control over our lives

Name of Agency	Ministry of Health
Name of Work Programme	Disability Support System Transformation
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>The Ministry of Health manages an annual appropriation of \$1.7 billion from Vote Health to support approximately 40,000 eligible disabled people with long term supports provided through a suite of disability support services (DSS). This includes specialist disability services (e.g. Behaviour Support Services), support with everyday tasks (e.g. personal cares or household management) and support with accommodation (e.g. residential care). In addition, we support over 100,000 disabled New Zealanders' access to equipment and modification services and supports for those with a sensory disability i.e. hearing and vision services.</p> <p>Concerns about the disability support system not working well for disabled people have been expressed by disabled people, their whanau, carers, and representatives for more than thirty years. Reviews by the Social Services Select Committee in 2008 and the Productivity Commission in 2015 supported these concerns and made recommendations for change. Many of these concerns centre on the lack of choice and control disabled people have over the support they receive as a result of:</p> <ul style="list-style-type: none"> • Multiple eligibility, assessment, and planning processes for accessing different types of support from several government agencies resulting in duplication of processes for disabled people. • Being allocated existing contracted services, not necessarily what works best for them which means the funding is not being used as effectively as it could be.

	<ul style="list-style-type: none"> • Disability services being the ‘hub’ of their lives and placing restrictions on people, rather than helping them to connect to support available to everyone in the community and enabling them to access greater opportunities. <p>Work has been underway for over a decade to transform the disability support system in partnership with the disability community based on the EGL vision and principles. The transformation is about changing the purpose of the system from responding to the needs of disabled people to enabling disabled people, tāngata whaikaha, families, whānau and āiga to access the everyday things that create good lives for everyone, in order to achieve equitable outcomes for disabled people.</p>
Alignment	<p>This work programme responds to Outcome 7 - Choice and control of the New Zealand Disability Strategy 2016-2026.</p> <p>This work programme responds to the following recommendations from IMM Making Disability Rights Real Report:</p> <ul style="list-style-type: none"> • Recommended that the Government advance innovative models of funding for integrated and flexible disability support, and provide adequate resourcing of those models, so that disabled people are able to enjoy the highest attainable standard of health; including but not limited to accelerating equitable access nationally to an Enabling Good Lives approach. • Noted IMM Hui participants concern about 1) progress on national rollout, and 2) whether there is sufficient funding to enable people to live independently. • Noted that the Mana Whaikaha Whānau Ora Interface Group have been talking to Te Pūtahitanga o Te Waipounamu about aligning system transformation with the Whānau Ora approach. • Noted that Mana Whaikaha has a more systematic approach to supported decision-making, including dedicated resources for independent paid support for decision-making, but that this may only benefit a small number of disabled people initially. <p>System transformation is a partnership between the Ministry of Health, the Ministry of Education, and the Ministry of Social Development alongside the disability community.</p>

	<p>This work programme contributes to and supports many of the work programmes within the Disability Action Plan 2019-2023. This includes:</p> <ul style="list-style-type: none"> • The Education Work programme • The Disability Employment Action Plan • Supported Decision-Making • Improving access to quality healthcare and health outcomes • Funded Family Care • Reducing the use of seclusion and restraint • Play, Active Recreation and Sport Action Plan • Accelerating accessibility etc. 		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Continue Mana Whaikaha, prototype of a transformed system in MidCentral DHB region, EGL Christchurch and EGL Waikato.	All aspects continued as planned.	Minimal.	On track or ahead
Prepare advice to Cabinet on future transformed system in 2020.	MOH and MSD have provided advice to the Ministers of Health and Social Development on the work required to transform the system nationally.	Minor delay.	Off track - but low risks/issues

<p>Establish a Disability Governance Group to enshrine the voice of disabled people in the system.</p>	<p>One of the workstreams within the system transformation programme is providing advice on machinery of government arrangements for the transformed disability system, including mechanisms to enshrine the voice of disabled people in the system. This advice is being developed by a working group of representatives from the disabled community alongside officials. Advice was provided to Ministers in December 2020.</p>	<p>Machinery of Government advice was due to be provided to Cabinet at the end of 2020 alongside advice on the future transformed system. This has been delayed to March 2021 by COVID-19.</p>	<p>Off track - but low risks/issues</p>
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Narrative

