

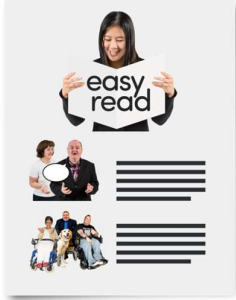
Draft New Zealand Disability Strategy 2026 to 2030

Part 4: Priority outcome areas and actions



Published: August 2025

Before you start











This is a long document.

Some things you can do to make it easier to read is to:

- read it a few pages at a time
- set aside some quiet time to look at it
- have someone read it with you to support you to understand it.



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On the next page there is a list of what you will find in this Easy Read.

You can use this list to find the parts you want to read the most.

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About this Easy Read



This Easy Read is the **priority outcome areas** and **actions** for the **draft New Zealand Disability Strategy 2026 to 2030**.



Here **priority outcome areas** are the things that are most important to work on in the New Zealand Disability Strategy 2026 to 2030.



Actions are things we will do as part of meeting a **goal**.



Here a **goal** means how we want things to be.



A **draft** is the first version of a document.



The **New Zealand Disability Strategy** tells the Government how to make things better for disabled people in Aotearoa New Zealand.



In this Easy Read the draft New Zealand Disability Strategy 2026 – 2030 will be called the **draft strategy**.

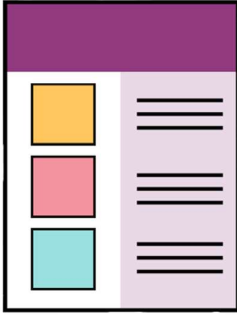


This Easy Read is by the Ministry of Disabled People – Whaikaha.



In this Easy Read when we say **Whaikaha** this means the Ministry of Disabled People – Whaikaha.

Where it says **we / our** this means Whaikaha.



There are 4 parts to the draft strategy which are:

- Part 1: Introduction to the strategy
- Part 2: Background of the strategy
- Part 3: Vision and principles for the strategy
- Part 4: Priority outcome areas and actions for the strategy.



You can find Easy Read information about all the Parts 1 to 4 at this website:

<https://shorturl.at/18ALN>



This Easy Read is Part 4: Priority outcome areas and actions for the strategy.



The parts we want **feedback** on are:

- Part 3: Vision and principles for the strategy
- Part 4: Priority outcome areas and actions for the strategy.



Feedback is telling us what you think of the ideas in the draft strategy.

There is Easy Read information about how you can have your say about the draft strategy.

The Easy Read is called:

Draft New Zealand Disability Strategy 2026 to 2030: Tell us what you think





You can find this Easy Read at:

<https://shorturl.at/18ALN>



You have until **28 September 2025**
to send in your feedback survey to
Whaikaha.

Priority outcome areas and actions



The 5 priority outcome areas in the draft strategy are:

- education
- employment / work
- health
- housing
- justice / law.



For each priority outcome area there:

- is a **goal**
- write up of what **success** means.



Here **success** is when something is working well.

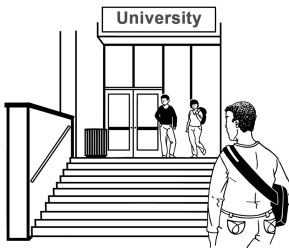


Each priority outcome area also has a set of **actions** the Government has said it will do.



We want feedback about what you think of these ideas.

Education



Education means school like:

- early childhood education like:
 - kindergartens / kindies
 - play centres
- primary or middle schools
- high schools / colleges
- tertiary education like:
 - universities
 - polytechnics
 - wānanga.



Goal for education

The goal for education is that every disabled **learner** can:

- go to school / places of learning
- take part at school / places of learning
- progress / develop as a person through their education
- achieve good things at the school or other place of learning they choose to go to.



Learners are people who go to school or other place of learning.

They are also called students.

What success in education means



1. Success in education means **educators** know how to plan for the **diversity** of learners.



Educators means:

- teachers
- people who support teachers in the classroom
- principals / heads of schools.



Diversity means different kinds of:

- people
- things different people need to live a good life.





2. Success in education means the education system expects learners to do the very best they can.



3. Success in education means **learning support** is given to learners:

- quickly
- in the best way possible.



Learning support means a disabled learner gets the things they need to do well at school like:

- a support person
- access to buildings
- learning aids like:
 - equipment
 - quiet space.

