

# **Draft Six-Monthly Report on the New Zealand Disability Action Plan (2019-2023)**

**For the period covering**

## **January to June 2022**

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## New Zealand Disability Action Plan 2019 – 2023: Executive Summary for the fifth progress report January to June 2022

The [Disability Action Plan \(DAP\) 2019–2023](#) aims to improve the wellbeing of disabled people through 29 work programmes aligned with the [New Zealand Disability Strategy 2016-2026](#). 12 government agencies are responsible for work programmes in the plan. Of this:

- 28 work programmes are overseen by individual agencies
- one work programme is an across-government commitment to improving disability data and evidence.

To monitor the DAP’s progress, the Office for Disability Issues (ODI) has historically managed six-monthly reporting. On 1 July 2022, ODI was integrated into Whaikaha – Ministry of Disabled People. This is the first DAP progress report managed by Whaikaha, and the fifth progress report to be produced.

This report covers the period January to June 2022. Whaikaha would like to apologise for the late publication of this report. This was due to several factors, including a very hectic 2022 for Whaikaha and the Disabled People’s Organisations (DPO) Coalition, and new reporting processes.

2022 saw the first Independent Monitoring Mechanism (IMM) domestic forum on the rights of disabled people in New Zealand, the formation of Whaikaha, and New Zealand’s second examination in front of the United Nations Committee on the Rights of Persons with Disabilities (UN Committee).

Progress on the 29 work programmes is recorded as follows:

**Table One – Progress Rating for the 5th Round of the Disability Action Plan**

Report Status	Number of reports
On track or ahead	7
On track with minimal risks	14
Off track with low Risks	5
Off track with significant Risks	3
Total	29

Agency reports are tracking well, and agencies are maintaining their good work since the July to December 2021 progress report.

- 21 (72%) work programmes were recorded as being on track, or on track with minimal risks/issues.

8 (28%) work programmes were off track (not meeting targets set for the six-month reporting period).

- 5 (17%) work programmes were off track with low risk,
- 3 (10%) work programmes were significantly off track.

This progress is an improvement on the last report, where five work programmes were significantly off track.

The ongoing impact of COVID-19 on people and services was the most common reason cited for work programmes not running to schedule. The DPO Coalition has expressed the opinion that agencies have had two years to deal with COVID-19, and that systems should be in place to ensure the continuation of work even if an agency is experiencing issues.

While the quality of the reports has improved greatly over the last two years, some agencies could improve their reporting by:

- focusing their reporting on the actions set out in their DAP work programme
- closely following the reporting template.

If agencies wish to update or change the actions they are taking as part their DAP work programme, the DPO Coalition has asked this is done in consultation with them. If agencies believe their work programme is complete, they need to discuss this with the DPO Coalition as there may be further appropriate actions for the agency to undertake before the current DAP concludes at the end of 2023.

The DAP Review Group, made up of DPO Coalition representatives and government officials, made several general comments about the status of the work programmes received as described in the agency reports. These observations included:

- Being 'on track' differs from the 'right track' e.g. agencies are on track with the work they have set themselves, but not the work originally agreed to in the DAP.
- It is difficult to clarify if agencies are reporting on the right mahi because the reporting is very 'big picture' and the DPO Coalition only has six-monthly reports to rely on for information.
- There is a lack of clarity over who the reports are written for. Tone and style differ across the reports.
- Agencies could improve how they highlight emerging issues and trends.
- Entire work programmes can be delayed by a single piece of work.
- There is a lack of concrete timeframes and reasons why work has not been completed.

- Some of the reports focus on the direct impact the work will have on disabled people, whereas other reports make passing reference to the relevance for disabled people.
- The best work programme progress is made where there is ongoing communication and consultation with disabled people and their representative organisations.
- Some activities (e.g. providing information in alternate formats) are expected as business-as-usual, and should not be highlighted as part of progress reports.
- Reports should reflect the recommendations from the Independent Monitoring Mechanism (IMM) domestic forum.
- The next report should focus on the response to the concluding observations from New Zealand's second review by the UN Committee.

## **Conclusion**

There is significant mahi underway in relation to the New Zealand Disability Strategy's eight outcome areas, and the DAP.

Most work is on track, but some agencies are struggling to keep to their work programmes. The DAP Review Group has identified 'on track' does not necessarily mean work is progressing well, relates to disabled people or is focused on improving outcomes for disabled people.

Agencies have reported the COVID-19 pandemic is contributing to work being off-track when it was expected DAP work programmes would return to business as usual for this reporting period.

Agencies have been encouraged to write their reports for disabled people as the primary audience and impose tighter deadlines upon their work.

The DAP Review Group recommended future reports focus on measurable outcomes within work programmes and address the recommendations made by the IMM Domestic Forum and the UN Committee.

Earlier DAP reports and executive summaries, including alternate formats, can be found here: <https://www.odi.govt.nz/disability-action-plan-2/dap-biannual-reports/>.

## Outcome One - Education

### Ministry of Education Action Plans. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Education</b>
<b>Name of Work Programme</b>	<p><b>The Ministry of Education has six major programmes of work that support the Disability Action Plan:</b></p> <ul style="list-style-type: none"> <li>• Curriculum, Progress and Achievement</li> <li>• NCEA Review</li> <li>• Tomorrow's Schools</li> <li>• Learning Support Action Plan, 2019-2025</li> <li>• Early Learning Action Plan</li> <li>• Reform of Vocational Education</li> </ul>
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>
<b>Programme Summary</b>	<p>The Ministry's DAP work programme aims to achieve a curriculum, assessment framework, and learning support system that is inclusive, honours Te Tiriti o Waitangi, and delivers the right support at the right time, so that disabled ākonga can get an excellent education that allows them to be present, participate, make progress, and experience positive wellbeing in education. This is the goal across the education system, from early learning to tertiary, and requires that the needs and views of disabled ākonga are considered in all the major education system changes that are underway.</p>
<b>Alignment</b>	<p>Outcome 1 of the New Zealand Disability Strategy is: "we get an excellent education and achieve our potential throughout our lives". The Ministry's work programmes will strengthen the education system's support for this outcome and enable the Ministry to progress our obligations under the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).</p> <p>The Highest Needs Review involves alignment with several agencies including Ministry of Health, Oranga Tamariki, the Ministry of Social Development, and the Education Review Office. There will also be alignment with the new Ministry, Whaikaha, Ministry of Disabled People. The Review is being guided by the Enabling Good Lives principles and upholding the Government's obligations to the UNCRPD. The major programme of work that this Review will feed into is the Disability Support System Transformation programme.</p>

	<p>Work on the Learning Support Action Plan (LSAP) has involved working with several agencies/partners. The work on strengthening Early Intervention is aligned with Enabling Good Lives and the redesign of Child Development Service, which involves the Ministry of Health and new Ministry of Disabled People. The Ministry has also supported Te Kōhanga Reo National Trust with implementing a co-designed work programme under LSAP Priority 3.</p> <p>We have reported on the NCEA Change Programme, which involves cross-agency work with NZQA.</p> <p>The Ministry has also supported Te Pūkenga with their National Strategic Disability Action Plan and continues to work with and support Te Pūkenga’s Learner Advisory Committee and the National Disabled Students’ Association.</p>
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<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
<p><b>Curriculum, Progress and Achievement</b></p> <p>Refresh the Curriculum</p>	<p>The draft Te Tiriti honouring and inclusive framework for the refreshed New Zealand Curriculum has been tested with, and further shaped through an ongoing engagement process with disabled people and their whānau – including the Education for All Group, representatives from disabled organisations/ individuals, Deaf Aotearoa, the Enabling Good Lives   Mana Whaikaha whānau and school group, representatives from ODI, the Office of the Disability Commissioner, and representatives from specialist schools, including BLENNZ.</p>	N/A	On track – with minimal risks/issues



	<p>A draft set of impact statements for disabled ākonga and their whānau for a Te Tiriti honouring and inclusive curriculum have been tested with a range of disability voices over June. Further work will be done to develop these impact statements into more measurable outcome statements that could be used to measure the desired impacts for disabled learners because of experiencing inclusive curriculum / teaching.</p> <p>An Expression of Interest process has been designed by a small representative group (disabled people and whānau) and is currently underway to establish a curriculum Disability Voices Group.</p> <p>Workshops have been held with specialist schools to develop an initial understanding of how refreshed curriculum and learning areas can meet the learning needs of disabled ākonga – this will be ongoing work to develop exemplars that show how disabled ākonga can authentically demonstrate their learning and progress within refreshed learning area content.</p>		
<p><b>NCEA Review</b> NCEA Change Programme</p>	<p>NCEA Level 2 development has begun with disability and learning support perspectives woven into development of standards, assessment and supporting resources.</p>	<p>The NCEA Change Programme has been rephased to allow an additional</p>	<p>On track – with minimal risks/issues</p>

	<p>Further work is underway on ensuring disabled students are supported in Literacy and Numeracy   Te Reo Matatini me te Pāngarau.</p> <p>Resources for teachers and learning support staff on Universal Design for Learning (UDL) and inclusive education pedagogies in NCEA have been developed and made available to support implementation of NCEA, with publication expected in the next period.</p> <p>The Ministry and NZQA continue to jointly undertake work to make improvements to Special Assessment Conditions.</p>	<p>year for implementation. The rephrasing of the NCEA Change Programme ensures that our teachers, students, whānau and communities have the time they need to understand and be involved in the programme.</p> <p>Full implementation of the Literacy and Numeracy   Te Reo Matatini me te Pāngarau standards has been deferred by an additional year to allow the sector more time to be ready for the changes and mitigate the impact of COVID-19 on school priorities.</p>	
<p><b>Tomorrow's Schools</b></p>	<p>The Government's Tomorrow's Schools reforms are well underway and encompass some of the other items related to the Ministry's DAP work programme, such as</p>	<p>COVID-19 has created additional pressure for the education sector as a whole. To</p>	<p>On track – with minimal risks/issues</p>

	<p>implementing the Learning Support Action Plan, alignment work under the Curriculum, Progress and Achievement workstream, and growing the Learning Support Network. The focus to date has been on shifting the way the education system works, towards a much more deliberately networked and supported system that is more responsive to the needs of educators, ākonga, and their whānau. This is being done through continuing to embed the changes that began last year with the establishment of Te Mahau, the Ministry's strengthened regional presence. The establishment of Te Mahau has substantially rebalanced the Ministry towards more regional and local support and is continuing to work towards providing a more responsive, accessible, and integrated local support function for early learning services and schools. This work has continued to move resources and decision-making closer to the frontline, and to enhance the supports that Te Mahau provides to the sector.</p> <p>In May 2022, a regional response fund was announced, which will enable frontline staff to provide timely and responsive services and</p>	<p>reflect this pressure, a few work programmes have been slowed down, delayed, or postponed due to concerns about the sector's capacity to respond and adapt to further change on top of existing fiscal, regulatory, and timing pressures. This has included work to strengthen board capability.</p>	
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	<p>support for ākonga and whānau. Some of this will be used to ensure there are pathways to learning for disengaged youth, and it can be used to support whānau-led responses to break the cycle of disengagement, or brokering services with other agencies, to ensure students have the level of support they need to stay in school.</p> <p>Though impacted by COVID-19 and other pressures, work has resumed in the last month on reviewing school board governance capability, which will be further progressed over the next 18 months. This review includes consideration of how boards can be supported to meet their statutory objectives including those relating to ensuring that the school is inclusive of, and caters for, students with differing needs.</p>		
<p><b>Learning Support Action Plan</b> <b>LSAP Priority 1</b> Learning Support Coordinators</p>	<p>Roll out of the Learning Support Coordinators (LSC) is being evaluated in three phases. Phases 1 and 2 were completed in 2020 and 2021 respectively and phase 3 will be published in the second half of 2022.</p> <p>The LSC role supports ākonga in schools and kura and works with the school or kura leadership team to ensure all ākonga receive the appropriate</p>	N/A	<p>Overall off track with minimal risks</p> <p>On track – with minimal risks/issues</p>

	<p>support to enhance their learning and progress.</p> <p>LSCs are using the flexibility of the role to tailor support for ākonga and whānau and are increasingly able to access the tools, networks and resources required to perform the role. LSCs have been described by some whānau as being advocates and navigators, making them feel understood, involved, and informed.</p> <p>As a result, the evaluation found that ākonga with support needs are being identified earlier and accessing support earlier.</p> <p><i>Please note that MOE are not able to distinguish between disabled learners and non-disabled learners who receive Learning Support for another reason.</i></p>		
<p><b>LSAP Priority 2</b></p> <p>(i) Kōwhiti Whakapae</p> <p>(ii) School Entry Kete</p>	<p><b>Kōwhiti Whakapae</b></p> <p>A PLD supported trial of Kōwhiti Whakapae (early learning practice and progress tools to support formative assessment) took place between October 2021 – June 2022. The Ministry received the evaluation reports from the trial on June 30, 2022.</p> <p><b>School Entry Kete</b></p> <p>There has been ongoing development of the formative assessment tools focused on the foundational areas to</p>	<p><b>Kōwhiti Whakapae</b></p> <p>COVID-19 significantly impacted the services in the trial and negatively impacted levels of kaiako participation and engagement. Disruption was minimised by shifting from face-to-face</p>	<p><b>Kōwhiti Whakapae</b> – Complete</p> <p><b>School Entry Kete</b> – On track – with minimal risks/issues</p>

	<p>support teachers to notice, recognise and respond to mokopuna strengths and learning needs.</p> <p>The literacy and communication and numeracy frameworks have been trialled in a small number of schools in preparation for a larger scale trial that will ensure the psychometrics are accurate. The self- and co-regulation tools are in final draft form and ready for consolidation.</p> <p>The development of whānau kōrero cards is in the early stages, and the Ministry has worked with representatives from learning support on these.</p>	<p>to online media where possible and rescheduling hui in response to venue changes and staffing challenges. Over the course of the project 26 services withdrew (23% of those initially registered to participate), attendance became a challenge for many services remaining in the trial due to staffing, and aspects of the PLD were delayed.</p> <p>Because participants were encouraged to work with the practice tools first, not all participants had the opportunity to do justice to the progress tools within the timeframe of the trial with</p>	
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		<p>COVID-19 disruptions.</p> <p><b>School Entry Kete</b></p> <p>COVID-19 has impacted on the ability of the providers to work directly with schools, the Māhere Tuakiri – identity maps work will now be completed in Q3 and the self and co regulation work will be finalised in Q2.</p>	
<p><b>LSAP Priority 3</b></p> <p>Strengthening Early Intervention – Screening and Assessment for ngā kōhanga reo.</p>	<p>The Ministry continued to support Te Kōhanga Reo National Trust to implement a co-designed program of work to strengthen learning support within ngā kōhanga reo. The co-design progressed despite COVID-19 impacts. Capability building and high levels of engagement with their rohe was a highlight.</p> <p>The Ministry continued to implement/embed Te Tūāpapa, an integrated model of early intervention support focused on more proactive and preventative support, across the regions.</p> <p>Design for an outcome evaluation of the early intervention service was</p>	<p>COVID-19 was a contributing factor in wait times for Early Intervention Services not being reduced as quickly as desired. Q4 ended with a national average wait time of 103.58 days, which is above the KPI of 90 days. COVID-19 and reduced capacity of sector and learning</p>	<p>On Track</p>

	<p>progressed from learnings of the preceding process evaluation. The outcome evaluation is planned for the second half of 2022/23.</p> <p>Funding for Child Development (Ministry of Health) service pilots ended, and the project has transitioned to a service redesign phase led by the Ministry of Disabled People. The Ministry of Education is on the steering group for this work.</p>	<p>support staff due to illness continued to impact service delivery and the average wait times increased.</p> <p>Work focussed on further embedding an integrated model of support in Early Intervention services, to move towards more proactive need identification and prevention.</p>	
<p><b>LSAP Priority 4</b></p> <p>Provide flexible supports and services for neurodiverse children and young people.</p> <ul style="list-style-type: none"> <li>(i) Highest Needs Review</li> <li>(ii) Inclusive Design Modules</li> <li>(iii) Tilting the Seesaw</li> <li>(iv) Takiwātanga Wānanga</li> <li>(v) Māori Medium Dyslexia Resource</li> </ul>	<p><b>Highest Needs Review</b></p> <p>Phase Two engagement with stakeholders concluded in March 2022, and NZCER have produced an insights report on the findings. The Social Wellbeing Agency have undertaken quantitative analysis on learners with the highest level of need and produced insights into the level of potential need in the system. The Advisory Group continues to meet monthly to inform the development of options for change. A report back is due to Cabinet in October 2022.</p>	<p>Delays have occurred due to COVID-19, including rescheduling events and staffing capacity.</p>	<p><b>Highest Needs Review</b> – On track</p> <p><b>Inclusive Design Modules</b> – On track with moderate risk (funding)</p> <p><b>Tilting the Seesaw for LSCs</b> – On track</p> <p><b>Takiwātanga Wānanga</b> – On track</p>



	<p><b>Inclusive Design Modules</b></p> <p>Three inclusive design PLD modules have been developed to support an inclusive learning environment with a responsive education workforce able to work effectively with disabled and neurodiverse ākongā and their whānau. The modules have been reviewed and are ready to be trialled by the sector.</p> <p><b>Tilting the Seesaw</b></p> <p>The Ministry purchased Tilting the Seesaw autism training for Learning Support Coordinators (LSCs) from Autism NZ. 11 online courses have been delivered or are underway to LSCs (7-week course). The programme equips LSCs with a combination of strength-based, practical strategies to support the everyday inclusion of Autistic ākongā between the primary school and home settings. 150 LSCs are enrolled or have completed it this year, bringing the total trained to approximately 41% of LSCs.</p> <p><b>Takiwātanga Wānanga</b></p> <p>In partnership with Taonga Takiwātanga Charitable trust, the Ministry held five marae-based wānanga exploring the Māori world view on takiwātanga (autism). Approximately 330 people</p>	<p><b>Māori Medium Dyslexia Resource –</b> On track</p>
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	<p>participated from a range of learning support roles including RTLB, learning support specialists and coordinators, education leaders and kaiako from schools, kura, kōhanga reo and early learning services, and whānau.</p> <p><b>Māori Medium Dyslexia Resource</b></p> <p>The Ministry is working in partnership with Tainui Kāhui Ako to develop Māori-medium resources to support dyslexic ākonga in Years 9-13. Work has commenced to develop literacy resources targeted for dyslexic ākonga which are culturally appropriate and relevant to Waikato Tainui.</p>		
<p><b>LSAP Priority 6</b> Improving education for children and young people at risk of disengaging from education.</p>	<p>The main actions under LSAP Priority 6 for this reporting period relate to the Stand-downs, Suspensions, Exclusions, and Expulsions (SSEE) guidelines. We have identified key themes from previous consultation on the SSEE Guidelines and are now in the process of drafting updated guidelines.</p> <p>The first two-day face-to-face advisory group meeting of key stakeholders was held to seek their feedback on priorities for this work. The advisory group included representatives from whānau and disability sector groups, the education sector, and Ministry regional teams.</p>	<p>COVID-19 continues to impact on schools and communities including on advisory group members. We are committed to working through these issues, which may impact on timelines. This is why the report is 'off track'.</p>	<p>Off track – with risks / issues</p>

	<p>The group identified the focus, principles, and practices they wanted to see included in the new guidelines.</p> <p>We are considering ways to continue our engagement with the advisory group members to develop the ideas raised at the hui (via smaller working groups in virtual hui).</p>		
<p><b>Other actions</b></p> <p>Continue to grow the Learning Support Network.</p>	<p>The Learning Support Network (LSN) aims to build the capability of Learning Support Coordinators (LSCs) teachers and other staff that work with disabled learners. This capability includes identifying learning needs and responding quickly and appropriately.</p> <p>Since December 2021, the number of LSC members on the LSN has increased from 504 to 532, with total members (including SENCo, RTLB, principals, and teacher aides) growing from 2,328 to 2,484. Feedback from members says that the resources available are relevant, timely, and help them in their day-to-day work with tamariki, whānau and kaiako. LSCs are also using the resources to help them with IEPs, staff meetings and professional conversations.</p> <p>Since December 2021, 36 new resources have been added to Te Rourou Whai</p>		<p>On-track with minimal risk</p>

	<p>Hua (Learning Support Toolkit). Examples of resources on Te Rourou Whai Hua related to disabled learners include:</p> <ul style="list-style-type: none"> <li>• Knowledge modules: <ul style="list-style-type: none"> <li>○ Disabled identities</li> <li>○ Supporting inclusive schools</li> <li>○ An intro to inclusive education</li> </ul> </li> <li>• Webinars: <ul style="list-style-type: none"> <li>○ Hearing impairment – a lived experience</li> <li>○ Supporting students who are blind or low vision.</li> <li>○ Assistive technology</li> </ul> </li> </ul>		
<p><b>Early Learning Action Plan 2.2</b></p> <p>(i) Develop advice to facilitate wrap-around health and social services</p> <p>(ii) Ensure it is clear who holds key responsibility for coordinating learning support in each service</p>	<p>Workstream on hold due to timing and alignment with larger work programmes.</p>	N/A	Off track – but low risks/ issues
<p><b>Reform of Vocational Education (RoVE) and related work</b></p> <p>(i) Unified Funding System (UFS) rates</p> <p>(ii) Minister’s priorities for 2023 performance expectations</p>	<p><b>Announcement of UFS 2023 funding rates:</b></p> <p>The learner component of the Unified Funding System (UFS) is approximately 7% of the total funding and is allocated based on the enrolments of four groups of learners who traditionally have not been well served by the VET system. Disabled learners are one of these four key</p>	<p>The collaborative work with disability and VET sector experts is occurring entirely online because of ongoing COVID-19 uncertainty</p>	On track

<p>(iii) Possible additional funding for disabled learners in vocational education and training (VET) with more costly ('higher investment') support needs.</p> <p>(iv) Te Pūkenga's National Strategic Disability Action Plan.</p>	<p>learner groups. The 2023 funding rates for the UFS were publicly announced in May 2022. For 2023, providers will receive \$1,233 per full-time equivalent learner (FTEL) who is disabled. Learners who are both disabled, and Māori or Pacific will be funded at both rates (that is, \$1,233 + a rate of \$137-\$329 per FTEL depending on the course).</p> <p>More information about the UFS funding rates can be found at:  <a href="https://www.tec.govt.nz/rove/a-unified-funding-system-2/ufs-2023-funding-rates-2/">https://www.tec.govt.nz/rove/a-unified-funding-system-2/ufs-2023-funding-rates-2/</a></p> <p><b>Minister's priorities for 2023 performance expectations:</b></p> <p>In the latest Disability Action Plan reporting period, the Minister of Education set his Priorities for the 2023 performance expectations for the nine TEOs who receive significant levels of learner component funding of the UFS. The priorities reflect the following actions from the Tertiary Education Strategy for tertiary learners, including for disabled tertiary learners:</p> <ul style="list-style-type: none"> <li>• Ensure that robust policies, plans, and support are in place to address racism, bias and low expectations that impact learners/ākonga, staff and their whānau.</li> </ul>		
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- Review, expand and strengthen current mechanisms to hear and act on learner/ākonga voice, and understand the views of whānau and communities.
- Develop staff capabilities to support teaching and learning practices that value languages, cultures, and identities.
- Ensure that teaching and learning meets learners/ākonga, employer and industry needs, and delivers skills relevant for the workplace.