Mana Whaikaha, EGL Christchurch and EGL Waikato continue to support disabled people and whānau achieve outcomes that are important to them. A new structure for Mana Whaikaha was implemented on 1 October 2020 to support improvement in the operational model to the benefit of disabled people and whānau. Advice has been provided to Ministers on the work required to move from demonstrations and pilots to national transformation of the disability support system. This advice was developed in partnership between officials from

the Ministry of Health and the Ministry of Social Development and representatives of the disabled community, through the Enabling Good Lives Governance Group and a Machinery of Government working group.

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

The Ministry of Health is seeking funding through Budget 2021 to support the national implementation of the transformation of the disability support system. If the Budget bid is not successful, the Ministry will need to develop an alternative plan for change within existing baselines.

Impacts on inequities

The evidence from the system transformation demonstration sites shows that system transformation can improve whole-of-life outcomes for tāngata whaikaha. Tāngata whaikaha in the Mana Whaikaha prototype affirmed that a kaupapa Māori approach to disability support services can help tāngata whaikaha and whānau to engage with disability support services. They also affirmed that a kaupapa Māori approach is a valid method for improving outcomes for tāngata whaikaha and their whānau, and a model for empowering all disabled people and their families and whānau.

Programme changes based on COVID-19 learnings.

Flexibility of disability supports is an important component of system transformation. Throughout the COVID-19 response, and particularly during Alert Levels 4 and 3, flexibility such as personal budgets supported disabled people and whānau to keep safe in their bubbles. Greater flexibility during the COVID-19 response allowed disabled people, families and whānau to buy things that would help them to achieve the purpose of the disability support, and to pay family members to provide support.

Next Steps

- Continue Mana Whaikaha, prototype of a transformed system in MidCentral DHB region, EGL Christchurch and EGL Waikato.
- Prepare advice to Cabinet on future transformed system
- Embed safeguarding practices
- Grow the leadership of disabled people within local communities to influence local decision making

Name of Agency	Ministry of Social Development		
Name of Work Programme	Supported Decision making		
Overall Status	Off track but low risks/issues		
Programme Summary	The development of resources for the community on supported decision making. It is recognised that the supported decision-making needs of those with learning and cognitive disabilities are different to those with mental health conditions. Supported decision making is recognised as one of the important practices for the effective delivery of the rights contained in the UNCRPD.		
Alignment	This aligns Outcome 4 and 7 of Disability Action Plan There are no IMM recommendations that this aligns with We are working with the Ministry of Health to develop one set of resources.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
No actions had been planned		All of Government accessibility work has delayed this programme and tasks	Off track but low risks/issues
Narrative			
During COVID, MSD in collaboration with People First and IHC advocacy produced a resource mainly for people and the decision they may face as they move down the COVID 19 levels. At the end of the year, a note was sent			

to all those who were part of the working group outlining the next steps. Since that time discussion has started with the Mental Health Foundation and Ministry of Health.

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

Making sure that there is a coordinated approach to the delivery of information.

Impacts on inequities

Relevant to all sectors and especially children. Looking at a median for the delivery of the message to children. Resources will be developed for Maori disabled and the Pacific community that is culturally appropriate.

Programme changes based on COVID-19 learnings.

Because of the time devoted to All of Government COVID 19 and the other programmes, work on this has not progressed as far as hoped.

Next Steps

The first step is contracting a person to review and edit the base document. This document will be a literature review including an outline of the principles underpinning supported decision making.

The second step would be establishing a group to look at the resources required and the most appropriate way to deliver those resources. This step includes agreeing the messages that would run through any resources and the format of delivery and how resources will be disseminated. This may include an online training module.

Outcome 8: Leadership

We have great opportunities to demonstrate our leadership.