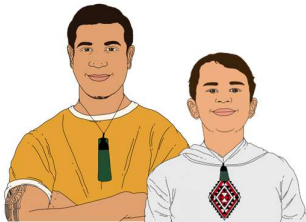


4. Success in education means working out if a learner needs learning support as early as possible.



5. Success in education means Kaupapa Māori / Māori schools have educators who know:

- Māori **culture**
- how to do learning support.



Culture is a way of:

- thinking that a group shares
- doing things as a group.



6. Success in education means the learning support system is easy to use for:

- educators
- whānau / families
- learners.

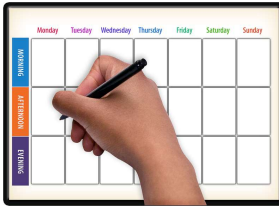


7. Success in education means **data** is collected to find out how well disabled learners are doing.



Data is information that shows what groups of people:

- are doing
- need.



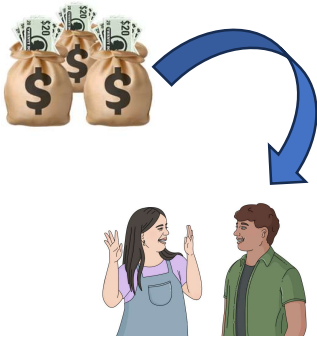
8. Success in education means disabled learners are supported for their needs at their school by good:

- organising
- planning.

9. Success in education means tertiary education providers like universities are supported to do their disability action plans.

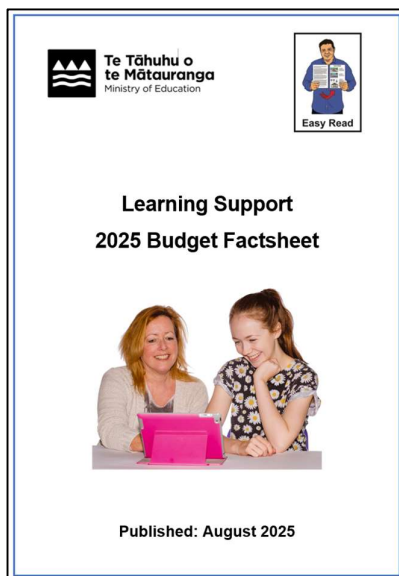


Government funding – Learning Support 2025 Budget



Here a **budget** is when the Government says:

- how much money it will spend in the coming year
- what it will spend the money on.



The Government put a lot of money into learning support in the 2025 Budget.

You can read more about the Budget in the Easy Read **Learning Support 2025 Budget Factsheet**.



You can find the Easy Read online at:

<https://tinyurl.com/5cncjs7u>

Education actions

1. Put money into early intervention services



Over 2 hundred and 50 million dollars will be put into **early intervention services**.



Early intervention services:

- look at how young children are doing
- work out what support they might need.



2. Make new ways to do support

New ways of doing things will be looked at for:

- **targeted support**
- **specialised support.**



Here **targeted support** is learning support for:

- 1 person
- a small group of people with the same needs.



Here **specialised support** is learning support for disabled learners that fits what they need well.

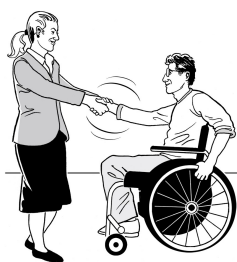


Wait times for this support will also be made shorter.



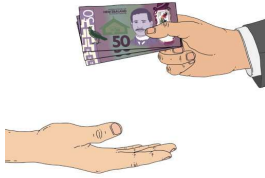
This will be done using:

- private providers like businesses
- non-governmental organisations / NGOs.



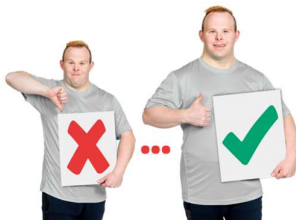
A non-governmental organisation / NGO:

- does not always make money
- does work that supports people
- is not part of the Government.



3. Make improvements to the learning support system

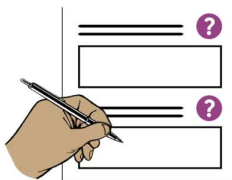
Improvements will be made by funding a **learning support coordinator** for all schools with students from Years 1 to 8.