**Collaborative work with disability and VET sectors to inform a proposal for funding for disabled learners with higher investment support needs:**

Since the last Disability Action Plan reporting period, the Ministry has convened a collaborative group of experts from the disability and vocational education sectors, which is working together (online/virtually) from May to August 2022. The group is working collaboratively and in line with the Enabling Good Lives principles to find and assess information and develop policy advice. Almost half of the group members identify as disabled, including two disabled learners and the

independent facilitator of the group. The group also includes Māori and Pacific representatives (including members who are tangata whaikaha / both Māori and disabled), representatives of Disabled People's Organisations (DPOs), government officials, and representatives of each tertiary education sub-sector.

Wider engagement with disabled communities:

The group has recently put out targeted surveys to tertiary education providers who support disabled learners, and to tertiary learners who are disabled. The surveys aim to gain a broader perspective of the specific costs of, and barriers to, meeting particular support needs. The learner survey has been translated into NZSL and we have worked with Deaf Aotearoa to distribute it to Deaf learners. We are also looking to convene focus groups with a wider group of disabled learners in partnership with Deaf Aotearoa, the National Disabled Students' Association, and a disabled student representative on Te Pūkenga's Learner Advisory Committee.

**Te Pūkenga's National Disability Action Plan:**

In June 2022, as part of Te Pūkenga's Learner Success and Equity

Strategy, Te Pūkenga Council approved the first [National Strategic Disability Action Plan](#) (NSDAP) to improve outcomes for disabled learners. The plan aims to create transformational change for both disabled learners and kaimahi who support them. The NSDAP also focuses on building stronger partnerships with disabled learners, building the confidence of kaimahi to enhance the experiences of these learners, the adoption of the Accessibility Charter, and to enable information and communication access for disabled learners.

Te Pūkenga is currently scoping opportunities to build stronger partnerships with disabled learners and is undertaking discussions to progress specific objectives within the NSDAP. Te Pūkenga has requested that subsidiaries include disabled learners in their reference groups to develop the subsidiary disability action plans. Disabled learners also form part of Te Pūkenga's Disability Action Steering Group, which has been established to co-develop the NSDAP alongside Te Pūkenga and network kaimahi, to ensure that Te Pūkenga meet its charter commitments in meeting the needs of disabled learners.



<p><b>Other actions</b></p> <p>Supporting and engaging with disabled tertiary students</p>	<p>The Ministry is continuing to strengthen and grow partnerships with disabled tertiary student associations, including the National Disabled Students' Association (NDSA) and Te Pūkenga's Learner Advisory Committee (especially, the Committee's disabled learner representative). This includes regular discussions with the NDSA President, and forthcoming wānanga with the NDSA Executive and Te Pūkenga's learner leaders on Government partnership with disabled students and tertiary students.</p>	<p>N/A</p>	<p>On track</p>
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**Narrative**

Over the January to June 2022 reporting period, there have been major milestones in furthering the Learning Support Action Plan Priorities. These include the delivery of two different programmes about autism provided to people in a range of learning support roles, including the first PLD programme centred in te ao Māori and relevant for kaiako supporting ākonga takiwātanga (Autistic learners). The Child Development Service pilot programme has also progressed and has transitioned to the redesign phase being led by the Ministry for Disabled People. The announcement of the Unified Funding System rates and the approval of the first National Strategic Disability Action Plan by Te Pūkenga also represent milestones in the tertiary space.

The Ministry is striving for continued improvements in the way we engage with disabled learners and representatives, as well as whānau, sector groups, other agencies, and institutions – especially in a COVID-19 environment. It is a key goal to ensure that we are capturing the right voices so that the work will accurately reflect the diversity of experience of disabled learners and provide the right support, without overwhelming key groups with information or requests for input.

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

Some challenges have arisen in delivery of work related to LSAP Priority 4. As local cultural knowledge has been drawn upon to develop the material for the Māori-medium dyslexia resource, we are working in partnership to develop a way to share learning and material that is honouring of localised

cultural knowledge. As funding for the trial of the inclusive design modules has been reallocated to regional service delivery, there is a risk that these modules may be underutilised across the sector if the trial is not undertaken. Alternative funding is being identified within the Ministry to support the implementation of this trial.

There is a risk of not sufficiently capturing the diversity of voices in the disability community through forums such as public engagement on the NCEA Review or the Te Poutāhū Disability Voices group. The Ministry has taken actions to mitigate this risk, such as establishing a set of codesigned attributes for the Disability Voices group to ensure that it prioritises the voice of young Māori and Pacific disabled people, neurodiverse ākonga, and ākonga with complex needs, as well as to ensure that the Expression of Interest process has been circulated widely within the disability community. The Ministry is also working closely with the Disability and Learning Support NCEA Panel on the NCEA Review to ensure accountability and building 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 and assessment resources. However, we are also aware of the risk of consultation or hui “fatigue” and the risk that policy changes and rationale may get lost. This includes in the tertiary education sector (especially the VET sector), where RoVE reforms have meant substantial change for 2022 and coming years.

### **Impacts on inequities**

The development of the Māori-Medium dyslexia resource will provide culturally relevant materials to Waikato Tainui, where previously there were no known structured literacy materials in te reo to meet the needs of dyslexic ākonga in Years 9-13. Materials that are being developed include student materials as well as whānau and kaiako support guides. Similarly, the five marae-based wānanga delivered with Taonga Takiwātanga Charitable trust were the first professional learning about takiwātanga (autism) centred in te ao Māori and relevant to kaiako supporting Māori with autism. Initial feedback on this programme indicated that it was highly valuable as learning was centred in te ao Māori and was based on a marae.

Te Tiriti o Waitangi principles have also been embedded into the Inclusive Design Modules, so that inclusive learning communities can be supported to be mana-enhancing, culturally informed, and focused on partnerships between ākonga, whānau, and kaiako. By enacting Te Tiriti o Waitangi principles, inclusive learning communities do the right thing by learners and communities, with integrity (pono) and with care and sincerity (aroha). There has also been increased awareness and access to learning support information and support for mokopuna of ngā kōhanga reo around New Zealand due to the co-design and delivery capability building as a result of the work with Kōhanga Reo National Trust on the early intervention Screening and Assessment tool.

In the tertiary space, the RoVE work programme will have impacts for ākonga Māori and Pacific disabled learners. Learner component funding of the UFS is allocated to four groups of underserved learners who traditionally

have not been well served by the education system in the past, which includes Māori and Pacific disabled learners. We expect the learner component funding and RoVE reforms to increase opportunities for disabled learners, including Māori and Pacific disabled learners, to enrol in and complete VET qualifications that have strong employment outcomes.

Providers and employers will be encouraged to work together to increase hiring, training, and support for disabled learners, including Māori and Pacific disabled learners, which means labour market underutilisation rates could drop, and median salaries could rise. Māori and Pacific disabled learners will also be able to consistently expect culturally affirming learning environments.

### **Programme changes based on COVID-19 learnings.**

COVID-19 continues to create delays and limitations to delivering parts of the work programme, and both the Ministry and education sector have needed to remain flexible and utilise digital tools to continue with training, testing, implementation, evaluation, and engagement etc. COVID-19 disruptions have caused significant issues for the work to update the SSEE guidelines, as engagement with the advisory group is key to the work and COVID-19 has impacted heavily on the ability of this group to meet. The timelines for some workstreams, such as Tomorrow's Schools, have been slowed down, delayed, or postponed allowing for interruptions and limitations on capacity that inevitably occur due to COVID-19, to alleviate pressure and allow more time for the sector to respond or adapt to further changes.

### **Next Steps**

**Refresh of the New Zealand Curriculum:** Refinement will be done to ensure that disabled ākonga are explicitly visible within all refreshed content. Wider engagement will be done with disabled ākonga, their whanau, and the wider community within the next phase of testing / feedback on draft refreshed content in September–November 2022. The Te Poutāhū Disability voices group is due to be established by end of August 2022. The Ministry will also develop a Te Poutāhū position statement on inclusive curriculum that will identify what needs to be in place to ensure that all ākonga, including disabled ākonga, experience a curriculum that is truly inclusive; this will include capability supports and curriculum resources for school leaders /teachers. An initial set of curriculum exemplars will be developed that show how disabled ākonga learning and progress can be demonstrated in the Social Science Learning area. The Ministry will also develop an initial set of impact and measurable outcome statements for disabled ākonga because of experiencing a Te Tiriti honouring inclusive curriculum.

**NCEA Review:** Full pilots for NCEA Level 1 are planned for 2023; this will provide the Ministry with greater visibility on the accessibility of Level 1 material. Development of NCEA Level 2 will continue, as will work on inclusion in the assessment of Literacy and Numeracy | Te Reo Matatini me te Pāngarau. Resources for teachers and learning support staff on Universal Design for Learning and inclusive education in NCEA will be published online. Design and operational policy work on Special Assessment Conditions will continue with final decisions to be made jointly by the Ministry and NZQA.

**LSAP Priority 1:** On receipt of final LSC Phase 3 Evaluation report in August/September 2022 the Ministry will: brief the Minister and prepare the report for publication, including Te Reo and NZSL translations. We will also develop a work programme to respond to the key findings.

**LSAP Priority 2:** Findings from the PLD supported trial of Kōwhiri Whakapae will inform the future framing and probable design of online tools. The upcoming IT design work for the School Entry Kete will be based on user stories gathered through the schools' reference group. We have also asked each of the providers of the progressions to propose solutions to teaching prompts for those mokopuna who have been working at the same level for two or more observations and for those mokopuna who are working at the highest level of the framework.

**LSAP Priority 3:** Work will focus on further embedding an integrated model of support in Early Intervention services, to move towards more proactive need identification and prevention. The Early Intervention Outcomes evaluation will be progressed, with preparation for data collection in 2023. The Ministry will continue to support Te Kōhanga Reo National Trust to implement their work program, as well as continuing to support and align the Child Development Service redesign with the Ministry of Health and Ministry for Disabled People.

**LSAP Priority 4:** The Māori-medium dyslexia resource is in stage 2 of the development phase; trial and testing will come next. The inclusive design modules are ready to be trialled and tested by the sector; the next step is to develop a monitoring process to measure future take-up and impact. For the Tilting the Seesaw and Takiwātanga Wānanga programmes, the next steps will be determined following the evaluation report which will be delivered in the next quarter. A Cabinet paper is due in October for options for change for the Highest Needs Review.

**LSAP Priority 6:** We plan to have draft SSEE guidelines ready for wider feedback before the end of the year, and to have finalised the guidelines for schools and communities in Term 1, 2023.

**Tomorrow's Schools:** Budget 2022 will fund the new Leadership Advisor roles, which are a key element of these reforms. These roles will be established across the Te Mahau regions from early 2023 and will provide additional management and leadership advice to support and grow principal capability. Leadership Advisors will be available to provide coaching and mentoring, help with building leader networks to strengthen connectivity, and enable the sharing of skills, knowledge, and promising practice. This is intended to free-up principals' time to focus on leading teaching and learning, which research shows is the most important factor in improving ākonga outcomes. The Tomorrow's Schools reforms will continue to be progressed over the next five to ten years subject to future policy and Budget decisions.

**RoVE:** The TEC will be agreeing performance expectations with the nine TEOs where incentive payments will be applied for 2023, and we expect to provide advice to the Minister of Education on potential priorities for the learner component for 2024. On the conclusion of the collaborative group with disability and VET sector experts in August 2022, the group will provide the Ministry with a final report and a set of recommendations to inform a proposal for additional funding. Te Pūkenga’s focus for this reporting period continues to be on the establishment of the National Strategic Disability Action Plan (NSDAP). Once the NSDAP is in place, reporting on progress will be developed, which will include enrolment volumes, and completion and achievement rates. Workforce Development Councils (WDCs) are currently in the establishment phase and should progress through the delivery phase by the next Disability Action Plan reporting cycle. Following this, we hope to supply more information on how WDC standards and qualifications standards can support disabled vocational learners with the right set of skills required by their chosen industry (to support pathways into employment for disabled learners).

### **Footnotes**

- 1.** The timeframes surrounding Tomorrow’s Schools, the NCEA review, and the School Entry Kete have been re-scheduled because of the Covid-19 Pandemic. Therefore, the actions in these sections of the report are listed as ‘On track with minimal risk’ in recognition of the new timeframes.
- 2.** This report refers to Disabled and Neurodiverse learners. It is government practice to refer to members of the disability community as Disabled People. However, we recognise that some learners are not comfortable with this terminology and therefore, we have accepted MOE’s use of Disabled and Neurodiverse learners.

**Improving Outcomes for Disabled Learners in Tertiary Education.  
DAP Reporting**

<b>Name of Agency</b>	<b>Tertiary Education Commission (TEC)</b>
<b>Name of Work Programme</b>	<b>TEC work plan for improving outcomes for disabled learners in tertiary education</b>
<b>Overall Status</b>	<b>On track</b>
<b>Programme Summary</b>	<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>
<b>Alignment</b>	<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 practice 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 and to improve employment outcomes through enabling disabled learners to achieve at the tertiary education level.</p> <p>IMM Making Disability Rights Real Report recommendations:</p> <p>Education: Recc 78: TEC’s work programme is strongly focused on more collaborative and inclusive work with disabled people in the design</p>

	<p>of system improvements. Disabled people are currently leading or heavily involved in work in the programme. Recc 80: The Unified Funding System work (part of the Review of Vocational Education - 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 the Ministry of Education (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 the Ministry for Social Development (MSD) and the Ministry of Health (MOH) to understand potential funding and other supports for disabled learners.</p> <p>TEC partners and contracts with peak bodies and representative groups to support our work. These relationships include with the Disabled Persons Organisations (DPO's), NZ Disabled Students Association, ACHIEVE (the national network to ensure equal opportunity and access to post-secondary education and training for people with impairments – <a href="http://www.achieve.org.nz">www.achieve.org.nz</a>), Altogether Autism, the NZ Neurodiversity Community of Practice, Attention Deficit Hyperactivity Disorder (ADHD) NZ and other civil sector organisations across the disability and neurodiversity space.</p>
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<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Capture more data around disabled learners – equity	We provided a report to Tertiary Education Organisations (TEO's),	Nil now	<b>On track</b>

<p>funding reporting. Annual activity. (Work is focused on increasing disability reporting and collection of more disability specific data)</p>	<p>MOE, MOH and other interested parties regarding the use of equity funding for disabled learners in 2020. We have published the 2019 and 2020 data reports on the TEC website, so they are publicly available.</p> <p>The 2021 equity report will be available in the third quarter (Q3) 2022.</p> <p><a href="https://www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/equity-funding/monitoring-and-reporting/">https://www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/equity-funding/monitoring-and-reporting/</a></p>		
<p>Partnering with TEOs to understand what they are doing to support disabled learners. (Ongoing for life of programme)</p>	<p>We have recently reviewed the use of the Special Supplementary Grant (SSG) Funding for supporting disabled learners in special programmes.</p> <p>Reporting for the SSG Fund for 2020 &amp; 2021 to be made available Q3 2022, with ongoing annual reporting moving forward to improve transparency.</p>	<p>Nil</p>	<p><b>On track</b></p>
<p>Implementation of a new Disability Action Plan (DAP) funding requirement for tertiary education organisations (TEO's)</p>	<p>A DAP is a strategy for changing those practices of tertiary education organisations which might result in discrimination against disabled and neurodiverse people and to improve outcomes for these learners in their education journey. A DAP helps an organisation to identify appropriate practices</p>	<p>Nil</p>	<p><b>On track</b></p>



	<p>and offer a blueprint for change</p> <p>The requirement applies only to those providers receiving over \$5 Million in funding from the TEC, who are submitting a full plan (strategic intent).</p> <p>TEC staff were available for guidance ahead of submission of the DAPs.</p> <p>An assessment panel that includes non-TEC staff was established for assessing the DAPs to be submitted on July 8, 2022.</p> <p><a href="https://www.tec.govt.nz/focus/oritetanga-tertiary-success-for-everyone/disability-action-plan-dap/">https://www.tec.govt.nz/focus/oritetanga-tertiary-success-for-everyone/disability-action-plan-dap/</a></p>		
Development of Kia Ōrite Toolkit for achieving equity in tertiary education	<p>Work to develop a supporting website and e-learning tools, alongside New Zealand Sign Language (NZSL), Easy Read, and large-print, Te Reo and Pacific language versions is ongoing.</p> <p><a href="https://www.tec.govt.nz/focus/oritetanga-tertiary-success-for-everyone/kia-orite-toolkit-for-achieving-equity/">https://www.tec.govt.nz/focus/oritetanga-tertiary-success-for-everyone/kia-orite-toolkit-for-achieving-equity/</a></p>	<p>Release alternate formats / language versions delayed slightly due Covid-19 Omicron outbreak.</p> <p>Overall work on track</p>	<b>On track with minimal risks/ issues</b>
Development of TEC Dyslexia / Neurodiversity Work Programme	<p>Web content covering Dyslexia published on TEC website.</p> <p>Work nearing completion to provide similar content on Dyscalculia, ADHD, Auditory Processing Disorder (APD) and Autism and will be available Q3/4 2022.</p> <p><a href="https://www.tec.govt.nz/focus/oritetanga-tertiary-">https://www.tec.govt.nz/focus/oritetanga-tertiary-</a></p>	<p>Slight delays by Covid-related resourcing issues and capacity in supporting contracted agencies</p>	<b>On track with minimal risks/ issues</b>

	<a href="#">success-for-everyone/neurodiversity-resources/dyslexia-resources/</a>		
<b>Narrative</b>			
<p>There continues to be a strong focus on disabled and neurodivergent learners across the education sector. This, combined with continuing interest and support from the current Government have ensured TEC is in a good position to support sector capability improvements in this area. Work programs have steadily progressed, and we are nearing the release of sector capability tools in the form of e-learning modules produced by expert agencies.</p> <p>There has been on-going engagement with TEOs in producing draft Disability Action Plans, with 16 plans expected to be submitted in July 2022. We are excited to see the progress of TEOs and will be publicly reporting common themes back to the sector, after detailed feedback has been given to individual providers following the completion of the assessment by the independent panel.</p> <p>We would be pleased to provide an in-person update to the Coalition on this work at any stage. More detail on this is included in Next Steps, below.</p>			
<b>Risks/Issues that are impacting or may impact progress and mitigations</b>			
<p>Any changes to Covid-19 alert levels disrupt the tertiary providers and the disability/neurodiversity focused organisations we work with and reduce their ability to engage on related projects. If we see a lot of level changes or a lockdown it could slow progress on work requiring tertiary organisation input, however some work might be able to progress online.</p> <p>Additional impacts may be seen with a resurgence of general winter illnesses.</p>			
<b>Impacts on inequities</b>			
<p>The TEC’s work programme is focused on longer-term system change, to improve the way the tertiary system supports and enables disabled learners. As a result, there are no immediate impacts on inequity that we can report.</p>			
<b>Programme changes based on COVID-19 learnings</b>			
<p>No specific changes.</p>			
<b>Next Steps</b>			
1 July – 31 Dec 2022		Key other actions beyond 12 months (1 Jan 2023 – 30 June 2024)	
Data analysis and consideration of implications for wider TEC work. Yearly reporting on this fund.		Continue data collection project, with focus on determining standardised	

	data collection sets (needs whole of Govt input)
<p>Support TEOs' to develop their Disability Action Plans (applies from 2022 for all providers who get over \$5M TEC funding).</p> <p>First round of DAPs due in July 2022.</p> <p>Analysis of first round of DAP's and advice/support to sector for 2023 investment year.</p>	<p>Monitoring of DAPs and progress against plans as part of the TEC Investment Plan process. Ongoing provision of advice and support to sector.</p>
<p>Partnering with TEOs to understand what they are doing to support disabled learners. (Ongoing for life of programme).</p>	<p>Partnering with TEOs to understand what they are doing to support disabled learners. (Ongoing for life of programme)</p>