Name of Agency	Office for Disability Issues (ODI)
Name of Work Programme	Nominations Database of disabled people for Government Boards/Advisory Groups
Overall Status	On track – with minimal risks/issues
Programme Summary	ODI hosts a database of disabled people who are interested in seeking positions on Government appointed Boards / Advisory Groups. ODI will work as a conduit between appointing agencies and disabled candidates to ensure more disabled people have access to self-nominate or be nominated for board and advisory group vacancies. ODI will also work with other relevant agencies towards improving the diversity of Government appointed Boards and Advisory Groups.
Alignment	<p>This work programme primarily aligns with the New Zealand Disability Strategy Outcome 8: Leadership. It also aligns with Outcome 2: Employment and economic security, Outcome 5: Accessibility, and Outcome 6: Attitudes.</p> <p>Neither the IMM Making Disability Rights Real report (June 2020), or the IMM Making Disability Rights Real in a Pandemic report (January 2021) include recommendations that specifically align with this work programme.</p> <p>However, if more disabled people are successful in securing positions on Government appointed Boards / Advisory Groups, it is more likely that over time, a disability perspective would be incorporated into the operations, products, services and supports that their Board / Advisory Group provide governance over or advice to.</p> <p>ODI works closely with the other population agencies who host nominations databases including; Ministry for Women (MfW), Ministry for Pacific Peoples (MPP), Office of Ethnic Communities (OEC), and to a lesser extent Te Puni Kōkiri (TPK). ODI is also connected with the Public Services Commission and many of the appointing agencies through MAGNET (Monitoring, appointments and governance network) including the Ministry of</p>

Business, Innovation and Employment, M(BIE), Treasury, Health, Education, Environment and the Department of Internal Affairs (DIA).

Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
1. Ongoing maintenance of the database and updates to ensure the data is current.	Ongoing	No major impacts	On track with minimal risks/issues.
2. Ongoing promotion of the database to government agencies who manage appointments to Boards/Advisory Groups.	Ongoing	No major impacts	On track with minimal risks/issues.
3. Build of new database tool based on Ministry for Women system once upgraded version is available.	On Hold	No major impacts	Off track but low risks/issues.
4. Ongoing provision of information to appointing government agencies about obligations under the United Nations Convention on the rights of Persons with Disabilities to provide disabled people with reasonable accommodations to enable their full and effective participation on government appointed Boards/Advisory Groups.	Ongoing	No major impacts	Off track but low risks/issues.
5. Undertake workshop with agencies, relevant governance & training organisations and stakeholders to establish a governance and training programme for population groups to improve opportunities for candidates to secure places on Government appointed Boards and Advisory Groups.	Completed	No major impacts	On track or ahead.

Narrative

- ODI continues to promote the nominations database of disabled people to appointing agencies, both through meetings with the appointing teams, and through MAGNET; the monitoring, appointments, and governance network. Some positive connections have been established (Action 2 above).
- In November 2020, ODI worked in collaboration with MfW, MPP and OEC to run three free trial Governance Fundamentals training sessions for 20 participants from our database members. These evening sessions were held in Auckland, Wellington and Christchurch and were facilitated by the Chief Executive of Governance NZ. Spaces were available for up to five candidates from each of the four agency nominations databases at each of the three locations. A total of 12 disabled people attended the three sessions. Feedback from the participants were that the sessions were useful. They expressed an interest in networking opportunities. Participants also suggested that connecting with a mentor who has worked on Boards would be very useful. We will seek further feedback from the participants in May 2021, asking if they have had any success on their governance journey and whether they feel that the training sessions helped (Action 5 above).

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

- ODI continues to work hard, within current capacity, to be as responsive to appointing agencies, the database candidates, or maintaining the database. This resourcing issue is similar across the other nominations database agencies, even when they have a team managing this work. We will consider if additional ODI time / resource is possible in 2021 (Action 1 above).
- Building the new database has been deferred until 2021 as ODI was advised to wait for major upgrades to the software used by Ministry for Women. The Nominations Database continues with the Survey Monkey to Excel spreadsheet system until purchase of the upgraded database is possible (Action 3 above).
- There is currently no consistent agreed mechanism to collect disability status of board members. So, although ODI will continue to promote the provision of reasonable accommodations, for individuals who require them, by all government agencies, it makes sense to focus on progressing the collection of disability data first. This work to collect data will be an action over the next one or two reporting periods as once the methodology is agreed ODI will seek a Cabinet mandate from the Appointments and Honours Committee to commence data collection (Action 4 above).