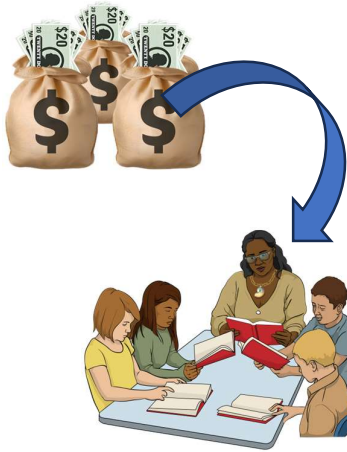
Improvements means making things better.



A **learning support coordinator** is someone who organises all the learning support at a school.



Improvements will also be made by making it easier to apply for learning support.



4. Put money into more learning support classrooms

This will give more choice so that parents / whānau can find the right support their child needs.



5. Work with Whaikaha to improve teacher training

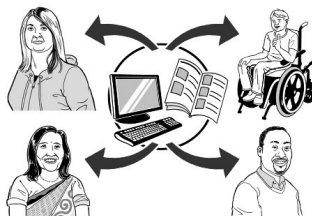
Work with Whaikaha to create ways to improve / make better:

- teacher training
- guidance / advice.



This will give teachers better ways to support disabled learners.

6. Work with Whaikaha to improve accountability of schools



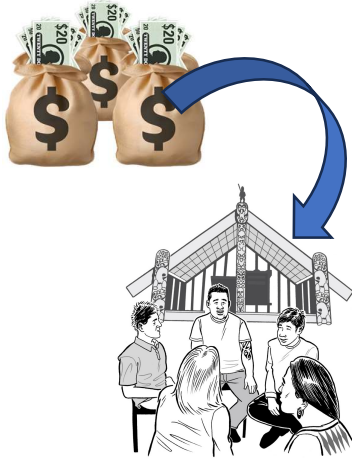
Accountability means doing things in a responsible way including:

- doing what was promised
- fixing problems as soon as possible
- making sure people have all the information they need.



This will be done through reports on how well disabled learners are:

- learning
- achieving.



7. Support Kaupapa Māori / Māori schools to give very good education

This will be done through using money in the budget for education.



This will make sure disabled ākonga / disabled Māori learners get what they need.



8. Work with Whaikaha to find new data on disabled learners



This will support finding the right information about disabled learners.



9. Keep checking how disability action plans are being put in place in tertiary education



The Tertiary Education

Commission / TEC has a way to watch how disability action plans are put in place at schools.



The Tertiary Education

Commission / TEC will work with disabled student groups to figure out how to do this.

Employment / work



Employment means:

- working for money
- having a job.



Goal for employment

Disabled people will have the chance to get important employment in the same way as non-disabled people.



Disabled employees will be **valued** as much as non-disabled employees.



Here **valued** means being seen as an important part of the workplace.



Employers will create workplaces that are:

- **accessible**
- **inclusive.**



Employers are people who pay other people to work for them.



Here **accessible** means disabled people having what they need to be able to:

- use something
- do something.



Here **inclusive** is where everyone feels welcomed.



What success in employment means



1. Success in employment means working in ways that let someone have a good work life.



Disabled people will have the same chances as non-disabled people for **meaningful work**.



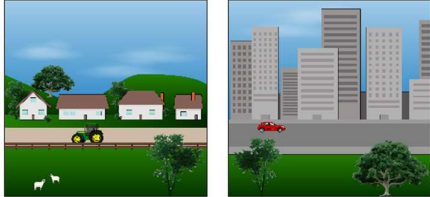
Meaningful work is work that does something important like:

- making new things
- supporting people
- making our communities better.





2. Success in employment means disabled people will work in all kinds of jobs / roles.

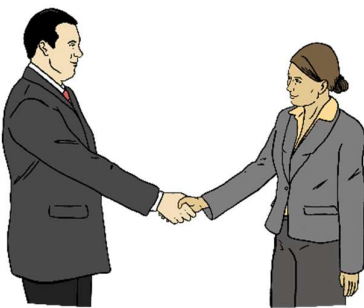


Disabled people who live in different kinds of places will still do well in their work.



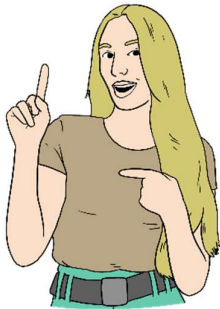
3. Success in employment means disabled people will have access to:

- supports
- things that work for them.