## Outcome Two – Employment and Economic Security

### Working Matters Disability Employment Action Plan. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Social Development</b>
<b>Name of Work Programme</b>	<b>Working Matters Disability Employment Action Plan</b>
<b>Overall Status</b>	<b>On track</b>
<b>Programme Summary</b>	<p><i>Working Matters</i>, the Disability Employment Action Plan (the Action Plan), aims to help ensure disabled people, including people with health conditions, have an equal opportunity to access quality employment. The Action Plan provides guidance for government agencies and industry (including employers, trainers, regulators, and unions) especially where they are working on employment support initiatives, including COVID-19 economic recovery initiatives.</p> <p>The Core objectives of the Action Plan are to:</p> <ol style="list-style-type: none"> <li>1. Support people to steer their own employment futures – this includes prioritising pathways for disabled school leavers into employment or training and other career pathways.</li> <li>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.</li> <li>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, job tailoring, as well as creating more inclusive workplaces (with the public sector taking a lead).</li> </ol>
<b>Alignment</b>	Employment Strategy that aims to create a productive, sustainable The Action Plan supports the Disability Strategy and Disability Action Plan Outcome Two (Employment and Economic Security). The Action Plan is one of several plans under the Government’s and inclusive

	<p>labour market and which supports the NZ Government's priority to ensure an inclusive economic recovery from COVID-19.</p> <p>There are 24 initial actions in the Action Plan identified for completion between 2020-2022 by various responsible Government agencies including the Ministry for Social Development (MSD), the Ministry of Education (MOE), the Tertiary Education Commission (TEC), The Ministry of Business, Innovations and Employment (MBIE), the Ministry of Health (MOH), the Public Services Commission (PSC) and the Human Rights Commission (HRC). These actions aim to help disabled people and people with health conditions to participate in employment as they wish on an equitable basis with others.</p>
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<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
A six-monthly monitoring and reporting dashboard for Employment, Education and Training Ministers Group (EETMG)	<p>Progress on the Action Plan was reported in the June 2022 dashboard. The plan and dashboards are available on the MSD website:  <a href="https://www.msd.govt.nz/what-we-can-do/disability-services/disability-employment-action-plan/index.html">https://www.msd.govt.nz/what-we-can-do/disability-services/disability-employment-action-plan/index.html</a></p> <p>The Action Plan is a living document and new actions are listed in this dashboard where they address one of the six priority areas and are consistent with its kaupapa.</p> <p>This dashboard provides an opportunity to showcase progress as well as identify new actions that could be progressed to address the Action Plan priorities alongside Government's broader work programme.</p>	N/A	On track

<p>Supporting people to steer their own employment futures:</p> <p>1. Positive expectations for disabled school leavers</p> <p>2. Career pathways at all stages of life and for diverse needs and aspirations</p>	<p>Funding for MSD's pilot to provide access to employment services for disabled school students has been approved for a further year. As at May 2022, 303 students have been referred and 95 schools are participating.</p> <p>The Training Incentive Allowance (TIA) supports disabled people, their careers, and sole parents on specific benefits to study towards qualifications up to level 7 on the New Zealand Qualifications Framework. Approximately 23% of TIA recipients are receiving the Supported Living Payment (SLP).</p> <p>The expanded Flexi-wage provides a wage subsidy and extra assistance to support employers to take on people who are disadvantaged in the labour market and who are at risk of long-term benefit receipt. It allows placement in part time work. Of the total 15,429 Flexi-wage placements, <b>1911</b> have declared a disability, injury, or health condition at referral.</p> <p>TEC has updated the careers.govt.nz website with a page on Study and Training for people needing learning support. Support is available for those who are disabled, neurodiverse or otherwise need tertiary learning support. The page includes information on work-based learning.</p>	N/A	On track
<p>Back people who want to work and employers with the right support:</p> <p>1. More and better</p>	<p>MSD continues to progress work on legislation to extend the period SLP recipients can work more than 15 hours a week, from 6 months to 2 years. Legislation is being prepared and is expected to be introduced late 2022.</p>	N/A	On track

employment services  
2.Information and Support for employers

The **Oranga Mahi programme** continues to learn what works and expand:

- “Here Toitū”, a wrap-around service provided by a Dedicated Support Team (comprising a health navigator, health practitioners and a dedicated MSD Case Manager) is delivered in partnership between MSD and four Primary Healthcare Organisations. It currently operates in three regions (Auckland, Canterbury and Midcentral). MSD will be progressing work to expand Here Toitū to two further regions.
- In March 2022, the Waitemata DHB model of Individual Placement and Support (IPS) – an evidence-based employment support approach that integrates employment and mental health services to help people to find and stay in work – was extended to support clients aged 18-64 with moderate to severe mental health conditions.
- “Take Charge” in Christchurch, and “E Ara E” in Auckland, both adapted IPS models for youth, have both been extended to support young people with mild to moderate mental health conditions to find and stay in employment.

New Zealand Income Insurance (NZII) is in development for implementation in 2024. NZII will provide income replacement, claims management, and case management for people who have been made redundant or who have faced a reduction to

	<p>their work capacity due to health conditions or disability. The case management service will connect those who need additional support to return to work to relevant active labour market programmes.</p> <p>The final phase of the cross-agency Review of Active Labour Market Programmes (ALMPs) was concluded in late June and work is being undertaken to provide further advice linked to that Review.</p>		
<p>Partner with industry to increase good work opportunities for disabled people and people with health conditions:</p> <ol style="list-style-type: none"> <li>1. Inclusive and wellbeing enhancing workplaces</li> <li>2. Innovative labour market support &amp; business development</li> </ol>	<p>The development of a legislative framework for accelerating accessibility is being progressed by MSD. This will introduce a new approach to identifying, preventing, and removing barriers to participation for disabled people, tāngata whaikaha and others with accessibility needs.</p> <p>Te Taunaki (Public Service Census 2021) collected information on disabled people's experiences of working in the public service. This will help Government to understand their experiences, views and how to promote diversity and inclusiveness.</p>	N/A	On track
<b>Narrative</b>			
<p>Significant progress has been made on several actions contributing to <i>Working Matters</i>. This includes the continued growth of MSD's pilot to provide employment services to disabled school students; the development of a legislative framework for accelerating accessibility; and the progress on legislation to extend the period SLP recipients can work more than 15 hours a week. It also includes the new work programmes arising out of the ALMP Review to support the employment and broader wellbeing outcomes of disabled people across a continuum of labour market attachment and the work to implement the new NZII, which will support people reducing or leaving work for health reasons with income and employment support.</p>			



The six-monthly monitoring dashboard has provided an opportunity for agencies to identify new actions that help achieve the objectives of the Action Plan, as well as providing a regular review of progress. The value of the Action Plan as a living document has been emphasised through the ongoing context of COVID-19, its impact upon the labour market and the Government's response.

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

COVID-19 has had a disproportionately negative impact on disabled people in the labour market. The number of people receiving the Jobseeker Support – Health Condition and Disability (JS-HCD) benefit is falling and is expected to continue falling over the next 12 months. However, numbers are still higher than pre-COVID.

### **Impacts on inequities**

Improving disability data collection remains a priority. More detailed data on participation of disabled people (including, in particular, tāngata whaikaha and disabled Pacific peoples) in employment and in employment related services is key to measuring the impacts on inequities and to improve the targeting of support. A cross-agency group (under the Disability Action Plan) is considering workable data collection definitions to ensure a consistent method for including disability data on administrative systems and there is ongoing work to improve data collection of disabled learners in tertiary education. The 2023 Disability Survey may also assist in addressing these data gaps.

### **Programme changes based on COVID-19 learnings**

The ongoing context of COVID-19 and its impact on the employment of disabled people, and increased investment in employment, has highlighted the value of the Action Plan as a living document which can adapt to this context. New actions will continue to be developed as necessary alongside Government's broader work programme, guided by the kaupapa and informed by monitoring.

### **Next Steps**

Agencies across government will continue to support, monitor, and report on progression of the core priorities of the Action Plan.

The December 2022 Dashboard will provide an updated outline on progress.

**Increasing the employment of disabled people within the public sector, Lead Toolkit. DAP Reporting**

<b>Name of Agency</b>	<b>Ministry of Social Development</b>		
<b>Name of Work Programme</b>	<b>Lead Toolkit</b>		
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>		
<b>Programme Summary</b>	The work aims to increase and maintain the employment of disabled people in the public service. The programme of work includes several streams including – information sharing; resources development; consistent data recording of HR material; supporting disabled people into government internship programmes; All of Government Employee Led Network development and reporting on progress.		
<b>Alignment</b>	Aligns with Outcome 2.  No relevant overlaps. This work has been referenced in the Disability Employment Action Plan.		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Quarterly Lead Toolkit meetings	Completed and ongoing		<b>On track - with minimal risks/issues</b>
Employment of the Internship co-ordinator	During the last 6 months, 56% of students who contacted us, pursued support. Numbers on success in employment will not be available until later in the year. Of 2021's successful interns, one is now	No impact	<b>On track or ahead</b>

	<p>employed with their placement agency. Two students remain on graduate programmes. Nine students had at least one meeting with the Internship Relationship Manager. Two of these students worked with the Relationship Manager to improve their CV, cover letter, interview skills, or their applications.</p> <p>Development of a video with a successful disabled intern talking about her experience.</p> <p>20 tertiary institutions have been in contact so far in 2022, up from 16 last year, with at least 16 interested in hosting a presentation. The first of three Zoom presentations was held in March, with good attendance and discussion.</p> <p>Presentations were still the most effective promotional activity, attracting 50% of all student</p>		
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	<p>contacts. Disability services and word of mouth have been the other key avenues of promotion so far in 2022. The presenter, who is the AOG Internship Co-ordinator, identifies as disabled.</p> <p>In response to feedback from 2021, in 2022, the definition of “public service” was widened to include crown entities, City Councils, and DHBs. This has added 15 programmes to the range. As more programmes near recruitment, the total number of programmes worked with is expected to be just under 60.</p>		
<p>Developing the material for the All of Government Disabled network – We Enable Us</p>	<p>We Enable Us continues to hold their quarterly meetings. During the establishment of Waikaha – Ministry of Disabled People regular additional catch ups were held with the Director of the</p>	<p>We Enable Us Conference has had to be delayed.</p>	<p><b>On track - with minimal risks/issues</b></p>

	<p>Establishment Unit.</p> <p>Other activity has included:</p> <p>Regular meetings with the National Property Group.</p> <p>Membership of the All of Government Employee Led Governance Group.</p> <p>Meeting with emerging Disabled Employee Networks to provide advice.</p> <p>Membership of the Public Service Commissions' meeting on the deep dive into the public service census.</p> <p>Development of a webinar on creating an inclusive environment for disabled new to the public service.</p> <p>Development of the process for the election of a chair elect.</p>		
Information	<p>Development of a video on Assistive technology and how it works and the myths around the use of assistive technology. Filming has</p>	Nil	<b>On track - with minimal risks/issues</b>

	commenced on this project.		
Disability Awareness Module	Five modules have been drafted. Currently looking at contracting for a designer. These modules in their draft form will be shared with the DPOs and We Enable Us for input. The material when it is completed will be shared across government and have the NZ Government logo.	Nil	<b>On track – with minimal risks</b>

### **Narrative**

The Lead Toolkit information is available in HTML. The last Minister’s six-monthly report showed a decrease in the number of Disabled Employee Networks as key players have left the organisation. Sustainability of networks is a key component of the work of We Enable Us. There has been increased interest in the We Enable Us - All of Government Network with more members applying to join. The All of Government Employee Led Network has several projects including data; accessibility; Pay equity; development of webinars and sustainability. The Lead Toolkit Quarterly meetings have been working through issues raised, including reasonable accommodations. There is still some reticence by some government agencies in introducing a reasonable accommodation policy. The Relationship Manager for the All of Government internships for disabled people work programme has been extended to include Local Government and Districts. This is a full time Work on the Disability FTE position. The scope of the lead Toolkit project was the development of a resource to support the employment and retention of disabled public service employees. As per latest report – this is undergoing a refresh and members of the disabled community are part of this.

Internship Scope – to support access for disabled students to mainstream public service interhships and graduate programmes. As

per latest report – this is undergoing a refresh and disabled public service members are part of this

Awareness Modules has been a very rewarding process and very inclusive of everyone’s opinions and expertise.

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

Nil

**Impacts on inequities**

The information now relates to all employers. The internship programme will assist young disabled students into employment.

**Programme changes based on COVID-19 learnings**

Lead Toolkit meetings and All of Government – We Enable Us meetings held via *MS teams*. This has enabled these meetings to extend beyond Wellington which has been enriching.

**Next Steps**

The programme will continue to provide quarterly Lead Toolkit meetings and the All of Government- We Enable Us meetings via MS Teams. The internship programme will continue to expand as more programmes come on board. Several fully accessible videos will be produced including one How assistive technology works in the workplace experience of disabled interns in the public service, on the value of Disabled Employee Led Networks; and support funds and what it covers.

The first two have been filmed and are being edited and made fully accessible. A new resource will be developed to outline the importance of viewing disability information as personal information. MSD will finalise the contract for the development of the Disability Awareness modules. This will provide a consistent approach to disability awareness initially for all staff and ongoing to be included in an induction pack and as part of an annual update.

An evaluation of both the Lead Toolkit and the Internship programme will take place during

## National Information and Regional Hubs. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Social Development</b>		
<b>Name of Work Programme</b>	<b>National Employment Information and Regional Hubs</b>		
<b>Overall Status</b>			
<b>Off track - but low risks/issues</b>			
<b>Programme Summary</b>	<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 run 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. This information has been changed to refer to all employers and not just employers in the public sector. Phase one has been completed.</p> <p>The second part of the project is the establishment of regional mechanisms to support the employment of disabled people. This project will work with Chambers of Commerce, Business New Zealand, supported employment services and mainstream services including Work and Income.</p>		
<b>Alignment</b>	<p>This work aligns with Outcome 2 of the Disability Strategy, Employment and Economic Security.</p> <p>There are no relevant recommendations from the IMM. This activity has been referenced by the Disability Employment Action Plan.</p> <p>We will continue to work with our DPO partners and the regional Chambers of Commerce.</p>		
<b>Progress against Plan for the period</b>			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Getting commitment from the DPOs that the work is important, and	Met with the DPOs and they agreed this work was important.	Travel restrictions meant this work was put on hold.	<b>Off track - but low risks/issues</b>



plan to hold the first regional hui in Hamilton.	DPA was nominated as the DPO partner to work with		
<b>Narrative</b>			
The key outcome from the work has been the development of a single resource that can be accessed by all employers. The information on the MSD Lead Toolkit site will be continually updated and expanded. This will flow through to the business government website.			
<b>Risks/Issues that are impacting or may impact progress and mitigations</b>			
The work has started again with COVID travel restrictions being lifted and an agreement with the DPOs around the DPO partner for this piece of work has been agreed.			
<b>Impacts on inequities</b>			
The information will be relevant to all disabled people.			
<b>Programme changes based on COVID-19 learnings.</b>			
Regional Hub development delayed due to COVID-19 travel restrictions and resources being prioritised to COVID-19.			
<b>Next Steps</b>			
Planning on the first regional hui in Hamilton. Learnings from this will be used in the planning of subsequent huis.			

## Replacing Minimum Wage Exemption Permits. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Social Development (MSD)</b>		
<b>Name of Work Programme</b>	<b>Replacing Minimum Wage Exemption Permits</b>		
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>		
<b>Programme Summary</b>	<p>Led by MSD and with support from the Ministry for Business, Innovation and Employment (MBIE), this work programme aims to replace Minimum Wage Exemption (MWE) permits which currently restrict approximately 800 disabled employees in New Zealand to being paid less than minimum wage on the basis that they are perceived to be less productive due to their disability. The MWE scheme is enabled through Section 8 of the Minimum Wage Act 1983 and officials consider, after consultation with the disability sector, that a Government wage supplement is the only feasible way to replace these permits while protecting existing jobs. Replacing MWE permits with a wage supplement is a government manifesto commitment.</p>		
<b>Alignment</b>	<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 Independent Monitoring Mechanism (IMM) Making Disability Rights Real 2014 to 2019 Report which recommends taking action to “eliminate minimum wage exemption permits”, as well as Objective 2 of “Working Matters”, the Disability Employment Action Plan, which aims to “Back people who want to work and employers with the right support.”</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Rescoping the MWE programme of work	The parts of the data/approach that	No COVID impacts	<b>Complete</b>

to determine what needs updating	need updating have been identified		
Begin to update the MWE work programme in line with what was identified through the rescoping work.	A work programme plan has been created to ensure that all updating takes place	No COVID impacts	On track – with minimal risks/issues
<b>Narrative</b>			
Over the past 6 months (January to June 2022), MSD has been working to identify any parts of this work programme that may need updating, due to changes that have occurred since it was proposed in 2019. This rescoping of the programme has now been completed, and over the next period MSD intends to complete all the updating that is required.			
<b>Risks/Issues that are impacting or may impact progress and mitigations</b>			
<p>The work on the MWE work programme has slowed due to COVID-19 and because this project has yet to receive Cabinet approval. MSD and MBIE officials continue to work on MWE.</p> <p>Some business enterprises employing people on MWE permits are opposed to replacing the MWE scheme. Their concerns include:</p> <ul style="list-style-type: none"> <li>• The supplement approach may require additional management and administration costs, which may impact on their ability to operate.</li> <li>• Some employees may have their financial assistance decreased because of earning a higher wage.</li> <li>• Some employees may find it difficult to manage their finances under the new model.</li> </ul> <p>Mitigations:</p> <ul style="list-style-type: none"> <li>• MSD intends that any wage supplement be designed so employees' overall incomes are maintained or increased, even after the abatement of financial assistance resulting from higher hourly earnings. If some employees are worse-off under the proposed supplement approach, MSD is considering whether discretionary mechanisms could be used to disregard all or part of the employee's income for benefit purposes.</li> <li>• As part of the change, MSD is considering what extra supports could be offered to employees currently on minimum wage exemption permits. We intend for this to include budget advice and help navigating new obligations and understanding and accessing other supports available. These supports may also be made available to disabled people's families/whānau, including how to support a disabled family member with their finances.</li> </ul>			

MSD is taking into consideration employers' concerns about the wage supplement approach, including considering one-off financial support for business enterprises to mitigate the risks they have voiced around associated costs for enterprises themselves (such as for increased administration).

### **Impacts on inequities**

MWE 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 \$1.25 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 and some with student loans.

### **Programme changes based on COVID-19 learnings**

COVID-19 has impacted on the progress of this work programme as MSD resources were diverted to work on COVID-19 response measures. This has meant some deliverables have been delayed. Particularly, travel to test the wage assessment tool has been impacted by the inability to meet face-to-face with Business Enterprises.

### **Next Steps**

MSD will work to prepare an update report to the Minister.

Over the next 6 months, MSD will continue to improve the proposal and ensure the data held around Minimum Wage Exemptions remains up to date. MSD will work towards securing Cabinet agreement to progress the work.

## Outcome Three – Health and Wellbeing

### Improving Health Outcomes and Access to Health Services for disabled people. DAP Reporting

<b>Name of Agency</b>	<b>Manatū Hauora Ministry of Health</b>
<b>Name of Work Programme</b>	<b>Health Outcomes and Access to Health Services</b>
<b>Overall Status</b>	<b>Off track - but low risks/issues</b>
<b>Programme Summary</b>	<p>Disabled people often experience poorer 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 limited. Tāngata WHAIKAHA Māori (Māori disabled people), disabled Pacific peoples and people with learning/intellectual disabilities have some of the worst health and wellbeing outcomes.</p> <p>The health system will continue to work to improve health outcomes and access to health services for disabled people.</p>
<b>Alignment</b>	<p>This work programme aligns with the New Zealand Disability Strategy 2016-2026 Outcome 3 (health and wellbeing), Outcome 5 (accessibility) and contributes significantly to Outcome 7 (choice and control).</p> <p>Te Pae Ora (Healthy Futures) Act 2022 signals forward direction for the New Zealand health system. The interim Government Policy Statement (GPS) on Health and the interim New Zealand Health Plan are two key documents that set the government’s direction and specific commitments for the health system. The health sector is required to protect, promote, and improve the health of all New Zealanders, achieve equity in health outcomes, particularly for Māori, and build towards pae ora for all New Zealanders, including those with a disability.</p> <p>The interim GPS recognises that disabled people receive inequitable access to health services and experience poorer health outcomes in comparison to the general population of New Zealanders. The interim GPS notes that the health system will recognise and provide for the rights of all groups, including disabled people. The potential work programme aligns with the interim GPS’s commitment that access to mainstream health services will be barrier-free and inclusive for disabled people,</p>

and health services, communications and products that are specific to disabled people will be of high quality, available and accessible.

Te Pae Ora Act further specifies that the health minister must prepare and determine a Health of Disabled People Strategy. Development of this Strategy will be led by Manatū Hauora and will thus form part of our work programme relate to improving health outcomes and access to health services. The Strategy will set the priorities for services and health sector improvements relating to the health of disabled people and will assess the current state of health outcomes for disabled people. Timing of the Health of Disabled People Strategy is to be confirmed.

The IMM in their 2019 *Making Disability Rights Real Shadow* report to the UN Committee on the Rights of Persons with Disabilities made several recommendations under Article 25: health. This included that the Government:

1. reform the Public Health and Disability Act 2000 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 (EGL) approach.
3. take definitive action to clarify the expectation on DHBs to provide disability-related supports, particularly in relation to section 22(1)(c) and (d) of the Public Health and Disability Act 2000.
4. implement earlier recommendations of the IMM to address inequalities 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 WAI 2575 Health Services and Outcomes Kaupapa Inquiry.
6. ensure a co-design process with people with psychosocial experiences in the implementation of

the recommendations of the He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction and ensure that they are appropriately resourced to carry out this work.

