

18pt



New Zealand Disability Strategy Implementation— 5 Year Roadmap, as at February 2026

Adapted in 2026 by Accessible Formats Service,
Blind Low Vision NZ, Auckland

Transcriber's Note: The logo at the top of the page is:
Whaikaha—Ministry of Disabled People.

New Zealand Disability Strategy Implementation—5 Year Roadmap, as at February 2026

This Roadmap gives a high-level schedule of the work against the 34 actions in the New Zealand Disability Strategy 2026–2030.

During the calendar year 2026:

- 13 actions will be implemented (delivered or started)
- 6 actions will be developed
- 12 actions will be scoped (planned).

Work on a further 3 actions is scheduled to start in later years.

Action Number: Education 1

Action description:

Put \$266 million into early intervention services, so children's learning support needs are identified earlier, and families don't have to wait as long for support.

Agencies involved:

Lead: Ministry of Education

Support: Various non-government organisations, alternate providers

2026 stage of action: Implementing

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Education 2

Action description:

Look at new ways to provide targeted and specialist learning support, including working with private providers and community organisations to reduce wait times.

Agencies involved:

Lead: Ministry of Education

Support: Various non-government organisations, alternate providers

2026 stage of action: Scoping, development and implementation

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Education 3

Action description:

Improve the learning support system so it is easier for educators, families and learners to use by:

- funding a Learning Support Coordinator for all schools with learners in Years 1–8
- making application processes for learning support easier.

Agencies involved:

Lead: Ministry of Education

2026 stage of action: Implementing

2027 stage of action: Implementing

2028 stage of action: Implementing

2029 stage of action: Implementing

2030 stage of action: To be confirmed

Action Number: Education 4

Action description:

Invest funding into more specialist school satellite classrooms to provide choice for parents.

Agencies involved:

Lead: Ministry of Education

2026 stage of action: Scoping, developing and implementing

2027 stage of action: Implementing

2028 stage of action: Implementing

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Education 5

Action description:

Work with the Ministry of Disabled People—Whaikaha (Whaikaha) to develop improvements in teacher training that support teachers to meet the needs of disabled students.

Agencies involved:

Lead: Ministry of Education

Support: Whaikaha

2026 stage of action: Scoping and developing

2027 stage of action: Developing

2028 stage of action: Implementing

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Education 6

Action description:

Work with the Ministry of Disabled People—Whaikaha to look for ways to improve accountability for schools and school boards by reporting on learning and achievement outcomes of all disabled learners.

Agencies involved:

Lead: Ministry of Education

Support: Whaikaha, Stats NZ

2026 stage of action: Developing and Implementing

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Education 7

Action description:

Use existing funding to support Kaupapa Māori settings to access tools, knowledge and skills so they can meet the needs of their disabled ākonga (students) with high quality programmes.

Agencies involved:

Lead: Ministry of Education

Support: To be confirmed

2026 stage of action: Implementing

2027 stage of action: Implementing

2028 stage of action: Implementing

2029 stage of action: Implementing

2030 stage of action: Implementing

Action Number: Education 8

Action description:

Work with the Ministry of Disabled People—Whaikaha to look for ways to identify disabled learners in education data so their needs and progress are better understood.

Agencies involved:

Lead: Ministry of Education

Support: Whaikaha

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Education 9

Action description:

The Tertiary Education Commission (TEC) will continue monitoring provider progress on implementing their Disability Action Plans. The TEC will consult with disabled student representative groups including the National

Disabled Students' Association on how this function is implemented.

Agencies involved:

Lead: Tertiary Education Commission

Support: Ministry of Education

2026 stage of action: Implementing

2027 stage of action: Implementing

2028 stage of action: Implementing

2029 stage of action: Implementing

2030 stage of action: Implementing

Action Number: Employment 1

Action description:

Put information and guidance that helps disabled people to identify and match their skills and interests with job pathways in one place and make it accessible. This should include guidance for disabled people leaving school or education.

Agencies involved:

Lead: Whaikaha (scoping phase only)

Leads for subsequent phases: To be confirmed

2026 stage of action: No action

2027 stage of action: Scoping

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Employment 2

Action description:

Review specialist employment supports, consulting with disabled people, to improve employment outcomes.

Agencies involved:

Lead: Ministry of Social Development

Support: Whaikaha

2026 stage of action: Developing and implementing

2027 stage of action: Implementing

2028 stage of action: Implementing

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Employment 3

Action description:

Work with disabled people, employers and employer networks to create mentor programmes – so disabled people can get career support from disabled professionals or employers.

Agencies involved:

Lead: Whaikaha

Support: New Zealand Disability Employers' Network, Business New Zealand

2026 stage of action: Scoping, developing and implementing (pilot)

2027 stage of action: Implementing (full)

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Employment 4

Action description:

Work with disabled people and support providers to create a repository of resources. The resources will include

knowledge, success stories and practical information – helping employers and employer networks support disabled people.