Disabled people will believe that their employers:

- can meet their needs
- know they can do good work.



4. Success in employment means disabled people will have more:

- money
- **dignity**
- **self-determination**
- choice.

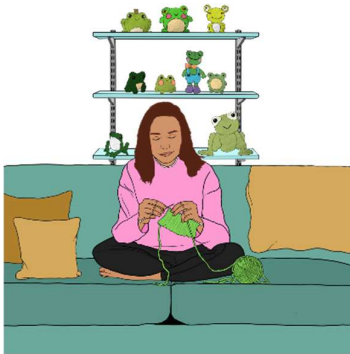
Dignity means the right to be treated well by other people.

Self-determination means that disabled people have control over their own lives.

Better work for disabled people will make other areas better like:

- health
- housing.

Employment actions



1. Give information to support disabled people to have jobs that work for them

We need to have accessible information for disabled people to find / follow pathways that lead to jobs that match their:

- skills
- interests.

2. Make sure specialist employment supports are working to make employment better

Specialist employment supports are supports for disabled people to make it easier for them to work.



To do this we need to work with disabled people to find out what is working for them.

3. Create mentorship programmes



We need to create **mentorship programmes** to connect disabled people with:

- disabled people doing well at work
- employers.



A **mentorship programme** is where a person who has been successful in something guides other people in doing the same thing.



These mentorship programmes will offer support / guidance in growing the careers of disabled people.



To create these mentorship programmes we will work with:

- disabled people
- employers
- **employer networks.**



Employer networks are groups of employers that work together towards a goal they share.



We need to work with businesses / employers to build their:

- disability confidence
- capability which means being able to do something.

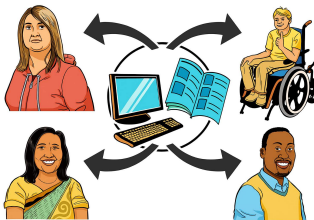


4. **Create a place employers can get information / support to employ disabled people**

We need to build a place for employers to access:



- information about employing disabled people
- resources to support employing disabled people
- success stories of employing disabled people
- other information.





5. Make employment more accessible / inclusive

We need to make sure jobs / workplaces are designed to:

- include disabled people
- have **flexible working arrangements**
- offer **reasonable accommodations**.



A flexible working arrangement is when the plan for how / when someone is going to work is made to work well for them like:

- starting work later in the morning
- working some days from home.



A reasonable accommodation is making changes to something so disabled people can do things like:

- work
- get information
- use services.

Reasonable accommodations might include:

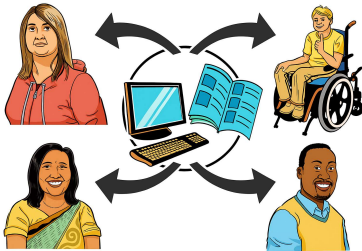
- having a different kind of chair at work
- being allowed to wear headphones to block out noise.

We also need to be able to check that workplaces are accessible.



6. Start an awareness campaign about employing disabled people

We need to start telling everyone about:



- information about accessibility for:

- employers

- employees

- reports / things we have found out

- the good things that have happened because of disabled people working.



Health

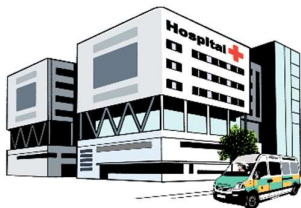


Health means being well in our:

- bodies
- minds.



The health system works to support people to keep well.



The health system includes things like:

- hospitals
- medical centres / family doctors
- dentists
- pharmacies.



Goal for health

The goal is for disabled people to have the best:

- health
- **wellbeing.**



Wellbeing means you can live a good life.

Wellbeing is about what is important to you.



This will mean disabled people being able to make decisions about the healthcare they need for:

- themselves
- their whānau / families.



What success in healthcare means



1. Success in health for disabled people is when the health system works to make their lives better so they can:

- **thrive**
- grow
- enjoy their lives.



Here **thrive** means disabled people can:

- live good lives
- do the things they want to do.





2. Success in health for disabled people is when they have **self-determination**.



Self-determination means that disabled people have control over their own lives.



This means disabled people have:

- have choice and control over their own healthcare
- are given the information to make good decisions about their own health
- they are listened to.