The IMM in their *Making Disability Rights Real in a Pandemic* made several recommendations relating to health in their 2021 report. In addition to the recommendations under Article 25 in the *Making Disability Rights Real 2014–2019* report, the IMM recommends that the Government:

1. works with disabled people and their representative organisations to establish a comprehensive understanding of their health experiences and challenges during the COVID-19 emergency and uses this information to inform future emergency planning.
2. ensures health-related information relevant to emergency situations is communicated in a logical, consistent, and accessible manner through more than one mode of communication.
3. contractually requires providers of home-based health and support services to ensure continuity of service for disabled people during emergencies and, in doing so, ensure non-discrimination of disabled people and people over 70 years of age employed as care and support workers.
4. ensures clear protocols for personal protective equipment (PPE) use are updated in a timely fashion in response to emerging evidence and community needs.
5. encourages health professionals to provide reasonable accommodation to disabled people who request flexibility around the use of PPE, particularly people who are Deaf and hard of hearing who find face masks act as a barrier.

This work programme aligns with:

- improve accessibility (Ministry of Social Development)
- supported decision-making guidance (Whaikaha, Ministry of Disabled People)
- system transformation (Ministry of Health, Ministry of Social Development, Ministry of Education)
- Disability Employment Action Plan (Ministry of Social Development)

	<ul style="list-style-type: none"> <li>• Learning Support Action Plan (Ministry of Education)</li> <li>• cross-cutting action on disability data (DDEWG)</li> </ul>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
<p>Work programme scoping including:</p> <ul style="list-style-type: none"> <li>• problem definition</li> <li>• defining strategic context and stewardship role</li> <li>• identifying key stakeholders and levers for system</li> <li>• stewardship</li> <li>• determining priorities</li> </ul>	<p>Ongoing work across programme.</p> <p>The Ministry deliberately paused components of the work programme through the reporting period.</p> <p>We are presently evaluating forward programme priorities, nonetheless action will be progressed during the next reporting period as we embed the health and disability system reforms.</p>	<p>The Ministry deliberately paused substantive components of the work programme as we have worked through the health and disability system reforms process.</p> <p>COVID-19 related absence has further impacted progress.</p>	<b>On track - with minimal risks/issues</b>
<p>1. Progress actions where there are opportunities.</p>	<p><i>Health and Disability System Reforms</i></p> <p>The interim Health GPS, interim New Zealand Health Plan and Pae Ora Act collectively set the frame and signal forward direction for the New Zealand health system, these were progressed (and/ or finalised) during the reporting period.</p> <p>The interim GPS prioritises engagement with disabled people and</p>		<b>On track - with minimal risks/issues</b>



	tāngata whaikaha Māori and improving accessibility of health services.		
2. Health system disability data	<p>Patient Profile/National Health Index (PPNHI)</p> <p>PPNHI is a disability data project which aims to:</p> <ul style="list-style-type: none"> <li>• identify who disabled people are by NHI</li> <li>• create a platform to record communication access needs to health staff so they can be accommodated</li> <li>• monitor the degree to which those needs are being met</li> </ul> <p>Significant progress has been made in the January-June 2022 period translating the high-level vision of PPNHI into a series of project documents that can be used to plan, cost, and seek approval to implement PPNHI.</p> <p>PPNHI also held its first kaupapa māori hui.</p> <p><i>New Zealand Health Survey</i></p> <p>The New Zealand Health Survey (NZHS) provides information about the health and wellbeing of New Zealanders and has included the Washington Short Set on Functioning to identify outcomes for</p>		<b>On track or ahead</b>

	<p>disabled people since 2018.</p> <p>The Ministry is exploring the inclusion of both the Washington Group Enhanced Short Set on Functioning and the Child Functioning Module in the 2022/23 New Zealand Health Survey.</p> <p><i>Other Data Efforts</i></p> <p>The Ministry is exploring ways to better use the data already available on disabled people including pooling multiple years of Health Survey data and using the Integrated Data Infrastructure to identify disabled populations in health datasets.</p>		
<p>3. Health workforce disability awareness and capability</p>	<p>The Ministry deliberately paused components of the work programme through the reporting period as we progressed health system reforms.</p> <p>The interim Health GPS identifies the development of the future health workforce as one of its six priorities. It also contains a commitment that all health and wellbeing professionals receive the training and support necessary to ensure disabled people are treated with dignity and respect.</p>	<p>The Ministry deliberately paused substantive components of the work programme as we have worked through the health and disability system reforms process.</p> <p>COVID-19 related absence has further impacted progress.</p>	<p><b>Off track - but low risks/issues</b></p>

	<p>Action will be progressed moving forward as a component of wider work to raise the awareness and capability of the health workforce to respond to the needs of diverse communities.</p>		
<p>Access to quality healthcare</p>	<p><b>Implement disability actions in health action plans</b></p> <p>We have made specific reference to the needs of the disability community in strategic health documents.</p> <p>The interim Health GPS explicitly states that access to mainstream health services will be barrier-free and inclusive for disabled people, and that health services, communications and products that are specific to disabled people will be of high quality, available and accessible.</p> <p>The Ministry will lead development of a Health of Disabled People Strategy.</p> <p><b>Support and monitor DHB action plans (This Action will be reviewed going forward in the context of health and disability system reforms).</b></p>	<p>The Ministry has deliberately paused substantive components of the work programme as we have worked through the health and disability system reforms process. COVID-19 related absence has further impacted progress</p>	<p><b>Off track - but low risks/issues</b></p>

	<p>DHBs (to June 2022) provided the Ministry with information about how they are improving services for disabled people.</p> <p>Achieving national consistency for disabled people as a priority equity population is a significant opportunity with the change from 20 autonomous DHBs to Te Whatu Ora.</p> <p><b>Pharmacy</b></p> <p>As part of the Pharmacy Whakamahere programme (the Pharmacy Action Plan 2016-2020 refresh), from January-June 2022 the Ministry has built relationships and engaged, through numerous hui/talanoa, with key and vulnerable communities to gain an understanding of people’s needs from pharmacy services and medicines.</p> <p>These communities have included:</p> <ul style="list-style-type: none"> <li>• Pacific communities in the Hutt Valley and Porirua</li> <li>• Pacific Persons with Disabilities in conjunction with the Ministry of Health’s Pacific Disability Directorate and the Ministry of Pacific Peoples</li> </ul>		
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	<ul style="list-style-type: none"> <li>• The Deaf Community in conjunction with Deaf Aotearoa and Deaf Wellbeing NZ; and</li> <li>• The Blind Community in conjunction with Blind Citizens NZ.</li> </ul> <p>Several hui were held with Māori consumers at the end of 2021. The Ministry engaged facilitators and interpreters as appropriate, used appropriate disability platforms, and produced supporting materials in Easy Read format.</p> <p>Key learnings included:</p> <ul style="list-style-type: none"> <li>• pharmacy services and medicines are vitally important for the health and wellbeing of communities and whanau.</li> <li>• there are currently many barriers and challenges to accessing pharmacy services and medicines.</li> <li>• the communities identified barriers and solutions.</li> </ul> <p>These learnings are being collated and will be produced into a report which will inform the direction of future workstreams.</p> <p>Responsibility for the Pharmacy programme of</p>		
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	work has transitioned to Te Whatu Ora.		
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**Narrative**

Disability policy resource has been focused on ensuring disabled people are a key equity population and on the ongoing health and disability reforms work. We have been successful in ensuring improving health outcomes and access for disabled people is included in Te Pae Ora (Healthy Futures) Act, the interim Government Policy Statement on Health, the interim New Zealand Health Plan, and early planning for the various health strategies of Te Pae Ora (Healthy Futures) Act.

Progress on the development of Te Whatu Ora’s PPNHI Project has the potential to lay the foundation for several Disability Action Plan actions:

- **Data and Evidence:** PPNHI could produce several streams of new data that might identify disabled people (including tāngata whaikaha Māori, Pacific, children, women, rural and more) in the National Collections, identify and communicate the reasonable accommodations of individual disabled people and data on to what degree health services are providing those accommodations. This could provide an increase in data available on disabled people in the Health System.
- **Workforce:** Workforce capability to respond to Access Profile functions has been identified as a key factor for the long-term success of the Access Profile. The interim GPS outlines how the health workforce will grow and develop between now and 2024, including that capability and capacity gaps will be addressed to reduce pressures on the health workforce. This will involve the design and delivery of interventions, including interventions informed by and based on mātauranga Māori. The interim GPS also outlines the intent to develop deliberate recruitment and retention practices that support career progression, including into leadership. This includes actively prioritise groups under-represented in the workforce and in leadership positions, to build a workforce that reflects our diverse communities.
- **Health Outcomes and Access (Intellectual/Learning Disability):** PPNHI is, first and foremost, a data ecosystem. Data ecosystems run on questions, and questions can be a disabling experience for people with cognitive impairments. Recognising this, PPNHI has identified people with cognitive impairments as a priority group. Early scoping suggests that there may be opportunities to explore dedicated interventions for people with learning disabilities in line with PPNHI functionality, but any interventions would need to be progressed separately from core PPNHI work.
- **Bodily Integrity/Supported Decision Making:** Supported Decision-Making processes have been identified as a key reasonable accommodation for people with cognitive impairments. As such, Access Profile functionality has the potential to be a foundation for future projects which aim to

ensure people with cognitive impairments have the support they need to make full, free, and informed choices about their health. This mahi would be separate to PPNHI itself, but potentially in conjunction with any cognitive impairment kaupapa.

The progress made with PPNHI is in large part due to a strong commitment to working in partnership with disabled people, who are prominently featured at each level of the project and have made significant contributions to this kaupapa.

We engaged across the health system on reporting for the Independent Monitoring Mechanism (IMM) as part of the IMM's domestic UNCRPD examination process. This resulted in reporting from the Ministry and involvement in the Domestic Forum.

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

Summary of risks, issues or delays that are impacting on programme and actions to mitigate this.

Health and disability sector changes over the next 12 months present both risks and opportunities for progress. This work programme will be shared by Manatū Hauora, Te Aka Whai Ora, and Te Whatu Ora.

We are continuing work to ensure that equitable health outcomes for disabled people and disability community representation are a priority in the health and disability system reforms. This meant policy resource was diverted from progressing this DAP access about outcomes work programme to focus more broadly across the reformed health system. While we do not anticipate this becoming a longer-term risk, we are approaching equitable health outcomes for disabled people as a key issue for the reformed health and disability system to address.

We are presently evaluating forward programme priorities in the context of health system reforms.

### **Impacts on inequities**

Māori are more likely than non-Māori to experience higher rates of disability, inequities in life expectancy and rates of amenable mortality (deaths potentially avoidable through health care). This is an important ongoing challenge for the health and disability system. Tāngata whaikaha Māori have some of the worst health outcomes. Whāia Te Ao Mārama 2018 to 2022: The Māori Disability Action Plan guides the Ministry's response to tāngata whaikaha (Māori with lived experience of disability) and whānau. Te Ao Mārama is responsible for monitoring and advising on the implementation of Whāia Te Ao Mārama. As Whāia Te Ao Mārama is nearing the end of its current term, consideration needs to turn to development of a new plan, including engaging with Whaikaha Ministry of Disabled People. Work is underway to develop a new Faiva Ora Pacific disability plan.

The Ministry will continue to convene hui with Te Ao Mārama Aotearoa Trust, which supports the implementation of Whāia Te Ao Mārama and is the Ministry's advisory group on issues affecting tāngata whaikaha and whānau whaikaha Māori. Over this reporting period, we will build on the established relationship between the Ministry and the Trust's previous incarnation as the Te Ao Mārama Disability Advisory Group.

Part One Stage Two of the WAI 2575 Health Services and Outcomes Kaupapa Inquiry is focused on Māori with disabilities. There are currently 50 claims. Hearing weeks one and two have already been held and week three is scheduled for 29 August. This stage of the Inquiry is an opportunity to review and improve the Ministry's approach to supporting the health and wellbeing of tāngata whaikaha Māori and to ensure equality and non-discrimination for tāngata whaikaha Māori and their whānau, through equal treatment aligned with the Human Rights Act 1993 and the UNCRPD.

This work programme must take a Te Ao Māori approach. Engagement with Māori, including tāngata and whānau whaikaha Māori, is required in the scoping, development, monitoring, and review of the work programme to ensure that Te Tiriti principles of partnership, and active protection are adhered to. This engagement and partnership also need to be prioritised in the health and disability system reforms.

### **PPNHI**

Gathering a disability status dataset to associate with the National Health Index (NHI) has the potential to significantly improve data inequities. As the NHI already contains a wealth of demographic information, information identifying disabled people will also identify if they are Māori, Pacific, a woman, young or old, rural, or urban and more. The more information that is associated with the NHI in the future, the more combinations of variables will be able to be analysed. Identifying and quantifying inequities is a critical step towards addressing them.

### **Programme changes based on COVID-19 learnings**

The Ministry deliberately paused substantive components of the work programme as we have worked through the Covid-19 response and the health and disability system reforms process.

We will apply learnings from the Covid-19 response through forward implementation.

### **Next Steps**

### **Upcoming opportunities with health reforms**

The Ministry of Health's Disability Policy Team has transitioned to Whaikaha (Ministry of Disabled People), and the Ministry's Strategy, Policy and Legislation Directorate has assumed responsibility for disability policy work.



The health system has solidified its commitment to disabled people as a key equity group in Te Pae Ora (Healthy Futures) Act. The Ministry, Te Whatu Ora and Te Aka Whai Ora will have responsibility for a considerable amount of work over the coming period responding to the interim Government Policy Statement on Health and interim New Zealand Health Plan, developing the range of dedicated strategies listed in Te Pae Ora Act and ensuring disabled people and tāngata whaikaha Māori are robustly included in all work across the system. With the shifting of the Disability Directorate to Whaikaha, health officials are presently evaluating forward programme priorities and phasing.

The development of a Health of Disabled People Strategy will be led by the Ministry. Decisions have not yet been made about phasing of strategy development, or how it will be sequenced with the other strategies required under Te Pae Ora (Healthy Futures) Act.

During the next reporting period the Ministry will:

- contribute updated information to Whaikaha – Ministry of Disabled People to support the August-September 2022 Geneva hearing for the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) periodic reporting.
- continue to embed a disability perspective across all our work.

## Reduction of the use of Seclusion and Restraint. DAP Reporting

<b>Name of Agency</b>	<b>Manatū Hauora Ministry of Health</b>
<b>Name of Work Programme</b>	<b>Seclusion and Restraint (co-lead with Department of Corrections)</b>
<b>Overall Status</b>	<b>Off track - with significant risks/issues</b>
<b>Programme Summary</b>	<p>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.</p> <p>This is a joint work programme with the Department of Corrections/Ara Poutama and each agency reports separately.</p>
<b>Alignment</b>	<p><b>Programme alignment with Disability Strategy</b></p> <p>The relevant outcomes in the NZ Disability Strategy 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><b>Programme alignment with IMM Making Disability Rights Real Report recommendations</b></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 odds with the Health Quality and Safety Commission's (HQSC) Zero Seclusion programme; breaches international law; that some DHB's have achieved periods of</p>

	<p>zero seclusion; and for these reasons the aim should be for elimination, not reduction.</p> <p><b>Overlaps or alignment with other agency programmes and partners</b></p> <p>See separate template for Department of Corrections contribution to work programme.</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Plan the health and disability component of the work programme, agree on priority settings for focus and areas of action.	Nil	Work in this space has been impacted by staff resource and transition constraints. Resourcing will be reassessed in the next 6 months.	<b>Off track - with significant risks/issues</b>
Engage with DPO Coalition on planning and priorities	Nil	Work in this space has been impacted by staff resource and transition constraints. Resourcing will be reassessed in the next 6 months.	<b>Off track - with significant risks/issues</b>
Engage with Corrections on overall work programme	Nil	Work in this space has been impacted by staff resource and transition constraints. Resourcing will be reassessed in the next 6 months.	<b>Off track - with significant risks/issues</b>
Develop a shared understanding and agreed baseline of practices that constitute seclusion and	Nil	Work in this space has been impacted by staff resource and transition constraints.	<b>Off track - with significant risks/issues</b>

restraint across sectors		Resourcing will be reassessed in the next 6 months.	
<b>Narrative</b>			
<p>Resource and transition constraints severely limited capacity to progress the Seclusion and Restraint Work Programme. As a result, there was minimal progress to report for the period from January-June 2022. Resourcing for this and other Disability Action Plan work programmes will be reassessed in the coming 6 months.</p> <p>The Ministry acknowledges:</p> <ol style="list-style-type: none"> <li>1) the IMM comments and priority for work on seclusion and restraint in its June 2020 report</li> <li>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></li> <li>3) The comments of the DPO Coalition evaluation of the work programme status.</li> </ol> <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 the reporting period, the Ministry of Health has continued to develop new guidelines to replace the 2010 Seclusion under the Mental Health (Compulsory Assessment and Treatment) Act 1992 guidelines. The new guidelines will have a strong focus on reducing and eliminating seclusion and restraint under the Mental Health (Compulsory Assessment and Treatment) Act 1992. The Ministry convened a small working group to assist with drafting the guidelines, including representation from a disabled people’s organisation, as well as members representing the perspectives of Māori and people with lived experienced of mental health conditions. The Ministry expects to begin a targeted external consultation on the draft guidelines in August 2022.</p> <p>As part of the Ministry of Health’s work programme to repeal and replace the Mental Health (Compulsory Assessment and Treatment) Act 1992, consideration is also being given to the use of seclusion and restraint practices, which is expected to contribute to, or support, the work programme for reducing the use of seclusion and restraint’.</p>			
<b>Risks/Issues that are impacting or may impact progress and mitigations.</b>			
<p>Resource constraints (staff) mean that the Ministry has not made the expected progress in coordinating the health and disability component of this work programme and the stated actions in the reporting period. Resourcing and prioritisation are being reviewed to address this.</p> <p>On-going Health and disability sector changes present both risks and opportunities for progress. Work on where this work programme sits</p>			

and is led from going forward needs to be completed in the next six months.

### **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 equity and non-discrimination for tāngata whaikaha Māori and their whānau, through equitable treatment aligned with the Human Rights Act 1993 and the UNCRPD.

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**

Nil

### **Next Steps**

The Ministry of Health will:

- re-engage with Department of Corrections to consider appropriate work programme alignment
- 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
- meet with the DPO Coalition to ensure agreement on the approach
- confirm where in the reformed health and disability system this work programme will sit

## Safeguarding Bodily Integrity Rights. DAP Reporting

<b>Name of Agency</b>	<b>Manatū Hauora Ministry of Health</b>
<b>Name of Work Programme</b>	<b>Safeguarding bodily integrity rights</b>
<b>Overall Status</b>	
<b>Off track - but low risks/issues</b>	
<b>Programme Summary</b>	<p>The Ministry of Health is exploring a framework to protect the bodily integrity of disabled people from non-consensual, non-urgent, non-therapeutic interventions and procedures, particularly in relation to sterilisation and abortion services. Little is known about the rate or extent of this in New Zealand.</p> <p>Decisions about forward scope and phasing for this programme are not finalised.</p> <p>There are a number of relevant rights instruments that will guide and inform this work, including the United Nations Convention on the Rights of Persons with Disabilities, the Code of Health and Disability Services Consumers' Rights, and the New Zealand Bill of Rights Act 1990.</p> <p>Potential areas of action (not confirmed) for this framework could include:</p> <ul style="list-style-type: none"> <li>• legislative safeguards to protect the bodily integrity of disabled people</li> <li>• supportive measures to help disabled people, parents, family, whānau, āiga and careers and health professionals realise disabled people's rights</li> <li>• health workforce disability training to help understand some of the complexities involved and shape attitudes towards disabled people and practice</li> <li>• data collection to inform understanding of the rates and extent of bodily integrity violations for disabled people and monitoring of the situation in New Zealand</li> </ul>

## Alignment

Aligns with Outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control)

A core motivator of the bodily integrity work programme is the need to support and uphold disabled people's rights to respect for physical and mental integrity and the enjoyment of the highest attainable standard of health without discrimination on the basis of disability. This also applies to other Health-led DAP work programmes for: reducing use of seclusion and restraint (with Corrections); repeal and replacement of the Mental Health Act; improving health outcomes and access to services for disabled people; and enabling disabled people's choice and control in disability system transformation.

The programme aligns with the following IMM report recommendations:

- legislation to prohibit the use of sterilisation or any other non-therapeutic medical procedure on disabled children and adults without their prior, fully informed, and free consent.
- improving 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.

There are several overlaps and alignment with activity elsewhere including:

- administration of legislation (e.g., Contraception, Sterilisation, and Abortion Act 1977 by Manatū Hauora and Crimes Act 1961 by Ministry of Justice).
- the Law Commission's review of laws related to adults with impaired decision making.
- the Supported Decision-Making DAP work programme (MSD lead).
- the Waitangi Tribunal Health Services and Outcomes Kaupapa Inquiry (Wai 2575).

	<ul style="list-style-type: none"> <li>the Abuse in Care Royal Commission investigations.</li> </ul>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Complete scope of work programme key deliverables, actions, and milestones.	Ongoing	<p>The Ministry has deliberately paused substantive components of the work programme as we have worked through the health reform process and transition.</p> <p>Decisions about forward scope and phasing for this programme are not finalised but will be progressed during the next reporting period.</p>	<b>Off track</b>
Reconvene the Project Reference Group.	<p>No Action taken.</p> <p>The Ministry has deliberately paused substantive components of the work programme.</p>	<p>The Ministry has deliberately paused substantive components of the work programme as we have worked through the health reform process and transition.</p> <p>Decisions about forward scope and phasing for this programme are not finalised but will be</p>	<b>Off track</b>



		progressed during the next reporting period.	
Continue to engage with the DPO Coalition on the work programme.	Ongoing	Nil	On track – with minimal risks / issues
Draft data gathering approach to identify disabled people accessing sensitive services (reproductive services) and people with cognitive disabilities (intellectual/learning disabilities) who access services without sufficient support.	Progressed.	Nil	On track or ahead

### Narrative

Responsibility for the oversight and monitoring of abortion services transferred to the Ministry of Health through the Abortion Legislation Act 2020. In addition, administration of the Contraception, Sterilisation and Abortion Act 1977 has transferred from the Ministry of Justice to the Ministry of Health. Both changes provide an opportunity to support progress on safeguarding the right to bodily integrity by aligning health services, legislation, information, and monitoring.