Agencies involved:

Lead: Whaikaha

Support: New Zealand Disability Employers' Network, All Is For All

2026 stage of action: Implementing (website [One in Six | 1 in 6 NZ - One in Six - Disability Employment Hub](#))

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Employment 5

Action description:

Work with disabled people, their whānau and supporters, employers and employer networks, to promote and enable the design of jobs and workplaces for disabled people.

This means: inclusion of disabled people; flexible working arrangements and reasonable accommodations; and assessing workplace accessibility. Government agencies

should lead by example in the employment of disabled people.

Agencies involved:

Lead: Whaikaha

Support: Public Service Commission

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Employment 6

Action description:

Create an awareness campaign for employers and employees. The campaign will include guidance on accessibility and inclusion, data and reports, and will highlight the positive impact of disabled people on workplaces.

Agencies involved:

Lead: Whaikaha

Support: New Zealand Disability Employers' Network, All Is For All

2026 stage of action: Developing and implementing

2027 stage of action: Implementing

2028 stage of action: Embedding

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Health 1

Action description:

Review and improve policies and practices, so the health journey is equitable, accessible, and inclusive. This review will cover all interactions with the health system:

communication, information, technology, decision-making, service design and delivery, and the built environment.

Self-determination will be key, including making sure tools for self-determination and supported decision making are standard practice in healthcare—especially for people with different communication, cognitive or psychosocial needs.

Agencies involved:

Lead: Health New Zealand

Support: Ministry of Health, Whaikaha

2026 stage of action: Developing (New Zealand Health Plan), Scoping (New Zealand Disability Strategy priorities)

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Health 2

Action description:

Train the health workforce to deliver services that are inclusive, culturally safe, and easy to navigate. This includes:

- Increasing disabled people throughout the health and disability workforce. This can be done through recruitment and workplace policies, inclusive and accessible work environments, and career development.
- Embedding disability responsiveness and lived experience in workforce training and ongoing professional development.

Agencies involved:

Lead: Health New Zealand

Support: Whaikaha, Ministry of Health (To be confirmed—only in case of any legislative scope components), Education, Health and Community Industry Skills Board (via Tertiary Education Commission)—to be confirmed

2026 stage of action: Implementing (New Zealand Health Plan), Scoping (New Zealand Disability Strategy priorities)

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Health 3

Action description:

Build disabled people's skills and knowledge to take up health system roles. Government agencies will find ways to build disabled people's capability for health system design, consultation, monitoring, leadership, and advisory and governance roles.

Agencies involved:

Potential co-leads: Ministry of Health and Health New Zealand—to be confirmed following scoping

Support: Education, Health and Community Industry Skills Board (via Tertiary Education Commission)—to be confirmed, Whaikaha—Ministry of Disabled People

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Health 4

Action description:

Identify disabled people in national health data. This will make disabled people more visible in the health system, so population health outcomes can be monitored better, while ensuring information security, privacy and protection.

Agencies involved:

Leads: Ministry of Health (policy phase); Health New Zealand (implementation phase)

Support: Whaikaha, Stats NZ—To be confirmed

2026 stage of action: Developing

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Health 5

Action description:

Put a system in place so disabled people can record their accessibility needs against their National Health Index (NHI) number. Recording people's accessibility needs will mean those needs can be easily shared with health providers. Disabled people will not have to repeat their needs to providers, and providers will be better able to meet those needs. This work will be guided by disability community expectations and data sovereignty.

Agencies involved:

Lead: Health New Zealand

Support: Ministry of Health, Whaikaha, Stats NZ—To be confirmed

2026 stage of action: Scoping and developing

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Housing 1

Action description:

Develop, consult on and promote clear definitions of accessible homes. These will describe key features of different levels of accessibility (for example, from basic universal design through to fully accessible).

Clear definitions of accessible homes can support the development of voluntary guidelines for accessibility for residential dwellings (housing action 6).

Agencies involved:

Lead: Whaikaha—Ministry of Disabled People

Support: Ministry of Business, Innovation and Employment, Ministry of Housing and Urban Development, Kāinga Ora.

2026 stage of action: Scoping and developing

2027 stage of action: Implementing

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Housing 2

Action description:

Improve data matching between disabled people and social housing properties with appropriate accessible features that meet their needs. This will help ensure disabled people and their whānau are prioritised to accessible properties.

Data matching will identify disabled people's housing needs and social housing that meets those needs. This is particularly important for those with high and/or complex needs. Data collected could inform future investment in the supply of social housing.

Agencies involved:

Leads: Ministry of Social Development

Support: Ministry of Health, Whaikaha, Ministry of Housing and Urban Development, and Kāinga Ora.

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Housing 3

Action description:

Identify any barriers to increasing supply of affordable, accessible houses in the private market and investigate how these barriers could be removed.

Understanding barriers to the supply of accessible housing will help target potential interventions to improve supply.