3. Success for tāngata whaikaha Māori / Māori disabled people is when they are supported through **te ora o te whānau** by:



- understanding Māori are part of a bigger group
- understanding whānau / family are part of making their healthcare decisions
- making sure health decisions are about what the person wants.



Te ora o te whānau means the health of whānau / family.



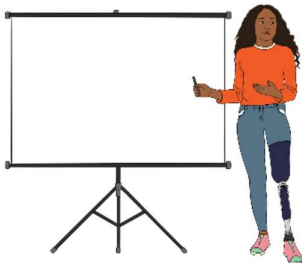
4. Success in health for disabled people is when there is a health system that is:

- accessible – people can use it easily
- equitable – people can get support from services just like everyone else
- inclusive – everyone can use the services.



The people working in the health system need to:

- understands the disability community
- have training about how to work with disabled people.





5. Success in health for disabled people is when important data is collected about disabled people like:



- how they use the health system
- how many disabled people use the health system
- what they think about their experiences when using the health system.



Having this information will support the Government to make a health system that works for disabled people.



6. **Nothing about us without us** - disabled people should be part of decisions about making the health system better for disabled people.



Nothing about us without us is an important saying that is used in the disability community.



It means disabled people should be part of all decisions about them.



This includes decisions about:

- their own healthcare
- changes to the health system.

Health actions



1. Review / look at the health system to make it work better for disabled people



All parts of the health system need to work for disabled people.



To do this we need to make sure the way something is done is accessible for disabled people.

We want disabled people to take part in making decisions about their own healthcare by using:

- **self-determination**
- **supported decision making.**





Self-determination means that disabled people have control over their own lives.



Supported decision making is when a disabled person is supported to make decisions about their own life.



2. Make sure the healthcare workforce knows how to support disabled people

This will support healthcare providers to provide healthcare services that:

- include disabled people
- work for people from different cultures
- are easy to use.





3. Support disabled people to work in the health system

Disabled people should get the chance to learn new skills so they can work in the health system.



This will mean disabled people learning new skills to be able to do these jobs.



We want to see more disabled people working in all parts of the health system.

4. Get more information about disabled people



More information needs to be collected about disabled people to make the health system better.

It is important to find out:

- how disabled people use the health system
- if the health system is working for disabled people
- how disabled people think the health system can be made better.



5. Put access needs in the National Health Index



Disabled people should be able to say what their access needs are on their **National Health Index**.

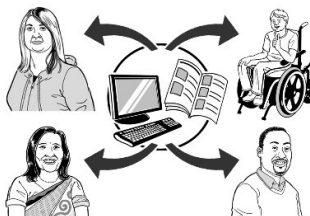


NHI 1234567

The **National Health Index** is:

- a number given to each person using the health system in New Zealand
- also called the NHI number.

Each person has a different NHI number.



Doing this will support information about access needs being shared easily between health providers.

Housing

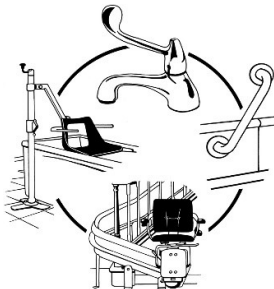
Goal for housing



The goal for housing is for disabled people to have a home that is:



- affordable / does not cost too much money
- healthy
- secure which means:
 - they can live there for a long time
 - safe to live there
- accessible
- good for what they need.



What success in housing means



1. Success in the housing means:

- there is a choice of good houses
- disabled people can choose:
 - where they live
 - who they live with.



2. Success in the housing means:

- there are enough houses for everyone
- the houses are accessible.



3. Success in the housing also means disabled people:



- can stay a long time in their home
- can move when they want to
- do not have to wait a long time to find a house if they need it after leaving hospital.



4. Success in the housing means the people who build houses:

- know what accessibility disabled people need
- build houses that are accessible.





5. Success in the housing means the community where people live is planned out to be accessible.



This is so disabled people can easily:

- get around their local area
- use services like libraries
- use transport like buses.





6. Success in the housing means good housing gives disabled people better:

- physical health which is health to do with your body
- mental health which is health to do with your mind
- family health
- safety from being:
 - treated badly
 - hurt.