The Ministry recognises the need to ensure all disabled people, including those with intellectual/learning disabilities, only receive medical procedures when they grant their full, informed consent.

The four key elements of the Bodily Integrity Work Programme have been data, supported decision making (SDM), health workforce training and legislative safeguards.

**Data:** The Ministry developed a draft approach for identifying disabled people accessing sensitive services and people who require support to understand or provide consent for a procedure (such as those with intellectual/learning impairments) as part of work on assisted dying and abortion and sterilisation services. This approach is now being implemented as a part of ongoing work within those workstreams, some of which will be seeking community feedback in 2022. The core

of this mahi was modelled on the administrative data approach being developed by the cross-government Disability Data and Evidence Working Group.

**Supported Decision Making (SDM):** SDM is an important accessibility requirement along with reporting by professionals to clarify the quality of SDM processes. Viewing SDM as an accessibility requirement links it strongly to the Access Profile functions being developed in the Patient Profile and National Health Index (PPNHI) work. If Access Profiles are adopted, this mechanism will lay the groundwork for future targeted mahi to promote accessibility of health services for people with intellectual/learning disabilities including SDM.

**Legislative Safeguards:** The Ministry has undertaken an analysis of possible legislative safeguards to protect the bodily integrity of disabled people. As part of this work, the Ministry explored the possibility of a moratorium on current non-consensual and non-therapeutic sterilisation. This was deemed inefficient as the programme would require a significant amount of preparation and parliamentary assent.

During this period, the Ministry contributed research and reporting on bodily integrity issues to the Independent Monitoring Mechanism (IMM), for the UNCRPD, in preparation for the government accountability hearing in Geneva in August 2022. The Ministry answered the IMM's questions on the work programme progressing bodily integrity and reasons for not placing a moratorium on non-consensual and non-therapeutic sterilisation.

Ongoing resource and time constraints have impacted this workstream in the most recent reporting period. The Ministry will continue to investigate opportunities to develop legislative and non-legislative options to protect the bodily integrity of disabled people.

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

The response to the COVID-19 pandemic continues to impact resourcing and staff capacity due to illness. Health and disability sector reform work has affected staff capacity, with staff being diverted to working on the reforms during this reporting period.

Health and disability sector changes over the next 6-12 months will present both risks and opportunities for progressing work. This work programme is one that will continue to be a responsibility of the Ministry of Health.

Decisions about forward scope and phasing for this programme are not finalised but will be progressed during the next reporting period.

### **Impacts on inequities**

Within the disability community, people with learning/intellectual disabilities are recognised as an acutely underserved community.

Work to protect this group against bodily integrity abuses contributes towards reducing inequity.

**Programme changes based on COVID-19 learnings**

Nil

**Next Steps**

With the Disability Directorate at the Ministry of Health transferring to Whaikaha the Ministry of Disabled People in July 2022, the work towards safeguarding bodily integrity of disabled people has transferred to the Strategy, Policy and Legislation Directorate within the Ministry.

During the next reporting period the Ministry will continue to:

- provide updated information regarding bodily integrity to Whaikaha – Ministry of Disabled People to support the August-September 2022 Geneva hearing for the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) periodic reporting.
- provide initial scoping advice to the Minister of Health on opportunities to progress work to protect the bodily integrity of disabled people.

## Repeal and Replace the Mental Health (Compulsory Assessment and Treatment) Act 1992. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Health</b>		
<b>Name of Work Programme</b>	<b>Repeal and Replace the Mental Health (Compulsory Assessment and Treatment) Act 1992</b>		
<b>Overall Status</b>			
<b>On track – with minimal risks/issues</b>			
<b>Programme Summary</b>	This work programme seeks to repeal and replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 with legislation intended to align to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). 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 UNCRPD.		
<b>Alignment</b>	<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>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Supporting the implementation of the changes in the revised Guidelines through education and training and regular engagement with providers and services.	<ul style="list-style-type: none"> <li>The Ministry of Health is continuing work with Te Pou (national mental health and addiction workforce development centre) on the development of training and education materials.</li> </ul>	This action has been impacted by COVID-19 during this reporting period. - Because of COVID-19 related impacts and personnel changes at Te Pou there	<b>Off Track with minor risks/issues</b>

	<ul style="list-style-type: none"> <li>• Te Pou engaged an advisory group which includes Māori and people with lived experience of being under the Act to support the development of the training and education tools.</li> <li>• The Ministry of Health continues to meet with Directors of Area Mental Health Services on a quarterly basis. The implementation of the Guidelines is a regular topic at these meetings.</li> <li>• All new reporting requirements added in the revised Guidelines are in now in effect.</li> </ul>	<p>is a delay in producing the training materials. The materials were expected to be available by January 2022 and will now likely be available in the first quarter of 2022/23.</p>	
<p>Public consultation on <i>Transforming our Mental Health Law</i></p>	<p>Public consultation on <i>Transforming our Mental Health Law</i> opened on 22 October 2021 and closed on 28 January 2022. There was</p>	<p>COVID-19 impacted the consultation by limiting officials' ability to engage with stakeholders in person, so</p>	<p>Complete. The submissions analysis report from the independent research company will be published on the Ministry of Health's website.</p>

	<p>significant feedback with 317 written submissions and approximately 60 online information sessions and consultation hui with over 500 participants.</p> <p>All feedback was analysed by an independent provider. The findings of the public consultation will guide the policy development.</p>	<p>the vast majority of consultation was undertaken virtually. With the mitigation being creating as many opportunities as possible for people to have their say, through a range of channels.</p>	
<p>Establishment of the Mental Health Act Expert Advisory Group</p>	<p>An open expression of interest process was run in March 2022 seeking applicants for positions on the Mental Health Act Expert Advisory Group (EAG). Thirteen members were chosen from over 130 applicants.</p> <p>The EAG is comprised of subject matter experts with an in-depth working knowledge of the Mental Health Act including academics, clinicians, and people with lived experience of being under the Act. The group will assist the</p>	<p>This action has not been impacted by COVID-19 during this reporting period.</p>	<p>Complete. The EAG have begun meeting.</p>

	Ministry of Health to test and refine policy proposals for new mental health legislation and balance the diverse views received through public consultation.		
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<b>Narrative</b>
<p>The work with Te Pou, one of the national mental health and addiction workforce development centres, to develop new training and education materials to support the implementation of the revised Guidelines to the Mental Health (Compulsory Assessment and Treatment) Act 1992 (the Guidelines) has continued. This work, informed by an advisory group, is expected to ensure the materials have proper focus and emphasis on person-centred, human rights-based care, including proper cultural support in the delivery of care under the Mental Health Act. This is expected to be an ongoing piece of work as learning and changing practice is a process over time for practitioners. The Ministry of Health intends to have an ongoing focus on support in this area to ensure practitioners are ready for new legislation in the future.</p> <p>The <i>Transforming Mental Health Law</i> discussion document set out the key areas that must be addressed for new mental health legislation. All feedback was analysed by an independent provider. The outcomes of the submission analysis resulted in diverse and often competing views on what should be in legislation. There was rarely consensus across key areas or across stakeholder groups that were consulted, making it difficult to effectively narrow the policy recommendations for Cabinet consideration.</p> <p>The submissions analysis showed that across all stakeholders there is the desire for the Mental Health Act to be more tāngata whaiora and whānau focused. Other general themes included having Te Tiriti o Waitangi as the foundation for new mental health legislation, that rights should be upheld in alignment to international conventions and that the current Mental Health Act is being misused. The submissions analysis document has been published. Some of the main themes included:</p> <p><b>Conclusion:</b></p> <ul style="list-style-type: none"> <li>• what legislation would look like if compulsion was allowed or consented</li> <li>• embedding Te Tiriti o Waitangi</li> <li>• capacity and decision-making</li> </ul>

- supported decision-making
- restrictive practices
- monitoring and protecting people’s rights.

The Ministry of Health is mitigating this risk by working with the Expert Advisory Group to assist with further refining policy options to inform the final recommendations to Government. The ability to work through the complexities alongside the Expert Advisory Group will have implications for the overall timeframes of the policy development work.

The Ministry of Health is continuing work to develop policy proposals for the repeal and replacement. The Ministry is working with the Expert Advisory Group to test and refine policy proposals.

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

COVID-19 has impacted on the availability of external parties who need to be interviewed for the development of the training materials as well as some personnel changes at Te Pou.

COVID-19 limited officials’ ability to engage with stakeholders in person as part of the public consultation process, with most of the consultation occurring virtually. Risks associated with this were mitigated by creating as many opportunities as possible for people to have their say and using many channels for people to provide feedback.

The primary risk to the development of policy recommendations for the full repeal and replacement of the Mental Health Act is the scale and complexity of the work. The feedback received through public consultation was very broad and wide ranging.

**Impacts on inequities**

There are considerable differences in the way the Mental Health Act works for different population groups, in particular, Māori, pacific peoples, and disabled people. For example, Māori are significantly more likely to be subject to compulsory mental health treatment than non-Māori. The public consultation process was a way to hear all perspectives of people in Aotearoa, and an equity lens is being inserted in our approach through:

- engaging widely during public consultation to ensure feedback was representative of key groups, including Māori, Pacific, Asian and ethnic communities, and disabled people with lived experience.
- ensuring the members of the EAG represent priority population groups with equitable representation of Māori and people with lived experience of being under the Act. People may also have other disabilities, but this was not disclosed to the Ministry.



## **Programme changes based on COVID-19 learnings**

During this reporting period:

- There were no delays in the work to repeal and replace the Mental Health Act, but COVID-19 meant we were required to change our approach to public consultation to primarily virtual consultation.
- There are some delays to the development of training materials for the guidelines, as mentioned above, due to COVID-19 during this reporting period.

## **Next Steps**

Over the next six months the Ministry will:

- continue to support the implementation of changes in the revised Guidelines by working with Te Pou to develop education and training materials and continue regular engagement with providers and services.
- Analyse feedback and work with the Expert Advisory Group to inform development of policy proposals to Government.

## Delivery of Sport New Zealand Disability Plan. DAP Reporting

<b>Name of Agency</b>	<b>Sport New Zealand</b>
<b>Name of Work Programme</b>	<b>Delivery of the Sport New Zealand Disability Plan</b>
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>
<b>Programme Summary</b>	<p>The Sport NZ Disability Plan contains ten commitments that Sport NZ has made to the sector to ensure we assist them create quality and equitable play, active recreation, and sport participation opportunities for disabled tamariki and rangatahi, of their choice. The Plan was launched in October 2019 and a Disability Lead was employed by Sport NZ in December 2019.</p> <p>Sport NZ is a member of the Sport NZ Group, with the other member of the group being High Performance Sport NZ. The Disability Plan contributes to the Sport NZ Strategic Direction 2020 / 32 and Strategic Plan 2020 – 2024, Every Body Active. There are four key values of Every Body Active, one of which is, no one missing out on the benefits of play, active recreation, and sport, regardless of factor such as gender, disability, ethnicity, sexual orientation or where in Aotearoa New Zealand they live.</p>
<b>Alignment</b>	<p>The Sport NZ Disability Plan contains an outcomes framework for disabled people in play, active recreation and sport which connects the intermediate and long-term outcomes of the plan to the NZ Disability Strategy, Outcome 3 Health, and Wellbeing and therefore the Convention on the Rights of Persons with Disabilities, Article 30, and the Independent Monitoring Mechanism (IMM) reporting against their recommendations.</p> <p>Commitment Three of the Sport NZ Disability Plan is to 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, and social welfare.</p>

<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Continue working with Sport NZ staff, programmes, initiatives, partners, and cross government to promote the value of play, active recreation, and sport for disabled tamariki and rangatahi.	<p>The Disability Lead has for example: Supported the Healthy Active Learning workforce and presented to their annual hui. Worked with the Play team in the development and implementation of two play projects through the Disability Inclusion Fund.</p> <p>Work with the Active Recreation team to develop an Inclusive Design resource.</p> <p>Influenced social media campaigns such as It's My Move and Push Play Your Way.</p> <p>Worked with partners who have received Strengthen and Adapt investment where they've identified disabled tamariki and rangatahi as a component of their plan.</p> <p>Made connections to Whaikaha – Ministry of Disabled People to promote the importance of play, active recreation, and sport.</p>	No impacts to note	On track – with minimal risks/issues

<p>Monitor the investment to and connection with Parafed's or similar organisations and National Disability Sport Organisations.</p>	<p>In addition to financial investment, Sport NZ provides these organisations with a key contact who connects with them on a regular basis, assists them with issues they might be having and supports them to maximise opportunities.</p>	<p>No impacts to note</p>	<p>On track – with minimal risks/issues</p>
<p>Work with recipients of Disability Inclusion Fund investment to assist them to activate their project.</p>	<p>Following the announcement of the successful recipients of the Disability Inclusion Fund we have worked with those organisations to develop activities, measures, and milestones to inform their investment schedule. As they progress with their projects, we have assisted them with advice, support, and the recruitment of new staff. We are in the process of bringing them together through a virtual connect to start creating and fostering a community of practice.</p>	<p>No impacts to note</p>	<p>On track – with minimal risks/issues</p>
<p>Work with organisations who did not receive Disability Inclusion Fund investment to investigate other options to</p>	<p>A total of 68 applications were received for the Disability Inclusion Fund, valued at \$12.6m but the fund only contains \$3.6m for investment. Therefore, we were</p>	<p>No impacts to note</p>	<p>On track – with minimal risks/issues</p>

deliver their initiatives.	only able to invest into 16 projects through the Disability Inclusion Fund. For some of the unsuccessful organisations, we were able to direct them to other Sport NZ funding sources for example, the Sport Development Leverage Fund or the Strategic Leverage Fund. For others we have worked with them to look at different ways they could achieve the same results.		
Deliver virtual online 'connects' in the lead up to hosting the in-person Ko au, ko koe, ko tātou Disability Hui in October 2022	Due to the success of the virtual 'connect' following the postponement of the Disability Hui we have held another two and have another one planned for August.	No impacts to note	On track – with minimal risks/issues
Be involved in the planning for New Zealand to host the 2023 International Symposium of Adapted Physical Activity (ISAPA).	Sport NZ has a member on the board.	No impacts to note	On track – with minimal risks/issues
<b>Narrative</b>			
<p>There have been four major focuses during the past six months. They were:</p> <ul style="list-style-type: none"> <li>• Working with Sport NZ staff, programmes and initiatives, partners, and cross government <ul style="list-style-type: none"> <li>○ Ensuring that Sport NZs staff, programmes and initiatives can cater for the needs of disabled tamariki and rangatahi is</li> </ul> </li> </ul>			

essential to the delivery of the Disability Plan. This is working well with many examples of how disabled tamariki and rangatahi have participated in play, active recreation, and sport due to Tu Manawa investment, Strengthen and Adapt investment and Healthy Active Learning.

- Our work with partners continues to grow, especially with the allocation of the Disability Inclusion Fund. There has been an increase in the awareness and importance of this mahi by our partners, which is coming through in their partnership reporting.
- The creation of Whaikaha – Ministry of Disabled People is an important step forward to New Zealand creating a non-disabling society. Sport NZ recognises the impact that play, active recreation, and sport has on health, education and social outcomes and is advocating to Whaikaha – Ministry of Disabled People about the importance of these activities, to disabled people, especially disabled tamariki and rangatahi.
- Supporting Parafeds or similar organisations and National Disability Sport Organisations
  - Investment in these organisations have given them increased sustainability and certainty of funding. For some this is a large component, for others, this is a smaller component, of their budget.
  - Regular support, contact, connections, and assistance with issues, is providing these organisations with the knowledge that Sport NZ recognises them. Furthermore, Sport NZ appreciates the mahi that they achieve and the contribution they make to the participation of disabled tamariki and rangatahi.
- Working with organisation who applied for the Disability Inclusion Fund, regardless of whether they were successful or not
  - There has been an increase in the play, active recreation and sport workforce who have a focus on disabled tamariki and rangatahi.
  - Programmes and initiatives are being developed that will cater for the needs of disabled tamariki and rangatahi.
  - With the increase in the workforce and the creation of programmes and initiatives, this will lead to increased participation opportunities for disabled tamariki and rangatahi now and into the future.
- Holding virtual online sector 'connects'
  - Enabled individuals and organisations to join together.
  - Introduced new people who are working in the sector.
  - Developed confidence within the sector to share information and support each other.
  - Provided the opportunity to hear from Sophie Pascoe, Multi-medal winning Paralympian, Raelene Castle, Sport NZ Chief

Executive and Duane Kale, multi-medal winning Paralympian and Vice President of the International Paralympic Committee.

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

The main risk/issue that may impact on the delivery of the Sport NZ Disability Plan is disruption caused by Covid-19, but over the last six months this has reduced. We must always be aware of the impact Covid-19 can have on the workforce and the ability for people to gather for programmes and events.

### **Impacts on inequities**

The delivery of the Sport NZ Disability Plan is designed to reduce inequities and support disabled tamariki and rangatahi to have access to quality and equitable play, active recreation, and sport participation opportunities of their choice. We took the learnings from our 2020 scoping project into the mahi that we are delivering, especially the investment into Parafeds and National Disability Sport Organisations and the Disability Inclusion Fund therefore had a focus towards intellectual and invisible impairment and inclusive practices.

### **Programme changes based on COVID-19 learnings.**

During the past six months there have been limited delays or impacts due to COVID-19. The main impact has been the limited opportunity to meet in person. Most meetings have been held online via Microsoft teams. With the Parafeds, National Disability Sport Organisations and successful recipients of the Disability Inclusion Fund being spread throughout the country, meetings online via Microsoft team have been efficient in respect to both cost and time.

### **Next Steps**

- Continue working with Sport NZ staff, programmes, initiatives, partners, and cross government to promote the value of play, active recreation, and sport for disabled tamariki and rangatahi.
- Monitor the investment into Parafeds, D-Sport and National Disability Sport Organisations and provide them with a connection to Sport NZ to assist them to provide better services to disabled tamariki and rangatahi.
- Work with recipients of Disability Inclusion Fund investment to assist them with their projects.
- Deliver a virtual 'connect' in August prior to hosting the first in person Ko au, ko koe, ko tātou Disability Hui in October.
- Be involved in the hosting of the 2023 International Symposium of Adapted Physical Activity in New Zealand. Continue to investigate how best to continue this mahi, post the 1st of July 2024.

## Outcome Four – Rights Protection and Justice

### Develop a shared understanding of Supported Decision making. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Social Development (now moving to ODI/Whaikaha)</b>
<b>Name of Work Programme</b>	<b>Supported Decision making - a reset</b>
<b>Overall Status</b>	
<b>Off track - but low risks/issues</b>	
<b>Programme Summary</b>	<p>The project reset builds on work already completed which was the development of a document "<i>Introduction to Supported Decision-Making - An outline for decision makers, their supporters, and organisations</i>". The document is available but not published.</p> <p>There remains some final editing of the document as requested by some in the reference group for this project.</p> <p>The next stage of the project will be re-engagement with the reference group to finalise the document and the Enabling Good Lives (EGL) service design team in Whaikaha.</p> <p>It is proposed that the re-set of the project will build on the <i>Introduction to Supported Decision-Making</i> document to develop three resources that are web based/online, with full accessibility:</p> <ol style="list-style-type: none"> <li>1. a resource for family/whanau</li> <li>2. a resource for service providers</li> <li>3. a resource for tangata whaikaha Māori</li> </ol> <p>This project will involve: (needing discussion with the advisory group).</p> <p><b>The tasks:</b></p> <ol style="list-style-type: none"> <li>1. Re-establishment of the advisory group – co-chairing and secretariat support and terms of reference strongly focussed on how we will work, project deliverables, etc.</li> <li>2. Establish a project plan, with dates – for sign off under the Disability Action Plan</li> </ol>



	<ol style="list-style-type: none"> <li>3. Finalise the “Introduction to Supported Decision Making” as a published /accessible source document</li> <li>4. Establish a Whaikaha team to support this work.</li> <li>5. Establishment of a relationship with Te Ao Marama on the kaupapa Māori approach required</li> <li>6. Work with the EGL service design group and advisory groups</li> <li>7. Re-set the project and re-establish reporting on this through the Disability Action plan</li> <li>8. Procurement for the fully accessible online/web-based family/whanau resource; and the service provider resource (need to link with service provider network on this).</li> </ol> <p><b>Out of scope:</b></p> <p>The Law Commission work on “legal capacity”.</p>		
<b>Alignment</b>	<p>This work aligns to Outcome 4 (Rights protection and justice) and 7 (Choice and Control) of the Disability Action Plan and proposes a parallel tangata whaikaha Māori approach.</p> <p>There are no IMM recommendations that this work aligns with.</p>		
<b>Progress against Plan for the period</b>			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Nil	Project re-set	None	<b>Off track - but low risks/issues</b>
<b>Narrative</b>			
<p>During COVID-19, MSD in collaboration with People First worked with the Ministry of Health to produce a document about supported decision making for service providers, including a resource for service providers. It was also translated into Easy Read format.</p> <p>The Supported Decision-Making literature review is in its final stages of completion. It was sent for review and the feedback initially received has been included. Later feedback has been received and this has delayed final sign off. There is a need to connect with those who contributed to the development to ensure it meets their expectations.</p> <p>Beyond the original scope of this project, it has been noted:</p>			

- That it is important to develop by co-design a separate resource to be developed by Tangata Whaikaha Māori for Tangata Whaikaha Māori.
- that those participating in this work are looking for a mechanism to socialise the resource, once finalised. within the disability community, and that the resources are to be used in work force development.