Agencies involved:

Lead: Ministry of Housing and Urban Development

Support: Ministry of Business, Innovation and Employment, Whaikaha

2026 stage of action: Scoping

2027 stage of action: Developing

2028 stage of action: Developing

2029 stage of action: Report

2030 stage of action: To be confirmed

Action Number: Housing 4

Action description:

Review the housing modification system and look at ways to improve it. Making the housing modification system

more efficient could reduce current problems:
inaccessibility of homes, increased costs and health and safety issues for disabled people, whānau and carers.

Agencies involved:

Lead: Ministry of Social Development

Support: Whaikaha, Kāinga Ora—to be confirmed, Oranga Tamariki—to be confirmed, ACC—to be confirmed

2026 stage of action: Developing and Implementing

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Housing 5

Action description:

Collect and publish annual data on disabled people's housing needs, to compare with the housing being built in each region. This could help encourage the housing market to produce more accessible housing.

This will help to fill the gap in data on accessible housing and raise the profile of the demand for accessible homes.

Data can also be used to measure progress in increasing the supply of accessible housing.

Agencies involved:

Lead: Whaikaha

Support: Ministry of Housing and Urban Development, Ministry of Business, Innovation and Employment, Ministry of Social Development.

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Housing 6

Action description:

Develop voluntary national guidelines on accessibility for residential dwellings. Guidelines would be based on the definitions for accessible homes in housing action 1 and would set out best practice guidance for how to build accessible homes.

Agencies involved:

Lead: Ministry of Business Innovation and Employment

Support: Whaikaha, Ministry of Housing and Urban Development, Kāinga Ora

2026 stage of action: No action

2027 stage of action: No action

2028 stage of action: Scoping

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Housing 7

Action description:

Review the social housing system, including considering the diverse needs of disabled people and how these could be addressed.

Agencies involved:

Leads: Ministry of Social Development, and Ministry of Housing and Urban Development

Support: Whaikaha

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Justice 1

Action description:

Implement a safeguarding framework for disabled people in long-term detention settings (such as prisons and youth justice residences) and Disability Support Services funded residential facilities. The framework will include preventing, reporting, responding, and safely removing disabled people from abusive situations.

Agencies involved:

Lead: To be confirmed following scoping

Support: Department of Corrections, Oranga Tamariki, Ministry of Social Development, Whaikaha, Police

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Justice 2

Action description:

Carry out a cross-agency project to fix gaps in information about disabled people's experiences of crime. This will include disabled people in residential and secure facilities, and issues like cyberbullying.

Agencies involved:

Lead: To be confirmed following scoping

Support: Whaikaha, Ministry of Social Development, Department of Corrections, Ministry of Justice, Police

2026 stage of action: No action

2027 stage of action: Scoping

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Justice 3

Action description:

Develop a social investment plan for early intervention and support, to reduce disabled children and young people entering the youth justice system.

Agencies involved:

Lead: To be confirmed following scoping

Support: Oranga Tamariki, Ministry of Social Development,
Whaikaha—Ministry of Disabled People

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Justice 4

Action description:

The Law Commission has been asked to review the Criminal Procedure (Mentally Impaired Persons) Act 2003 (CPMIP). This review is expected to look at the interface of the CPMIP with other relevant legislation, such as the Intellectual Disability (Compulsory Care and Rehabilitation) Act 2003 and Mental Health (Compulsory Assessment and Treatment) Act 1992.

Agencies involved:

Lead: Ministry of Justice

Support: Whaikaha

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Justice 5

Action description:

Review, as work programmes allow, protections for disabled people in family law, including adoption, guardianship and personal property rights.

Reviews will consider where stronger provisions or support are needed, supported decision-making, and using plain language in key justice sector legislation and processes.

Reviewing human rights legislation, including whether additional protections against discrimination are needed, should also be considered as work programmes allow.

Agencies involved:

Lead: Ministry of Justice

Support: Whaikaha—Ministry of Disabled People

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Justice 6

Action description:

Weave understanding from safeguarding approaches for disabled people into the multi-agency responses to family violence. This includes training the workforce to make sure disabled people experiencing violence and abuse receive a safe, coordinated response centered on their needs.

Agencies involved:

Lead: Centre for Family Violence & Sexual Violence Prevention

Support: Whaikaha, Ministry of Social Development, other agencies involved in the Centre's multi-agency work programme

2026 stage of action: Scoping and developing

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed

Action Number: Justice 7

Action description:

Create a plan to train the justice sector workforce so it is more disability competent, including Deaf cultural competence and using mana and trauma informed practices. This plan will increase disabled people in the workforce and consider mandatory professional standards.

Agencies involved:

Lead: To be confirmed following scoping

Support: Police, Department of Corrections, Ministry of Justice, Oranga Tamariki, Whaikaha

2026 stage of action: Scoping

2027 stage of action: To be confirmed

2028 stage of action: To be confirmed

2029 stage of action: To be confirmed

2030 stage of action: To be confirmed.

End of New Zealand Disability Strategy

Implementation—5 Year Roadmap, as at February 2026