Impacts on inequities

Currently there are 132 individual disabled people registered with the ODI Nominations Database These people are made up of:

Gender:

- 64 (48.5%) disabled Women
- 68 (51.5%) disabled Men

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

- 17 (13%) Maori disabled
- 5 (4%) Pasifika disabled
- 10 (8%) 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 (11%) 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 currently registered on the database.

Programme changes based on COVID-19 learnings.

There are no planned changes to the programme due to learnings from COVID-19. Most of the work undertaken to run the Nominations Database is done online and can be continued if social distancing or contactless operations are required again in future.

Next Steps

Actions for 1 January to 30 June 2021:

ODI will continue with the ongoing maintenance and promotion of nominations database, and provision of information on reasonable accommodations where relevant (actions listed as numbers 1,2 and 4 in the table above).

ODI will continue to investigate options to move from the manual system ODI uses, to the database software used by MfW and other nominating agencies (Action 3 in the table above).

In May 2021, ODI will survey the attendees from the November 2020 Governance Fundamentals Training workshops asking how the training might have helped them on their governance journey. We will continue to work collaboratively with the other nominating agencies to decide on next steps to provide further support to our

database members in this governance space. We also aim to run a trial networking event for database members during this period (next phase of work following action 5 in the table above).

ODI will consult with the Disability Data and Evidence Working Group to confirm an approach for collecting disability status data from Government appointed Board and Advisory Group members, and then proceed with seeking the mandate to commence data collection from Cabinet (new action).

Actions beyond 1 July 2021:

Continue with the above ongoing actions.

Aim to commence collection of disability status of board members before the end of the 2021 calendar year if possible.

Provide further training opportunities for the ODI Nominations Database members to support them on their governance journey.

Cross-cutting: Disability data

Name of Agency	Ministry of Social Development		
Name of Work Programme	Disability Data and Evidence		
Overall Status	On track – with minimal risks/issues		
Programme Summary	<p>The adage if you aren't counted, then you don't count is very true. If government agencies are to be fully include disabled people into services, like any population group it is important to understand both what disabled use and their experience in using those services. This programme of work aims to get commitment from government agencies to including disability in its data collections processes. This has been highlighted as particularly important during a pandemic. Resources will be developed to assist government agencies. One area is advocating for the collection of both qualitative and quantitative research</p>		
Alignment	<p>This is aligned Outcome 8 – Leadership with the Disability Strategy.</p> <p>Recommendation 14, 7 and 24 are areas where the IMM has indicated the collection of disability data is particularly important.</p> <p>This work reports the Disability Data and Evidence Working Group DDEWG). The programme of work is managed by MSD.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status

Acceptance by the DDEWG of the programme of work.	Completed		Complete
Six monthly reporting to the Minister on progress Quarterly meetings of the DDEWG	Completed and ongoing		On track - with minimal risks/issues
Each workstream developing their work plans	Complete		Complete
Acquiring funding for the development of resources	Complete		Complete
Development of key messages Getting sign off by CEs agreement to the	Complete Letter sent and waiting on responses from CEs		On track - with minimal risks/issues
Narrative			
The development of a programme of work has helped to focus attention on how work across government can be progressed. There is still a lot of work required for agencies to understand the importance of administrative data and how that can be used as opposed to survey data. The development of the key messages and getting agreement to those key messages was an important step forward. Work will continue to get agencies who			

have not signed the commitment to understand their concerns. One important piece of work has been the development of the outcomes framework and identification of what is available and what is missing. This work has highlighted that there has been a lot of progress in the collection of data in the last 3 years. One area that is important is working with Research funding facilities to push for having both qualitative and quantitative research.