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

Availability of a provider and availability of procurement support.

**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 Māori disabled and the Pacific community that are culturally appropriate.

**Programme changes based on COVID-19 learnings.**

COVID-19 reinforced the need for information and training especially for service providers about Supported decision making particularly, the importance of supported decision making in addressing misinformation around the COVID-19 vaccine.

**Next Steps**

**September 2022 to January 2023**

1. Re-establishment of the advisory group – co-chairing and secretariat support and terms of reference strongly focussed on how we will work, define project deliverables etc
2. Re-set the project and re-establish reporting on this through the Disability Action plan
3. Identify the DPO Coalition lead(s)
4. Establish a project plan, with dates – for sign off under the Disability Action Plan
5. Finalise the “Introduction to Supporter Decision Making” as a published /accessible source document
6. Establish a Whaikaha team to support this work.
7. Establishment of a relationship with Te Ao Marama on the kaupapa Māori approach required

**February 2023- July 2023**

8. Procurement for the fully accessible online/web-based family/whanau resource; and the service provider resource (need to link with service provider network on this)
9. Establish a subgroup of the advisory group to work with ODI in monitoring the development of the online resource
10. Provide support and advice as required for the tangata whaikaha
11. Publish and socialise the documents

## Ministry of Justice. Disability Action Plan. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Justice</b>
<b>Name of Work Programme</b>	<b>Communication Assistance Quality Framework</b>
<b>Overall Status</b>	<b>On track or ahead</b>
<b>Programme Summary</b>	<p>The Communication Assistance Quality Framework is a resource for all those involved with communication assistance services. It is used by the Ministry, court staff, and legal and justice sector professionals. The resource is designed to support best practise for the operation of the communication assistance service.</p> <p>Communication assistance is a judge-directed service in criminal or civil proceedings where the Evidence Act 2006 applies. Following an application to the court, a communication specialist assesses a participant’s communication ability and provides advice to the court on how to best communicate with the participant to ensure they understand what is happening in court.</p>
<b>Alignment</b>	<p>This programme aligns with outcome four of the Disability Strategy – Rights, Protection and Justice. The programme focuses on protecting rights and ensuring disabled people feel safe, understood, and are treated fairly and equitably by the justice system. It also contributes to the Making Disability Rights Real Report, recommendation 38(i), which is focused on increasing an understanding of ‘neurodiversity’ within the justice system and developing specific cognitive and communicative responses for people with neurological impairments.</p>

**Progress against Plan for the period**

<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Communication assistance training for lawyers and police prosecutors.	On 13 April 2022, the New Zealand Law Society delivered a forum for lawyers, police prosecutors and other interested parties on how to identify court participants who require communication assistance and how to best use the service. Around 500 people attended the forum, and the content is also available online.	This work programme was not affected by COVID-19	Complete

**Narrative**

The service is designed to enhance a participant’s mana by respecting their abilities and contributions, supporting their rangatiratanga (self-determination/autonomy) and ensuring they are seen, heard, and able to meaningfully participate in court proceedings.

Public consultation on court-appointed Communication Assistance Quality Framework commenced in January and finished in February 2021. The Ministry encouraged submissions from various stakeholders, including persons or organisations with interest in ensuring access to justice for witnesses and defendants who are children and/or young people and adults who have disabilities, neurodiversity, mental health conditions or experience of trauma, and providers who are currently, or would be interested in providing communication assistance.

Participants using the service have a complaints mechanism to raise concerns or provide feedback directly to the Ministry or to the service provider. 102 legal professionals responded to the communication assistance surveys during June and July 2021; 94% of judges, 81% of prosecutors and 93% of defence counsel were somewhat satisfied or very satisfied with the service. Judges said that ensuring a clear understanding and active participation are the main benefits of the

service. Prosecutors and defence counsel said that the main benefits of communication assistance include a better understanding of the court proceedings for defendants and fairer access to justice for participants.

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

Not applicable

**Impacts on inequities**

The communication assistance service can help defendants to understand what is happening in court proceedings and can also assist witnesses to give evidence. This service enables equal access to justice for vulnerable participants as envisaged in Te Tiriti o Waitangi and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

**Programme changes based on COVID-19 learnings**

Not applicable.

**Next Steps**

The Ministry will release a video to increase awareness and understanding of the communication assistance service in July 2022. The Ministry will also continue monitoring the quality-of-service delivery by conducting an annual satisfaction survey and preparing an annual report for the service.

<b>Name of Agency</b>	<b>Ministry of Justice</b>
<b>Name of Work Programme</b>	<b>New Zealand Crime &amp; Victims Survey</b>
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>
<b>Programme Summary</b>	<p>The New Zealand Crime and Victims Survey provides detailed insights and analysis of crime and victimisation in New Zealand. It contains mostly descriptive statistics and does not include analysis of relationships between variables.</p> <p>The New Zealand Crime and Victims Survey is the most comprehensive source of data on adult (aged 15 and older) victims of crime in Aotearoa New Zealand. Without the survey there would be little reliable information on New Zealanders' experiences with crime because not all crime is reported to police. The results from the survey cycles help government agencies to create safer neighbourhoods and communities. More information regarding how the survey is carried out, and the results of the survey, are included at the following link, <a href="#">New Zealand Crime &amp; Victims Survey (NZCVS)   New Zealand Ministry of Justice</a>.</p> <p>The Office for Disability Issues has outlined key findings relating to disabled people from the New Zealand Crime and Victims Survey Cycle 3 report, which can be read at, <a href="#">Key findings from the third cycle of the NZ Crime and Victimisation Survey - Office for Disability Issues (odi.govt.nz)</a>.</p>
<b>Alignment</b>	<p>The New Zealand Crime and Victims Survey strengthens the intersectional collection and analysis of data about disabled people at risk of violence to accurately record, monitor, and provide insights to decision-makers on how to reduce violence towards those at risk. This work aligns with the New Zealand Disability Strategy, Outcome Four – Rights, Protection and Justice, 'our rights are protected; we feel safe, understood and are treated fairly and equitably by the justice system'. Starting in Cycle 4, the survey now also produces annual statistics on disabled peoples' perceptions of safety (including retrospective statistics going back to Cycle 1). These new statistics also align with Outcome Four of the New Zealand Disability Strategy.</p>

<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Cycle 4 annual report	The Cycle 4 annual report, methodology report, key findings booklet, data tables, FAQs, media release and A3 infographic were published on the Ministry of Justice website on 29 June 2022.	Some areas of the country were affected by Alert Level 3 & 4 during the fieldwork for the 4th cycle. This impacted on the volume of interviews that could take place. The target was 8,000 with around 6,200 conducted by the end of field work.  The final sample for Cycle 4 was lower than expected meaning some victimisation statistics for disabled people were more likely to be withheld in Cycle 4 than in previous cycles due to a higher margin of error.	Complete
Preliminary data collection for Cycle 5.	From mid-November 2021, the Ministry began data collection for the 5th Cycle of the New Zealand Crime and Victims Survey which will run through until October 2022.	Following the nationwide move to the red traffic light setting on 23 January 2022, all face-to-face interviews were conducted virtually via a new virtual interviewing platform until the nationwide move to the orange traffic light setting on 13 April. Despite slight changes to the mode of interviewing our door-to-door recruitment protocols remained similar.	On track – with minimal risks/issues

		Regardless, there has been a noticeable shift in respondent behaviour since the 2022 Omicron outbreak, all of which will be fully documented in our 5th Cycle reports.	
<b>Narrative</b>			
<p>In comparison with previous reports the survey findings from the Cycle 4 report and data tables were able to provide more detailed statistics about the experiences of disabled people in New Zealand by combining the samples from the last four cycles of the survey. Specifically, the Cycle 4 report was able to produce more statistics on specific types of offences experienced by disabled people (i.e., family, and sexual violence) and the frequency of offences experienced by disabled people (i.e., repeat victimisation). For the first time this report also provided two-dimensional victimisation analysis looking at the intersection of disability with other key demographics including sex, age, ethnicity, and sexual identity. Furthermore, starting with this report there has been an expansion of analyses and reporting on perceptions of safety including disabled peoples' perceptions of safety.</p>			
<b>Risks/Issues that are impacting or may impact progress and mitigations</b>			
<p>The New Zealand Crime and Victims Survey does not cover adults living outside of residential housing, such as aged-care facilities. More research is needed to gauge the scale of sexual violence against vulnerable people in these contexts, including older people and people with disabilities. A reduction in interviews will increase the margin of error for the New Zealand Crime and Victims Survey Cycle 4. The Ministry intends to provide a full-scale report which includes victimisation analysis for disabled people.</p>			
<b>Impacts on inequities</b>			
<p>The New Zealand Crime and Victims Survey helps inform decision makers of New Zealanders' experiences and perceptions of crime. The statistics produced by the survey are used widely across government agencies to demonstrate the inequities in victimisation experienced by disabled people. The Cycle 4 report expands on this by looking at inequities for disabled people on a two-dimensional level, that is, the intersection of disability with sex, age, ethnicity, sexual identity and other personal/household demographics.</p>			



### **Programme changes based on COVID-19 learnings**

Due to the nationwide move to the red traffic light setting in January 2022 the survey temporarily changed from an in-person face-to-face survey to a virtual face-to-face survey using a new virtual surveying platform. This new mode of surveying was used exclusively until the nationwide move to the orange traffic light setting on 13 April. Following the move to the orange traffic light setting virtual face to face surveys were still provided as an option for people who are isolating or uncomfortable with in-person face-to-face interviews during the pandemic outbreak and may be provided as an option indefinitely. The 2022 Omicron outbreak has also had a noticeable impact on respondent behaviour and will impact final sample size and potentially sample composition, all impacts will be analysed and fully documented in the Cycle 5 reports.

### **Next Steps**

The New Zealand Crime and Victims Survey Cycle 5 Annual Report is scheduled to be published in late May 2023; however, this may be revised if there are resourcing issues related to COVID-19.

<b>Name of Agency</b>	<b>Ministry of Justice</b>		
<b>Name of Work Programme</b>	<b>Sexual Violence Legislation Act 2021</b>		
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>		
<b>Programme Summary</b>	<p>The Sexual Violence Legislation Act 2021 received royal assent on 20 December 2021 and will come into effect no later than 2023. The Sexual Violence Legislation Act amended evidence law and court procedures to reduce the re-traumatisation of complainants of sexual violence experience in the trial process, while maintaining fundamental fair trial rights for defendants.</p> <p>The Act aims to provide all necessary witnesses (including defendants, and whether in sexual cases or otherwise) with communication assistance when giving evidence. Sexual violence complainants will be automatically entitled to give their evidence in alternative ways, for example by pre-recorded video.</p> <p>The Act also mandates appropriate court facilities for sexual violence victims, considering their physical and emotional comfort and safety.</p>		
<b>Alignment</b>	<p>This programme aligns with outcome four of the Disability Strategy – Rights protection and Justice. This outcome is focused on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system.</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Develop and publicly consult on supporting regulations.	Drafting instructions for the new regulations developed and issued to	This work programme is not affected by COVID-19	On track with minimal risks/issues

	Parliamentary Counsel.  Agency consultation on draft regulations is underway.		
<b>Narrative</b>			
<p>Te Aorerekura (the National Strategy to Eliminate Family Violence and Sexual Violence) outlined that rates of violence against disabled people in Aotearoa New Zealand are much higher than those experienced by the rest of the population.</p> <p>The Ministry has a Family Violence and Sexual Violence Operational Improvements work programme, which aims to improve the experience of participants in court proceedings. This includes upskilling workforce capability, using data and evidence to inform service delivery, and looking at the overall District Court operating models for Family Violence and Sexual Violence proceedings. The Sexual Violence Legislation Act will help improve the justice response to sexual violence victims by reducing the sources of unnecessary trauma in court. The Act's changes will ultimately improve the trust and confidence complainants have in the court system. These impacts will support more victims, and particularly those who distrust the justice system to come forward and seek justice.</p>			
<b>Risks/Issues that are impacting or may impact progress and mitigations</b>			
<p>Work to ensure courts can video record cross-examination evidence, both prior to trial and at the trial itself, is complex. The unavoidable constraints of the COVID-19 Protection Framework and supply chain challenges when procuring new technologies will add to the complexity.</p> <p>Once the Act is fully implemented, it is possible that the first cases adopting some of the changes will be subject to appeals. It is expected the reforms will be embedded once those appeals are decided.</p>			
<b>Impacts on inequities</b>			
<p>The Act's impacts on both complainants and defendants, will be reviewed once the changes have had a chance to be embedded.</p>			
<b>Programme changes based on COVID-19 learnings.</b>			
<p>Not applicable.</p>			
<b>Next Steps</b>			
<p>Some changes, including the requirement for judges to intervene in inappropriate questioning, came into force on 21 December 2021. Other</p>			

changes with more significant operational implications will come into force on 21 December 2022, or by earlier Order-in-Council.

Work is now focused on preparing to implement the latter changes, specifically those supporting alternative ways of giving evidence. This includes developing and consulting on supporting regulations, and continuing to refine technological solutions for capturing, storing, sharing, and editing video evidence.

<b>Name of Agency</b>	<b>Ministry of Justice</b>		
<b>Name of Work Programme</b>	<b>Family Court (Supporting Children in Court) Legislation Act 2021</b>		
<b>Overall Status</b>	<b>On Track or ahead</b>		
<b>Programme Summary</b>	The Family Court (Supporting Children in Court) Legislation Act received royal assent on 16 August 2021 and comes into force no later than 2023. The Act includes requirements that children involved in care of children proceedings are given reasonable opportunities to participate in decisions affecting them, and that lawyers representing such children are suitably qualified through their training and experience. The Family Court (Supporting Children in Court) Legislation Act is one element of wider changes underway in the family justice system and aims to enhance the participation of children in the decisions that affect them.		
<b>Alignment</b>	This programme aligns with outcome four of the Disability Strategy - Rights, Protection and Justice, which focuses on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system.		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Stocktake of appropriate models of child participation, including at Family Dispute Resolution, completed.	Stocktake of appropriate models of child participation, including at Family Dispute Resolution, received	This work programme is not affected by COVID-19	Complete
<b>Narrative</b>			
This omnibus Act amends the Care of Children Act 2004 and the Family Dispute Resolution Act 2013 to assist in enhancing child wellbeing in care-			

of-children proceedings, both directly and by assisting parents to resolve parenting disputes.

The commencement date of the Act is delayed to allow time for completion of a stocktake of appropriate models of child participation, including at Family Dispute Resolution. The stocktake is anticipated to support the implementation of the Act by providing guidance and resources, as well as identifying where further training for family justice professionals is required to support safe and effective participation by children. One of the focus areas of the analysis is supporting the participation of disabled children. Once the policy group has worked through the data, more information will be available.

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

There are minimal risks that could affect this work programme.

### **Impacts on inequities**

An estimated 16,000 children are the subject of Care of Children Act proceedings in the Family Court each year. The legislation responds to the Te Korowai Ture ā-Whānau Report, which found that there was a lack of child participation in the early stages of decisions about their care, reducing their influence and input, and that the benefits of participation to children and to decisions made about them are clear in the academic literature but not adequately reflected in practice. The report showed that people with disabilities face barriers engaging with family justice services. It noted that disabled children want to have a say in decisions about their care, but often could not access the support necessary for their full participation. This implementation of tools to support the legislation will help support children, including children with disabilities, to participate in decisions about their care.

### **Programme changes based on COVID-19 learnings**

Not applicable

### **Next Steps**

The stocktake has been received and the Ministry of Justice is considering the next steps for implementation (including consultation with the justice sector). The Act comes into force either two years from the date of Royal assent, or earlier by orders in council.

<b>Name of Agency</b>	<b>Ministry of Justice</b>		
<b>Name of Work Programme</b>	<b>Proposals against incitement of hatred and discrimination</b>		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Programme Summary</b>	<p>The Royal Commission of Inquiry report into the terrorist attack on Christchurch masjidain was released on 8 December 2020. The report, Ko tō tātou kāinga tēnei, made 44 recommendations covering both national security, and wider social and community matters. One of the report recommendations is for amendments to the Human Rights Act 1993 which address speech that incites hatred. In 2021, the Ministry of Justice consulted on six proposals to change the law on incitement and discrimination. One proposal would look to change the language of the incitement provisions to protect more groups, including disabled people.</p>		
<b>Alignment</b>	<p>This programme aligns with outcome four of the Disability Strategy – Rights protection and justice, which focuses on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system. The work programme also contributes to outcome three of the Disability Strategy - health and wellbeing.</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Advice to the Minister of Justice.	<p>Officials provided advice to the previous Minister of Justice on options for progressing this work in March.</p> <p>Hon Kiri Allan was appointed as the Minister of Justice on 14 June. The incoming Minister is being provided</p>	This work programme is not affected by COVID-19	Completed

	with advice from the Ministry across the Justice portfolio. This includes advice on priority projects, such as work on the incitement of hatred and discrimination.		
<b>Narrative</b>			
<p>Public consultation on the proposals against incitement of hatred and discrimination attracted over 19,000 submissions. The Ministry also engaged directly with a wide range of community groups, holding 30 meetings with 290 people across Auckland, Hamilton, Wellington, Christchurch and online. This included legal academics who provided in-depth feedback. The Ministry also met with disabled communities, including people living with mental health and distress, neurodiverse communities (predominantly people on the Autism Spectrum), people from the Deaf/hearing impaired community, and others from a mixture of different disabled communities. The Ministry intends to release a summary of the feedback received following Cabinet decisions.</p>			
<b>Risks/Issues that are impacting or may impact progress and mitigations</b>			
<p>There are significant stakeholder expectations and public interest in the proposals. Substantial feedback has been received on the proposals, and next steps are being considered.</p>			
<b>Impacts on inequities</b>			
<p>As noted in the discussion document, more groups than those based on “colour, race, or ethnic or national origins” are targeted by hateful speech, including groups based on their religion, gender, sexuality, and disability. One of the proposals is to address this through amendments to incitement of hatred laws. The impact on inequities will be considered throughout this work, including when final policy decisions are taken.</p>			
<b>Programme changes based on COVID-19 learnings</b>			
<p>Not applicable</p>			
<b>Next Steps</b>			
<p>The Minister of Justice was appointed 14 June 2022. The incoming Minister is being provided with advice from the Ministry across the Justice portfolio. This</p>			



includes advice on priority projects, such as work on the incitement of hatred and discrimination. Decisions will be made and announced in due course.

<b>Name of Agency</b>	<b>Ministry of Justice</b>		
<b>Name of Work Programme</b>	<b>Adoption Law Reform</b>		
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>		
<b>Programme Summary</b>	<p>The Adoption Law Reform programme involves a comprehensive review and reform of New Zealand’s adoption laws, including the Adoption Act 1955, Adoption (Intercountry) Act 1997 and Adult Adoption Information Act 1985. An objective of this work is to ensure Aotearoa New Zealand meets its relevant international obligations, particularly those under the UN Convention on the Rights of the Child and the Hague Convention on the Protection of Children and Co-operation in Respect of Intercountry Adoption. This also includes international obligations under the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).</p>		
<b>Alignment</b>	<p>This programme aligns with outcome four of the Disability Strategy – Rights protection and justice, which focuses on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system. This programme also contributes to outcome five of the Disability Strategy – Accessibility.</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Further development of policy proposals and preparation for second round of public consultation.	<p>The Minister of Justice received a briefing on policy proposals in March 2022.</p> <p>Public consultation</p>	Nil.	On track – with minimal risks/issues

	commenced in June 2022.		
<b>Narrative</b>			
<p>The Ministry of Justice further developed policy proposals informed by the engagement undertaken in 2021. A discussion document with options that are being considered and seeking feedback on various aspects of adoption was released in June 2022. The discussion document was available in several languages, including New Zealand Sign Language, accessible formats including Easy Read, braille, and audio. In-person and online engagements have been planned with people impacted by adoption and others who use the adoption system, including Pacific communities. When required, accommodations can be made for disabled people to ensure they are able to participate in the engagements. A wānanga with Māori on whāngai has also been planned.</p>			
<b>Risks/Issues that are impacting or may impact progress and mitigations</b>			
Not applicable			
<b>Programme changes based on COVID-19 learnings</b>			
Greater use of online engagements.			
<b>Impacts on inequities</b>			
<p>Aspects of New Zealand’s adoption laws have been found to be discriminatory by the Human Rights Review Tribunal based on age, sex, disability and marital status. Reform provides a positive impact on inequities by providing an opportunity to ensure adoption laws meet Aotearoa New Zealand’s international human rights obligations, including the right to be free from discrimination.</p>			
<b>Next Steps</b>			
<p>The views gathered in the second round of public consultation will help to inform final policy proposals. The exact timing for reform of adoption laws will depend on the length of the parliamentary process to debate and pass any reform Bill.</p>			

<b>Name of Agency</b>	<b>Ministry of Justice</b>
<b>Name of Work Programme</b>	<b>Strengthening the Family Court Initiative – Resources and Information for Care of Children</b>
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>
<b>Programme Summary</b>	<p>The Resources and Information for Care of Children project aims to ensure that children, parents and whānau have the information and resources they need to understand their options (both in and out of court), make informed decisions, and confidently navigate the family justice system for care of children matters.</p> <p>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.</p>
<b>Alignment</b>	<p>This programme aligns with outcome four of the Disability Strategy – Rights protection and justice, which focuses on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system.</p> <p>The project’s objectives also align with the Independent Monitoring Mechanism and the United Nations Convention on the Rights of Persons with Disabilities by:</p> <ul style="list-style-type: none"> <li>• ensuring there are sufficient resources to lead the development of supported decision-making (Article 12 of the Convention).</li> <li>• 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).</li> </ul>

<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Develop high-level information summaries	The project has developed content for brief, high level summaries of information. These will provide participants with simple, quick, and accessible information that can be digested easily.	Nil.	On track – with minimal risks/issues: The resources are currently undergoing graphic design. Versions of this design will be developed in an accessible format
Develop a parenting order journey map	The project has developed a high-level process map which helps users identify the correct processes to follow when managing parenting arrangements for children after separation.	Nil.	On track – with minimal risks/issues: Currently undergoing graphic design
Re-fresh of parenting plan workbook	The Ministry of Justice has an existing 'Making a Parenting Plan Workbook' which is aimed at helping separating families work together to come to a suitable parenting arrangement for		On track – with minimal risks/issues: Currently undergoing graphic design

	<p>their children. The workbook provides a list of important guardianship decisions that parents need to think about, such as special health or medial needs of the children.</p> <p>The project has refreshed and reformatted the existing parenting plan workbook to enable it to be used digitally. This will include an accessible design.</p>		
Refreshed image library and graphic design services	<p>The project has commissioned a vendor for graphic design and photography services.</p> <p>The refreshed image library will provide an updated photo stock that is reflective and inclusive of New Zealand’s diverse communities.</p>	Nil.	On track – with minimal risks/issues
<b>Narrative</b>			
<p>The project engaged with a range of stakeholders to determine what will be delivered. 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.</p> <p>Information and resources will be printable, compatible with assistive technology and available in a range of formats including Easy Read, different translations, different font types, videos, and audio only.</p>			

Project deliverables will also be in plain English and have a reading age of 12 and under. Design principles have been created by the project to guide them when developing the information and resources including adhering to the Web Content Accessibility Guidelines. Each resource will be user tested with identified targeted audiences before they are published to ensure they are fit-for-purpose.