Housing actions



1. **Make clear definitions / meanings of accessible homes.**

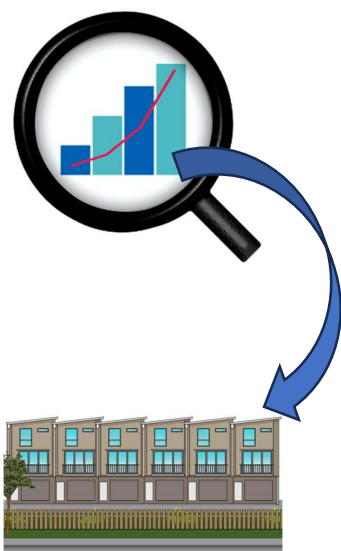
Information about these definitions / meanings will be put out so everyone knows about them.



2. **Make better data matching**

Make better **data matching** between:

- disabled people
- and
- **social housing.**





Here **data matching** means:

- looking at information
and
- finding the people the information is important to.



Social housing is homes people can rent from:

- the Government
- a community organisation that works to make sure people have somewhere to live.



Better data matching will mean disabled people will be able to get the accessible homes they need.

3. Find the barriers to having more accessible housing



Barriers are things stopping disabled people being able to do / access what they need.

Look at:

- what barriers might be in the way of making more accessible houses

and

- work out ways to take away those barriers.



4. Review the system of changing houses



Review / look at:

- the system of changing houses to make them more accessible like having ramps / handrails

and

- think about ways to make the system better.



5. Get data every year about what homes disabled people need

The data will be **compared** to what kinds of houses are being built.





Compare means looking at information from different places to find out if things are:

- different
- the same.



This information will be used to tell house builders that they should make more accessible housing.



6. Make guidance for accessibility in homes

The guide would be:

- voluntary / used only if the builder wants to
- used across the country.



Justice / law



Justice is:

- to do with the **law**
- about being treated fairly
- when your **human rights** are protected.

A **law** is a rule made by the Government that everybody must follow.



Human rights are things that the law says every person should:

- have
- be able to do.

Rights are things like:

- being treated fairly
- being safe.



The justice system includes things like the:

- police
- courts
- prisons.





Goal for justice

The goal is for disabled people to:

- have things protected like their:
 - rights including disability rights
 - freedom
- be treated fairly by the justice system
- get the right support to use the justice system
- be able to work in the justice system
- be included in decisions about making the justice system better for disabled people.

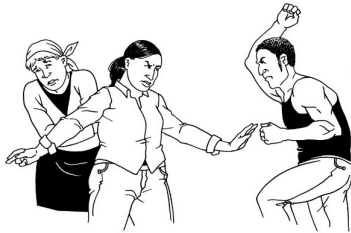




What success in justice means

1. Success in justice is when disabled people are safe from:

- **abuse**
- **neglect**
- **violence.**



Abuse is when a person treats another person badly / hurts them.



Neglect is when someone is not given the:

- care they need
- things they need like food.



Violence is when someone hurts another person such as by hitting / kicking them.



2. Success in justice is when disabled children / young people have the support that stops them from being in:

- **care and protection** places
- the justice system.



Care and protection places are where young people aged from 12 years to 16 years live when it is not safe for them to live at home.



3. Success in justice is when disabled people / young people have the support they need in each part of the justice system.



4. Success in justice is when disabled people who are charged with breaking the law but unable to **stand trial** are treated fairly under the **New Zealand Bill of Rights Act**.



Stand trial means going to court to answer questions about laws a person may have broken.

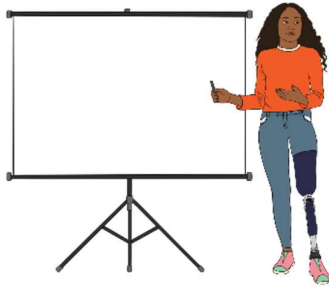


The **New Zealand Bill of Rights Act** is a law that protects the rights of everyone in New Zealand.

Some people may not be able to stand trial because they:

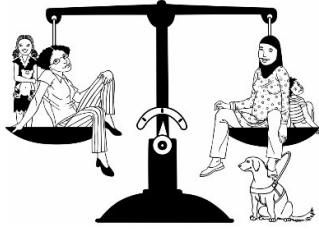
- have a disability
- are not able to understand what is happening in court
- are not able to make legal decisions for themselves.





5. For the justice system to work well for disabled people it needs the people working in it to:

- understand the different groups in the disability community
- have training about how to work with disabled people
- know how to support disabled people
- include disabled people.