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

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

Impacts on inequities

This is a really important piece of work in identifying areas of inequity both to the general population and also to the non-disabled marginalised groups.

Programme changes based on COVID-19 learnings.

The lack of disability data highlighted the importance of collecting disability data. Meetings have been conducted via zoom because of travel restrictions.

Next Steps

In the next six months, it is hoped that work will start on the development of resources to support government agencies in their journey to include the collection of disability data. Disability data will be one of the areas that will be discussed between Papa Pounamu and the DPOs when they meet. Other important things that will happen are finalising the Enduring Questions; develop an action plan to increase research funding on disability data and evidence; further work on the outcomes framework; holding regular quarterly meetings of DDEWG to report progress.

Name of Agency	Ara Poutama Aotearoa, Department of Corrections		
Name of Work Programme	Data Collection (Ara Poutama Aotearoa)		
Overall Status	On track – with minimal risks/issues		
Programme Summary	Disability data based on the six Washington Group Short Set of Questions plus the four responses to each of the six questions will be added to our MedTech health data base and will form part of our Initial Health Assessment of all new people coming into prison from 01 April 2020.		
Alignment	<ul style="list-style-type: none"> • The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) – New Zealand is a signatory (30th March 2007) and ratified party (25th September 2008) of the United Nations Convention on the Rights of Persons with Disabilities. • The New Zealand Disability Strategy 2016-2026 represents New Zealand's approach for implementing the United Nations Convention on the Rights of Persons with Disabilities in the New Zealand context. • The Disability Action Plan 2019-2023 is the primary vehicle for implementing the Disability Strategy in New Zealand. • Treaty of Waitangi - The DPO Coalition and the New Zealand Disability Strategy created an expectation that work programmes in the Action Plans give effect to commitments to Te Tiriti will be crucial to the success of the Disability Action Plan 2019-2023. 		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Inclusion of Washington Group Short Set of Questions on disability into MedTech data base	On track to go live at all prisons during initial health assessment (IHA) for everyone coming to	Delay in original implementation date	<i>On track for completion to go live 01 April 2021</i>

	a prison commencing on 01 April 2021		
Narrative			
<p>The implementation of the introduction of a robust and internationally recognised data collection system into our MedTech (Health) data base will allow us to have a meaningful and clear set of disability definitions. This will help capture and understand how many people in our care within all our prisons have a disability, and for us to manage and support their individual needs.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
None identified or known as at January 2021.			
Impacts on inequities			
<p>Ara Poutama has a role and responsibility to respond to and ultimately aim to lower the proportion of Māori in our care to a level that matches the Māori share of the general population. Over 50% of the total prison population identify as Māori and by having data that can identify disability within the whole prison population that is able to be disaggregated by ethnicity, will allow us to respond in a culturally appropriate manner to Tāngata Whaikaha (Māori with disability).</p>			
Programme changes based on COVID-19 learnings.			
Delay only in date of implementation, now data collection going live 01 April 2021.			
Next Steps			
<ul style="list-style-type: none"> • There will be an audit of the data and the data collection process 3 months after going live, before 30 June 2021. • Develop a disability framework for people in our care, our Disability Action Plan. This framework will ensure that access to justice for disabled people is a core focus. The framework will aid the strengthening of support for disabled people in prison through ensuring that disability data is collected, individual needs are identified upon reception into prison, relationships with whānau and other support networks are supported during their time in prison and during their transition back into the community. This framework will align strongly with Hōkai Rangī, providing a holistic model of care and ensuring that wraparound support is provided from induction into prison, through until transition to the community. There will be a strong focus on whānau walking alongside people in our care. We aim to identify a framework by 31 March 2021. • A second workshop will be held in 03 March 2021 to build on our first workshop in June 2020 and will help to inform our pathway for disabled people within prison. 			

- Create and install new accessible signage at Community Corrections sites. Community Corrections sites currently have inconsistent signage. Work has started to create signs that are nationally consistent, and we aim to have a programme for installation in the third quarter of 2021.