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

Not applicable

**Impacts on inequities**

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, in a way that best suits them. This will lead to participants being able to understand their options, make informed decisions and help them to confidently navigate the family justice system for care of children matters.

**Programme changes based on COVID-19 learnings**

Not applicable

**Next Steps**

The project will onboard a web vendor to redesign the Care of Children section of the external Ministry of Justice website. The project has also developed user stories that incorporate accessibility principles set out in the Web Content Accessibility Guidelines which the web vendor will use as they develop the new Care of Children web pages.

<b>Name of Agency</b>	<b>Ministry of Justice</b>		
<b>Name of Work Programme</b>	<b>Young Adult List</b>		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Programme Summary</b>	<p>The Young Adult List is a judicial-led initiative that operates in the criminal district court for participants aged 18 to 25. The Young Adult List was first piloted in the Porirua District Court in March 2020 and is a key pillar of Te Ao Mārama, the District Court Heads of Bench vision for the District Court. The Young Adult List has expanded to Gisborne District Court (May 2022) and Hamilton District Court (June 2022).</p> <p>The goal is that all young adults and their supports, no matter what background, understand what is happening in court and feel understood by those making decisions about them.</p>		
<b>Alignment</b>	<p>This programme aligns with outcome four of the Disability Strategy – Rights protection and justice, which focuses on protecting rights and ensuring people feel safe, understood, and are treated fairly and equitably by the justice system. This programme also aligns with Article 13 of the Independent Monitoring Mechanism (IMM) Making Disability Rights Real Report recommendation 38(i), “increasing an understanding of ‘neurodisability’ within the justice system and developing specific cognitive and communication responses to people with neurological impairments”.</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Continue the growth of the Young Adult List by implementing the List using a phased approach in the	Phase 1 of the Young Adult List was launched in Gisborne on 5 May 2022. A new court schedule has been introduced	The launch of Phase 1 in the Gisborne District Court was delayed due to the move to Red under the	On track



Gisborne District Court	enabling young adult cases to be heard together, along with the introduction of plain language and toned-down formalities.	COVID-19 Protection Framework	
Continue the growth of the Youth Adult List by implementing the List using a phased approach in the Hamilton District Court	Phase 1 of the Young Adult List was launched in Hamilton on 24 June 2022. A new court schedule has been introduced enabling young adult cases to be heard together, along with the introduction of plain language and toned-down formalities.	The launch of Phase 1 in the Hamilton District Court was delayed due to the move to Red under the COVID-19 Protection Framework	On track
Education package for professionals and providers supporting the Young Adult List	Developed a package outlining core components of the initiative to support stakeholders working on the Young Adult List. An online interactive training module was launched for supporting stakeholders.	This work programme was not affected by COVID-19	Complete

### **Narrative**

The Young Adult List is designed to support participants to meaningfully engage and participate in proceedings and accommodate participants with

neurodiversity, mental health conditions, and disabilities through adopting approaches taken from specialist and therapeutic courts including the youth court.

An independent formative evaluation of the Young Adult List was conducted on the pilot in the Porirua District Court in March 2020. The evaluation used comparative data from a district court of comparable volume and size to the Porirua District Court. The findings from the evaluation showed that the list was achieving its objectives and that young adults were twice as likely to say that their experience made them make positive changes and think about their future, and more likely to say they could clearly hear and understand the judge and felt the judge had shown them respect. These findings have supported the decision to expand the Young Adult List to Gisborne and Hamilton District Courts.

The first phase focused on introducing plain language, information sharing, toning down formalities, consistent judicial personnel, education, and court scheduling changes. Phase two includes improving participant support resources, strengthening connections to service providers and the local community, and exploring in-court navigation.

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

Not applicable

### **Impacts on inequities**

The Young Adult List process recognises and adjusts for cognitive impairments that may limit executive functioning. As a result, it is expected young adults can better understand what is happening and participate in the court process. The list shifts to an active solutions-focused approach and brings a multi-disciplinary support process into the court to support the participant. Use of plain language supports the understanding of the proceedings for participants and increased information sharing is provided to the court to ensure relevant information supports decision making. Together these elements provide a greater understanding of the participant and possible underlying drivers that may have contributed to offending, enabling the court to facilitate access to appropriate interventions and support.

### **Programme changes based on COVID-19 learnings**

Not applicable

### **Next Steps**

The Ministry will continue to support the judiciary and work with justice sector agencies to continue the growth and expansion of the Young Adult List in the District Court. Work is underway to support the implementation of Phase two of the Young Adult List in Gisborne and Hamilton District Courts later in 2022. The Ministry is also assessing the readiness of district courts to prepare for the growth of the Young Adult List in further sites around the country.

<b>Name of Agency</b>	<b>Ministry of Justice</b>		
<b>Name of Work Programme</b>	<b>Foundational family violence and sexual violence training for the court-related workforce on responding safely to people affected by family violence and sexual violence</b>		
<b>Overall Status</b>	<b>On track with minimal risks</b>		
<b>Programme Summary</b>	As part of the action plan for Te Aorerekura – the national strategy for the elimination of family violence and sexual violence, the Ministry of Justice has contracted a consortium of providers to develop the training for the court-related workforce on responding safely to people affected by family violence and sexual violence. One of the intended outcomes of the training is to support the workforce to understand the dynamics of family violence and sexual violence.		
<b>Alignment</b>	<p>It supports Te Aorerekura’s shift 3 towards skilled, culturally competent, and sustainable workforces and starts the delivery of Action 15: Build court workforce capability.</p> <p>The Ministry of Justice is one of the agencies responsible for Outcome 4 of the New Zealand Disability Strategy around rights protection and justice. This means “our rights are protected; we feel safe, understood, and are treated fairly and equitably by the justice system”.</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status of Actions</b>
Procure specialist family violence and sexual violence providers to develop the training package.	Procurement was completed and the Ministry has contracted a consortium of providers to develop the training package.	This work programme was not affected by COVID-19	Complete
Undertake project planning	Funding was secured through	This work programme	On Track with Minimal Risks

around implementing the training package.	Budget 22 to build capacity to train the workforce, meaning implementation planning can begin.	was not affected by COVID-19	
<b>Narrative</b>			
<p>Disabled people experience family violence and sexual violence in different ways and at higher rates than other groups of people. The training package aims to enhance the mana of disabled people as they go through the court process and to ensure that each person who supports court proceedings understands the dynamics and impacts of family violence and sexual violence and knows how to respond safely.</p> <p>Cycle 4 of the New Zealand Crime and Victims Survey provided more detailed statistics about the experiences of disabled people in New Zealand by combining the samples from the last four cycles of the survey. Specifically, the Cycle 4 report was able to produce more statistics on specific types of offences experienced by disabled people (i.e., family, and sexual violence) and the frequency of offences experienced by disabled people (i.e., repeat victimisation). For the first time this report also provided two-dimensional victimisation analysis looking at the intersection of disability with other key demographics including sex, age, ethnicity, and sexual identity.</p>			
<b>Risks/Issues that are impacting or may impact progress and mitigations</b>			
Not applicable			
<b>Impacts on inequities</b>			
The training package aims to enhance the mana of disabled people as they go through the court process.			
<b>Programme changes based on COVID-19 learnings</b>			
The training package is being designed so that it can be facilitated either online or via face-to-face sessions.			
<b>Next Steps</b>			
The training package is scheduled to be delivered in September 2022. The Ministry is working to ensure that its approach to implementing the training takes into consideration the needs of the disability community.			

## Corrections - DAP Reporting

<b>Name of Agency</b>	Ara Poutama Aotearoa, Department of Corrections
<b>Name of Work Programme</b>	<ul style="list-style-type: none"> <li>(1) Data Collection</li> <li>(2) Reduce forms of segregation and restraint</li> <li>(3) Accessible justice work programme with Ministry of Justice as the lead agency</li> </ul>
<b>Overall Status</b>	
<b>On track or ahead</b>	
<b>Programme Summary</b>	<ul style="list-style-type: none"> <li>(1) The Washington Group Short Set of Questions was added to the Initial Health Assessment for all new people in the care of Ara Poutama Aotearoa in April 2021 and added 10<sup>th</sup> June 2022 to the Updated Health Assessment (UHA) which is a health screening tool for people who are returning to prison within 12 months of release.</li> <li>(2) Development of Ara Poutama Aotearoa Disability Action Plan 2022 – 2026 to inform support services available to those people Tāngata WHAIKAHA/disabled people who enter our care and management.</li> <li>(3) The use of tie-down beds has been removed from all prisons.</li> <li>(4) Continue work with Ministry of Justice.</li> </ul>
<b>Alignment</b>	<p>The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) – New Zealand is a signatory (30<sup>th</sup> March 2007) and ratified party (25<sup>th</sup> September 2008).</p> <p>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. This work aligns with Outcome Four, Rights Protection and Justice and Outcome Seven, Choice and Control.</p>

	<p>The Disability Action Plan 2019-2023 is the primary vehicle for implementing the Disability Strategy in New Zealand.</p> <p>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.</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
Inclusion of Washington Short Set of Questions (WGSSQ) into Updated Health Assessment for all people returning to prison within 12 months of release.	Med-tech our medical data collection system had been enhanced to include the WGSSQ on disability on two (IHA & UHA) of our four screening tools	now on track.	<b>On track or ahead</b>
Disability Action Plan	First ever survey of Tāngata WHAIKAHA in prison which will contribute to the development of our Disability Action Plan. Four workshop/hui with key stakeholders held.		<b>On track or ahead</b>

**Narrative**

The inclusion of the Washington Group Short Set of Questions on disability (WGSSQ) continues to be a milestone for Ara Poutama Aotearoa, now that it is in two of our four screening tools. We have committed to including the WGSSQ into our 65+ annual health assessment and our Two-yearly health assessment for those in prison who have had little or no involvement with the prison health assessment for more than two years by the end of December 2022.

The first set of data using the WGSSQ in all of our health screening assessments will for the first-time capture information based on these six questions of all persons in our care and management in all of our prisons. The Disability Action Plan continues to progress to timeline for completion mid 2022 with a formal launch in the last quarter of 2022.

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

None.

**Impacts on inequities**

Our collection of data from these WGSSQ is not able yet to identify inequities.

**Programme changes based on COVID-19 learnings.**

None.

**Next Steps**

- (1) The inclusion of the Washington Group Short Set of Questions in the updated health assessments will take place within the next reporting period.
- (2) And will be included in the second six monthly report of 2022 when all of our health screening tools will have it included.
- (3) 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 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. The Disability Action Plan is due for completion mid-2022.
- (4) Create and install new accessible signage at Community Corrections sites - work has started to create signs that are nationally consistent, and we aim to have a programme for installation in the third quarter of 2022.

## Te Puna Aonui – DAP Reporting

<b>Name of Agency</b>	<b>Te Puna Aonui</b>		
<b>Name of Work Programme</b>	<b>Implementing Te Aorerekura (The National Strategy to Eliminate Family Violence and Sexual Violence) DAP Reporting</b>		
<b>Overall Status</b>			
<b>On track</b>			
<b>Programme Summary</b>	Te Puna Aonui (the new name for the Joint Venture for the elimination of family violence and sexual violence) released a strategy 'Te Aorerekura: The National Strategy for the Elimination of Family Violence and Sexual Violence' in December 2021. The strategy and associated action plan set out the collective path forward across the 10-member government agencies and four associate government agencies that make up Te Puna Aonui alongside the family and sexual violence sectors and communities impacted by family violence and sexual violence.		
<b>Alignment</b>	Te Aorerekura acknowledges the higher rates of violence experienced by disabled people and that the dynamics of violence experienced, and therefore the responses required, might differ from the mainstream. <a href="#">Actions under Te Aorerekura</a> are linked to the Disability Strategy and Action Plan and are denoted as 'DS' in Te Aorerekura.		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Engagement with disabled people to develop options for an enduring engagement platform for disabled people, so they can be	The Disabled People's Assembly NZ (DPA) have been contracted by Te Puna Aonui as a pan-impairment disabled persons	N/A	On-track



<p>part of the implementation and monitoring of Te Aorerekura on an on-going basis. This will ensure that disabled people are around the decision-making table and inform government's family violence and sexual violence work on an on-going basis.</p>	<p>organisation to lead engagement with disabled people over the next seven months. To date they have completed approximately 20 one-on-one interviews with key stakeholders</p>		
<p>Implement action 28 of Te Aorerekura, 'implement safeguarding responses for disabled and vulnerable adults'</p>	<p>Responsibility for this action is in the process of being transferred to Whaikaha the new Ministry for Disabled People (there was no lead agency to date)</p> <p>Budget 19 funding from the violence prevention needs of diverse communities' fund is supporting a 12-month project to expand the Safeguarding Adults from Abuse response in the Waitematā to safeguard adults at risk, including tāngata whaikaha, deaf and disabled people.</p>	<p>N/A</p>	<p>On-track</p>

	<p>Te Puna Aonui and the Ministry of Health have also funded an evaluation of this project that will support the evidence base for a national roll-out of the safeguarding framework and safeguarding adults from abuse response.</p> <p>The project is progressing well with good engagement across the District Health Board, police, disability support providers, mainstream family violence and sexual violence services including police, and government support services, including work and income.</p> <p>Conversations are also being had about alignment of the Safeguarding Framework and approach with Integrated Community-led Response (ICR) localities.</p> <p>A cross-agency Safeguarding group has been</p>		
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	<p>established to support the implementation of this work with key government agencies.</p> <p>A proposal has been submitted to the Disabled People's Organisations Coalition to recommend that Action 28 of Te Aorerekura also be included in the Disability Action Plan (DAP) and a meeting with the DPO Coalition is being scheduled for discussion.</p>		
<p>Engage, as appropriate, with disabled people on relevant actions (as outlined above)</p>	<p>Experts from the disability community are supporting the development of a new Risk Assessment and Risk Management workforce tool to ensure that risk factors for disabled people are reflected in that tool.</p> <p>The Social Wellbeing Agency have engaged with representatives from the disability community (as well as other</p>	<p>n/a</p>	<p><b>On-track</b></p>

	<p>communities) on the development of a measurement framework and research plan for Te Aorerekura. This includes representatives from the Disability Data and Evidence Working Group (DDEWG) established as part of the Disability Action Plan 2019-2023.</p> <p>The cohort analysis paper for disabled people that was published alongside Te Aorerekura is being used as input for an initial overview of what the service gaps are in the family violence and sexual violence system, which will be later tested with stakeholders.</p> <p>Te Puna Aonui Chief Executive and team members have held meetings with the Disability Rights Commissioner and separately with disability community</p>		
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	<p>members, including some members of the Human Rights Commission’s reference group on violence and disability issues. These meetings have focused on sharing information and progress on Te Aorerekura actions.</p>		
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**Narrative**

Te Aorerekura’s Action Plan sets out the government’s framework to drive and unify government action and to harness public support and community action. It is intended to increase public sector accountability by setting out what the government is committing to do and how it will measure and report on progress.

**Risks/issues that are impacting or may impact progress and mitigations**

There are capacity issues within the disability community, particularly in the family violence and sexual violence space as there are few disabled and tangata whaikaha stakeholders with this expertise. The inquiry into abuse in state care which is also running at this time may limit people’s ability to engage across other work. Te Puna Aonui is committed to working at the community’s pace which may mean taking some things slower and the work progressing slower.

The establishment of Whaikaha the new Ministry for Disabled people and the transfer of Enabling Good Lives from the Ministry of Health to Whaikaha as well as the formation of Health New Zealand and the Māori Health Authority to replace District Health Boards is creating some delays while roles and responsibilities are re-configured. We are working with Whaikaha to confirm accountability for action 28 of Te Aorerekura and how we work together to progress this work.

**Impacts on inequities**

Tangata whaikaha and disabled LGBTQIA+, and some other disabled people with intersectional identities, can be at higher risks of

experiencing violence, and the capacity issues within the disability community may impact progress in these areas.

**Programme changes based on COVID-19 learnings**

N/A

**Next steps**

Te Puna Aonui will continue to progress actions relevant to disabled people and ensure disabled people's engagement across this work.

## Outcome Five – Accessibility

### Accelerating Accessibility. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Social Development</b>		
<b>Name of Work Programme</b>	<b>Accelerating Accessibility</b>		
<b>Overall Status</b>	<b>On track or ahead</b>		
<b>Programme Summary</b>	<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 disabled people and others with accessibility needs. 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>		
<b>Alignment</b>	<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>This work programme also aligns with Article 9 (Accessibility) of the IMM Making Disability Rights Real Report and has links to various recommendations under that report. 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>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Stakeholder consultation on the detailed design of the accessibility legislation	Officials met online with 11 advocacy groups and sought feedback through	Engagements were held online	Complete

Feedback was sought on the objectives of the accessibility framework, name, function, and powers of the Accessibility Committee, how the voices of disabled communities can be reflected in the framework, and how to embed Te Tiriti o Waitangi into the framework.	a discussion paper which was sent to around 35 advocacy groups.		
Agency and Ministerial consultation on proposals for the detailed design of the legislation	Draft proposals were sent out for agency and ministerial consultation, ahead of being approved by Cabinet.	n/a	Complete
Cabinet Paper and RIS Addendum, May 2022 This paper reported back on the detailed design of the accessibility framework.	Cabinet Paper and RIS Addendum were subsequently approved by Cabinet.	n/a	Complete
Issue drafting instructions to PCO for the Accessibility for New Zealanders Bill	Officials issued drafting instructions to PCO in two tranches.	n/a	Complete
<b>Narrative</b>			
Current efforts to address accessibility barriers are fragmented and driven by a lack of clear government leadership on accessibility issues. There is also a lack of awareness of the importance of accessibility across society and limited avenues for disabled people, tāngata			



whaikaha and their families or whānau, and others with accessibility needs to shape policy in these areas.

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. In October 2021, the Minister for Disability Issues publicly committed to introducing accessibility legislation in July 2022.

The legislation establishes an Accessibility Committee led by disabled people, tāngata whaikaha Māori and their families or whānau to provide independent recommendations on how to address accessibility barriers and grow accessibility practices to myself as Minister for Disability Issues.

It will strengthen public service and Government accountability towards progressing accessibility by creating strong, clear roles and responsibilities for the Minister for Disability Issues, Chief Executive of Whaikaha – Ministry of Disabled People, and Accessibility Committee to implement the framework with the support of agencies across the public service. Lastly it will build knowledge and awareness of the importance of addressing accessibility barriers and growing accessibility practices across New Zealand, which over time, will lead to systemic accessibility improvements.

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

The ongoing COVID-19 pandemic poses little risk at this time. The Bill is set to be introduced at the end of July.

### **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 tāngata whaikaha Māori, 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. For example, it will support better social and economic wellbeing and outcomes.

### **Programme changes based on COVID-19 learnings**

Although COVID-19 has presented additional challenges for disabled people and other population groups, it has also created unique opportunities to address accessibility barriers. This includes changes to the way people have accessed services and increased use of technology to provide more flexible ways of working. These learnings will shape future policy and help to address accessibility barriers and grow accessibility practices as the Accessibility Committee gets into its work.

**Next Steps**

The Accessibility for New Zealanders Bill will be introduced to the House late July 2022. Select Committee will follow, expected to run for nine months. The Committee report back is expected in May 2023.