6. Success in justice is when disabled parents using **family justice services**:

- can use the services just as well as non-disabled parents
- get the support they need.



Family justice services are about things like:

- where a child will live when their parents separate / divorce
- **adoption.**



Here **adoption** is when a person or a couple become the parents of a child they have not given birth to.

Justice actions



1. **Put in place ways to keep disabled people safe when they are living in a place of detention.**

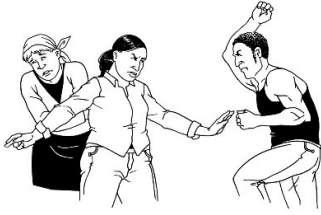


Places of detention are places where somebody:

- lives
- cannot leave when they want to.

They can be places like:

- prisons
- youth justice residences
- Disability Support Services residential facilities / places.



It is important that when disabled people are living in places of detention they:

- are kept safe from harm
- have their access needs met
- are able to tell others when they are worried about something.



2. Do a project with different government agencies to look at what disabled people experienced when they are victims of crime.



Victims of crime are people who have a crime done to them.

A **crime** is when the law has been broken.



The project includes looking at what it is like for disabled people in residential / secure accommodation.



The project would also look at what disabled people experience when it comes to **cyberbullying**.



Cyberbullying is when a person or group of people say things online to hurt someone.



3. Make plans to stop disabled children / young people from being in the youth justice system.



Finding out ways to support disabled children / young people early will mean they are less likely to be in the youth justice system.



4. The Law Commission is looking at a law called the **Criminal Procedure (Mentally Impaired Persons) Act 2003.**



The **Law Commission** is an organisation that:

- looks how well laws work
- tells the Government how to make the law better.



They want to find out if this law works with other laws like the:

- Intellectual Disability (Compulsory Care and Rehabilitation) Act 2003
- Mental Health (Compulsory Assessment and Treatment) Act 1992.





5. Look at ways to better protect disabled people in family law

If time allows start to look at what is working to protect disabled people in the family justice system.



An important thing to look at is what is in place to support disabled people like:



- supported decision-making
- information in alternate formats like Easy Read or Braille
- making sure there are no barriers stopping disabled people from taking part in the family justice system.



6. Think about what disabled people need when making plans with other government services about family violence



Disabled people should be free from harm.



Disabled people are more likely than non-disabled people to be hurt by family violence.

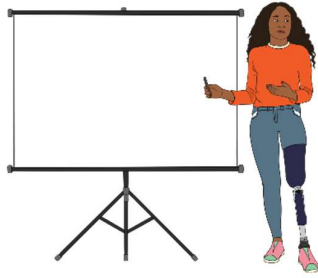


It is important to find ways to stop disabled people being hurt by family violence.

To do this government agencies should work with:



- disabled people
- other government agencies.



7. Put in place a plan to make the people who work in the justice system understand how to support disabled people

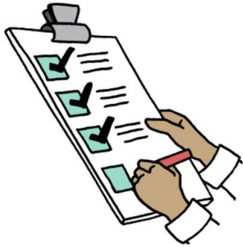


The people working in the justice system should:

- include disabled people
- understand how to support disabled people
- get training on how to support disabled people
- understand what they need to do to make services **accessible** to disabled people
- understand what accessibility means for disabled people.



How we will check how we are going



Whaikaha will check how things are going with the new strategy.



This is so we can make a report to Parliament every year.



We will check how things are going with the new strategy with:

- reports
- **indicators.**



Here **indicators** mean information that shows how something is going.

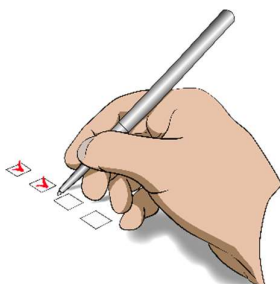


Reports

We will ask government agencies to give us reports.



The reports will be about how things are going with the actions they are working on.



Indicators

We have come up with indicators that will show if things are getting better for disabled people.



The indicators will show if the strategy makes things better for disabled people.



We will put the indicators on a website.



The website will show how things are going with the:

- goals of the strategy
- outcomes of the strategy.



This information has been written by the Ministry of Disabled People – Whaikaha.



It has been translated into Easy Read by the Make it Easy Kia Māmā Mai service of People First New Zealand Ngā Tāngata Tuatahi.



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