## Improve accessibility across the New Zealand housing system.

### DAP Reporting

<b>Name of Agency</b>	<b>Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development</b>		
<b>Name of Work Programme</b>	<b>Improve accessibility across the New Zealand housing system</b>		
<b>Overall Status</b>	<b>Off track</b>		
<b>Programme Summary</b>	This work programme aims to increase accessibility across the housing system. In the long term, HUD plans to take a joined-up approach with Kāinga Ora to consider how housing delivered can be used to support the needs of disabled people.		
<b>Alignment</b>	<p>This work programme aligns with:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• the Independent Monitoring Mechanism’s recommendation that housing is a key issue to be addressed for disabled people.</li> <li>• The New Zealand Disability Strategy, Outcome Five – Accessibility.</li> </ul> <p>This work also overlaps with Kāinga Ora’s accessibility policy which commits to at least 15% of its new builds meeting universal design principles.</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
Explore options for incentivising the provision of accessible rental properties.	Scoping work was started in this area, but it is currently not progressing.  as other urgent work has taken priority.	COVID-19 delayed the progression of this work for other urgent work	<b>Off track</b>

## Narrative

As stated in the previous reporting round, HUD's action *Explore options for incentivising the provision of accessible rental properties* was identified in the early scoping stages. However, progress was paused due to other urgent work taking priority.

Over the last six months HUD has progressed work to improve accessibility across the housing system through other key work programmes:

### **Government Policy Statement on Housing and Urban Development (GPS-HUD)**

The GPS-HUD released in September 2021. It outlines the Government's long-term vision that everyone in Aotearoa New Zealand lives in a home and within a community that meets their needs and aspirations. It emphasises the importance of building houses in Aotearoa New Zealand that are resilient, healthy, universally designed, and accessible.

HUD will soon publish more information on how the GPS-HUD will be implemented. This will include more detail on the actions, roles, and responsibilities for delivering the change required to realise the outcomes and priorities in the GPS-HUD.

### **Data and evidence**

HUD is working to improve our understanding of peoples' diverse experiences of housing and urban development, including the housing and accessibility needs and experiences of New Zealanders that identify as disabled.

As an example, HUD is developing indicators to track progress towards long-term outcomes set in the GPS-HUD and other strategic documents. Where we have the information, we intend to report on progress towards these outcomes for people living with disabilities.

### **Aotearoa New Zealand Homelessness Action Plan (HAP)**

As part of the HAP longer-term action to *review and develop further responses for groups at-risk of experiencing homelessness*:

- HUD continues to progress work to prevent and reduce rangatahi/youth homelessness. In Budget 2022 HUD received \$20 million over 4 years to deliver a supported accommodation service for rangatahi/youth with high and complex needs. HUD are currently in the planning and discovery phase for this initiative and will consider the needs of young disabled people as this develops.
- HUD also continues to work with other HAP agencies to progress this longer-term action as it relates to other at-risk groups, including disabled people.

### **Kāinga Ora accessibility policy**

Kāinga Ora has worked toward delivering their first tranche of public homes built to full universal design standards in the 2021/22 financial year. They have also begun planned work to review their accessibility policy including a review of their full universal design standards and opportunities to expand the programme. HUD has begun work alongside Kāinga Ora to understand the experience to date from incorporating universal design standards into their new build programme, including challenges and opportunities to address these. This will inform work to understand the conditions necessary to expand their universal design build programme and the implications of a change.

### **Kiwi build**

As part of the changes to Kiwi Build policy settings announced on 19 July 2022, joint Ministers were given the authority to approve the delivery of homes which meet accessibility/universal design standards above the standard Kiwi Build price caps. This should encourage the delivery of more homes through the KiwiBuild programme which cater to those with accessibility needs.

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

Progress on this action has been paused while other urgent work has been prioritised. Progress has instead taken place through other workstreams.

### **Impacts on inequities**

As noted, HUD is working to improve our understanding of peoples' diverse experiences of housing and urban development, including disabled people.

Through HAP Budget 22 funding, HUD will deliver a supported accommodation service that will support the needs of rangatahi/youth with higher and more complex needs, which could include disabled rangatahi. HUD will also consider the needs of other groups as this service is developed, such as rangatahi Māori, young pacific peoples, and rainbow youth.

### **Programme changes based on COVID-19 learnings**

COVID-19 delayed progress on this action as other urgent matters were prioritised. HUD's focus for improving accessibility across the housing system has continued through other workstreams.

### **Next Steps**

### **Government Policy Statement on Housing and Urban Development**

HUD will soon publish more information on how the GPS-HUD will be implemented.

### **Data and Evidence**

As noted, HUD is developing indicators to track progress towards long-term outcomes set in the GPS-HUD and other strategic documents. Where we have the information, we intend to report on progress towards these outcomes for people living with disabilities.

### **Homelessness Action Plan**

HUD will continue to progress work to deliver a new supported housing services for rangatahi/young people with higher and more complex needs. HUD will also continue to work with other HAP agencies on the longer-term action to review and develop responses for groups at-risk of homelessness, including disabled people.

### **Kāinga Ora accessibility policy**

HUD will continue to work with Kāinga Ora to understand the conditions necessary to expand its universal design build programme, including challenges and opportunities, and the implications of a change.

## Kāinga Ora Accessibility work programme. DAP Reporting

<b>Name of Agency</b>	<b>Kāinga Ora – Homes and Communities</b>
<b>Name of Work Programme</b>	<b>Kāinga Ora Accessibility work programme</b>
<b>Overall Status</b>	
<b>On track - with minimal risks/issues</b>	
<b>Programme Summary</b>	<p>The Kāinga Ora Accessibility work programme has three key components:</p> <ul style="list-style-type: none"> <li>• Increasing the number of our public housing homes that meet universal design standards.</li> <li>• Developing modifications and retrofit programmes for our existing properties.</li> <li>• Improving the information, we have about our customers’ needs and the accessibility of our properties.</li> </ul>
<b>Alignment</b>	<p>The Kāinga Ora Accessibility work programme aligns with the New Zealand Disability Strategy’s Outcome 5: Accessibility. It also 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"> <li>• MSD’s Accelerating Accessibility programme.</li> <li>• MSD Office for Seniors’ He Oranga Kaumatua Better Later Lives Strategy 2019-2034.</li> <li>• Human Rights Commission’s Decent Home Guidelines.</li> <li>• Ministry of Health’s Healthy Aging Strategy.</li> <li>• Ministry of Health’s Enabling Good Lives transformational programme.</li> <li>• Auckland Council’s initiative: “Age Friendly Auckland”.</li> <li>• New Zealand Green Building Council Homestar Programme.</li> </ul> <p>Kāinga Ora looks forward to working with Whaikaha – Ministry of Disabled People, to be aligned and consistent with the principles and direction of the Ministry.</p>

<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions that were completed in the period</b>	<b>Note any impacts from Covid-19</b>	<b>Status</b>
Stakeholder engagement <ul style="list-style-type: none"> <li>We continue to engage with stakeholders and confirm our stakeholder engagement approach.</li> </ul>	<ul style="list-style-type: none"> <li>Planning for the Kāinga Ora Accessibility Symposium took place over the reporting period. The Symposium was held on 5 July and was an opportunity for participants to inform the review of the Kāinga Ora Accessibility Policy. The policy review will assess progress made against Accessibility Policy outcomes to date and identify additional areas Kāinga Ora now needs to consider in reflection of its broader mandate, Government policy commitments and customer and stakeholder feedback. The Symposium was attended by representatives from the disability sector, local Councils and</li> </ul>	COVID-19 has affected the way we engage with our stakeholders with all communication and engagement being undertaken during this reporting period being held virtually	<b>On track or ahead</b>



	<p>Government agencies.</p> <ul style="list-style-type: none"> <li>The Independent Monitoring Mechanism and Ministerial Leadership Group's 23 June 2022 meeting.</li> </ul>		
<p>Improving information about our customers' needs.</p>	<ul style="list-style-type: none"> <li>As noted in previous reports, the Customer Programme is ongoing. The general programme update provided in the previous DAP Report remains current for this period.</li> <li>In addition to the above, the Washington Short Set was introduced into our Quarterly Customer Satisfaction Survey to improve the information we collect on customer's accessibility needs.</li> </ul>	<p>Covid-19 has not impacted this work during this six-month reporting period</p>	<p><b>On track - with minimal risks/issues</b></p>
<p>Performance requirements</p> <ul style="list-style-type: none"> <li>Review performance requirements for new build properties in light of the Accessibility Policy.</li> </ul>	<ul style="list-style-type: none"> <li>Kāinga Ora has defined the design standards required for a dwelling to be classified as meeting the Accessibility Policy commitments in relation to full universal design</li> </ul>	<p>Covid-19 has not impacted this work during this six-month reporting period</p>	<p><b>On track - with minimal risks/issues</b></p>

	<p>and accessible design categories as it applies to Kāinga Ora. These design standards are now in use within the delivery programme.</p> <ul style="list-style-type: none"> <li>• As part of continuous improvement, additional guidance and clarification regarding the indicators is being provided to teams as they incorporate design requirements into projects. Indicators will be reviewed as part of the Accessibility Policy Review.</li> <li>• To further enhance stakeholder understanding of the Kāinga Ora full Universal Design (fUD) criteria a training and awareness campaign has been initiated, which includes: <ul style="list-style-type: none"> <li>○ A video explaining the benefits of Universal Design features for our customers and the 36 features that</li> </ul> </li> </ul>		
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	<p>must be included in homes to achieve the Kāinga Ora fUD standard</p> <ul style="list-style-type: none"> <li>○ An Infographic (visual guides) to illustrate the fUD features</li> <li>○ An interactive fUD online learning module that includes quizzes and extracts from the video</li> <li>○ Practical training sessions are underway to provide delivery teams with experience assessing fUD features.</li> <li>● A 'cultural sensitivities in design' review has been completed. Recommendations will be considered as part of the continuous improvement process and Accessibility Policy review.</li> </ul>		
<p>Asset data</p> <ul style="list-style-type: none"> <li>● Collecting of asset information about accessibility features within</li> </ul>	<ul style="list-style-type: none"> <li>● No update. We continue to collect information about the accessibility features of Kāinga Ora properties, as noted in the</li> </ul>	<p>Covid-19 has not impacted this work during this six-month</p>	<p><b>On track or ahead</b></p>

Kāinga Ora systems.	previous reporting round.	reporting period.	
<p>'At least 15%' target.</p> <ul style="list-style-type: none"> <li>We continue recording against the 'at least 15% target' and monitoring and reporting of the target within Kāinga Ora systems.</li> </ul>	<ul style="list-style-type: none"> <li>The 15% target applies to homes Kāinga Ora commissioned as part of its redevelopment work briefed following the introduction of full universal design standards.</li> <li>Following the policy's approval, a two-year lead in time was agreed. This was to allow for the development of full universal design standards and to reflect time constraints of the development lifecycle (e.g., approximately a 2-year period from instruction through to delivery).</li> <li>There were 266 eligible homes in FY22. To achieve the 15% target, 40 homes needed to be delivered to full universal design standards.</li> <li>Covid-19 related, labour and material supply shortages have impacted delivery of homes targeted for delivery in FY22. As of 30 June 2022, of</li> </ul>	<p>Covid-19 has impacted this work during this six-month reporting period, with labour and material supply shortages affecting delivery.</p>	<p><b>Off track - but low risks/issues</b></p>

	<p>homes briefed following the introduction of full universal design standards, 23 homes met these standards. The balance of homes is expected to be delivered during July and August.</p> <ul style="list-style-type: none"><li>• We aim to include as many universally designed features as we can in our homes, with 134 homes delivered in FY22 assessed as achieving 80% or more of the full universal design standard. In FY22, 119 homes included accessible features that were purpose built to meet specific customer needs.</li><li>• Factors such as site typology don't always allow for property designs that meet full universal design, and we need to make good use of our available land to deliver as many homes as possible.</li><li>• We are aiming to deliver at least 1,000 homes that meet full universal design</li></ul>		
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	<p>by mid-2024 (the end of the Public Housing Plan*) with 500 of those homes delivered by the end of the current financial year. This will see Kāinga Ora meet its 15 percent target for supplying newly built public homes that meet full universal design.</p>		
<p>Modifications</p> <ul style="list-style-type: none"> <li>• Kāinga Ora, Ministry of Health, Ministry of Social Development and Accident Compensation Corporation (ACC) have established a joint cross government initiative specifically to identify how to streamline and simplify the existing processes to support our customers/clients who need housing modifications.</li> <li>• Kāinga Ora is leading this work on behalf of the joint cross-government group.</li> </ul>	<ul style="list-style-type: none"> <li>• In February 2022, a facilitated cross-agency process improvement workshop and follow up sessions were held to identify opportunities to improve the housing modifications process. This joint work stream provides an opportunity to create efficiencies and refine our practice.</li> <li>• To ensure independence, Kāinga Ora contracted an external consultant to provide facilitation and process development support.</li> <li>• The housing modifications hui</li> </ul>	<p>Covid-19 has not impacted this work during this six-month reporting period</p>	<p><b>On track - with minimal risks/issues</b></p>

	<p>was attended by 32 participants from a range of stakeholders including ACC, the Ministry of Health, the Ministry of Social Development, contracted modifications providers, major disability advocates and Kāinga Ora customers from the disability community.</p> <ul style="list-style-type: none"> <li>• The hui applied a co-design approach, which included research to surface views from those working in the sector, and a review of data synthesis undertaken by another research consultant with Kāinga Ora customers.</li> <li>• As a result of this process, a draft report was produced in May 2022, which identified a range of challenges for our customers and for those seeking to support them to access modifications. Some process changes are proposed to</li> </ul>		
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	<p>improve housing modification experiences for our customers. These are currently being considered and will be discussed with the cross-agency group to identify areas we can progress.</p>		
<p>Retrofit and accessibility</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>The Retrofit Programme has identified the cost and complexity associated with delivering accessibility interventions into existing homes, particularly where the topography of a site makes undertaking this work challenging.</li> <li>As of June 2022, the scale of the programme is forecast to reduce while new builds through redevelopment (requiring a percentage of accessibility improvements) are expected to increase.</li> <li>Incorporating accessibility interventions into existing homes is significantly more expensive than doing so at the time of construction. Under the current</li> </ul>	<p>Covid-19 has caused some residual slowness around the pilot's progress, because of the necessity of entering into people's homes and moving people to facilitate the works. Concerns about transmission of the virus to vulnerable people and reluctance of tenants to meet with staff face to face has slowed down the works. Additionally, threats to the supply of critical building materials (and escalating costs) make works more</p>	<p><b>Complete</b></p>



	<p>funding model, these costs are not able to be recouped, limiting the ability of Kāinga Ora to continue this work without access to alternative funding.</p> <ul style="list-style-type: none"> <li>In June 2022 the Kāinga Ora Board agreed the best way to deliver more accessible homes would be through our new build programme. We will continue to undertake minor works on our retrofit homes to improve accessibility – including installing handrails, lever door handles and better placed power points. If needed, more significant bespoke modifications will be undertaken in consultation with Te Whatu Ora (Health NZ) and ACC.</li> </ul>	challenging to progress	
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**Narrative**

In addition to the progress, we have made on the different parts of our accessibility work programme, we have developed a comprehensive work programme to address other accessibility initiatives outside of the Accessibility Policy. For example, we have been:

- Progressing work on the Supported Housing Strategic Plan - in June 2022, the Kāinga Ora Supported Housing Strategic Plan was endorsed by the Kāinga Ora Board. The Strategic Plan recognises the critically

important role of supported housing within the housing continuum, and as an integral component of our role within the housing system.

- Updated our employee systems to allow people to include information on their disability to improve our organisations understanding of our peoples' need and support they may require.
- Working to implement the MSD Lead-Tool Kit.
- Promoting accessible format communications as per our requirements under the all-of-government Accessibility Charter.
- Working to build internal capability around disability awareness and responsiveness.

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

#### **Risk**

As we continue to progress our accessibility work programme, potential risks around resourcing and funding may arise. Kāinga Ora will continue to monitor these risks as work continues.

#### **Issue**

We are yet to meet our 15% universal design target, with an expectation that this target will be met in August 2022. There is a risk that ongoing delays in the construction sector, coupled with the impacts of Covid-19 may impact on this timeline.

### **Impacts on inequities**

- We acknowledge the proportion of Māori and Pacific families in our homes in general, and those Māori and Pacific families with disabled family members.
- As we have noted elsewhere in this report, we have completed a cultural sensitivities design review, that looked at our new build standards and design requirements from a cultural perspective, namely Māori and Pacific, to ensure that we understand any cultural considerations and/or impacts. This review also included considerations relating to the lived experiences of tāngata whaikaha and pacific peoples with disabilities.

### **Programme changed based on Covid-19 Learnings**

- We have not made any substantive programme changes because of Covid-19, although we have altered the predominant method of communication with our stakeholders moving from face-to-face engagement to an "online" virtual format.

### **Next Steps**

#### **1 July–31 December 2022**

- Work is underway toward delivering more accessible homes. For FY23, Kāinga Ora has committed to delivering at least 15% of redevelopments at full universal design, upwards of 450 homes.

- Recommendations and proposed changes to the modifications process will be analysed and further consulted on with MOH and ACC. This will be considered in the Accessibility Policy Review.
- We will hold further discussions with MOH and ACC to elevate the visibility of the modifications report to Whaikaha – Ministry of Disabled People to identify how the proposed streamlined and simplified modifications process can be best shared and utilised.
- Continue a comprehensive review of the current Kāinga Ora Accessibility Policy and identify areas for improvement in the next iteration.
- Engage with targeted groups on draft policy proposals.
- Host the Kāinga Ora Accessibility Symposium on 5 July.
- Continue implementing our agreed performance requirements for universal design.
- Continue to develop operational guidance that incorporates accessibility and universal design into master-planning for medium and large-scale projects.
- Continue working to better understand the needs of our customers – for example, work is underway to refresh and update data on our customer’s accessibility needs and the needs of priority groups.
- As we commence the new financial year, there will be significant focus on defining and progressing the Supported Housing Strategic Plan work programme and key activities required to support the implementation of the Strategic Plan. We will continue to focus on addressing outcome two of the Accessibility Policy, being to “meet the individual needs of customers – specialised solutions”.

**Better Later Life – He Oranga Kaumātua Strategy and Action Plan.  
DAP Reporting**

<b>Name of Agency</b>	<b>Office for Seniors</b>		
<b>Name of Work Programme</b>	<b>Better Later Life – He Oranga Kaumātua Strategy and Action Plan</b>		
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>		
<b>Programme Summary</b>	<p>Better Later Life - He Oranga Kaumātua is the Government’s strategy for ensuring New Zealanders can lead valued, connected and fulfilling lives as they age. The Action Plan He Mahere Hohenga setting out the Government’s priorities for delivering the Better Later Life - He Oranga Kaumātua strategy through to 2024 was launched on 30 September 2021.</p> <p>The three priority areas in the Action Plan He Mahere Hohenga are:</p> <ul style="list-style-type: none"> <li>• Employment – supporting older workers to use their skills and experience, and facilitating the development of a resilient, multigenerational workforce.</li> <li>• Housing – providing a wide range of safe, secure, and affordable housing options that meet the needs of older people; and</li> <li>• Digital inclusion – ensuring older people have the chance to embrace technology as the world moves increasingly online and to make sure those who are not online are not left behind and can easily fulfil their day-to-day needs.</li> </ul>		
<b>Alignment</b>	The Better Later Life – He Oranga Kaumatua Strategy and Action Plan align with outcome Three, Health and wellbeing under the DAP.		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
ACTION 2: Promote Mature Workers Toolkit	Initial planning completed. The Ministry of Business,	Nil	On Track

<p>Initial planning of Mature Workers Toolkit review, following release of Older Workers Employment Action Plan</p>	<p>Innovation and Employment (MBIE) and The Office for Seniors (OfS) have agreed to a process to seek initial feedback from Toolkit users, and OfS has contracted a desk-based review of the toolkit.</p>		
<p><b>ACTION 13:</b> Investigate how accessibility of public buildings is addressed in the Building Code  No actions planned.</p>	<p>This item is pending MBIE prioritisation decision-making.</p>	<p>n/a</p>	<p>Off track – but low risks</p>
<p><b>ACTION 28:</b> Improve support for socially isolated and other vulnerable people <b>AND ACTION 29:</b> Address the physical and social determinants of health  To progress both of these actions, MSD has partnered with the Social Wellbeing Agency to research older people who experience and are at risk of experiencing worse outcomes using the Statistics NZ integrated data infrastructure</p>	<p>Inquiry design is complete and initial Integrated Data Infrastructure (IDI) analysis is underway. Phase one (focusing on those aged 65+) is on track for completion in August 2022.</p>		<p>On Track</p>
<p><b>ACTION 35:</b> Continue to promote the development of Age friendly Aotearoa New Zealand</p>	<p>An Age friendly network has been established and meets on a quarterly basis. In 2022 Nelson and</p>		<p>On Track</p>

	<p>Tāmaki Makaurau Councils joined the Global Network of Age friendly cities.</p> <p>OfS has commenced work on developing an Age friendly research agenda in conjunction with the AUT Centre for Active Ageing.</p>		
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### **Narrative**

The 35 actions set out in He Mahere Hohenga are at different stages of implementation, with some advanced to a significant degree and others being scoped for further work.

The following actions are likely to have greater crossover with the Disability Strategy and Action Plan:

**ACTION 2: Promote Mature Workers Toolkit.**

Following the Release of the Older Workers Employment Action Plan in May 2022, work has commenced on a review of the Mature Workers Toolkit, with a view to improving its content and driving greater uptake among employers.

**ACTION 13: Investigate how accessibility of public buildings is addressed in the Building Code.**

Work on improving accessibility in the Building Code is on-hold pending MBIE prioritisation decision-making.

**ACTION 28: Improve support for socially isolated and other vulnerable people AND ACTION 29: Address the physical and social determinants of health.**

A joint MSD/Social Wellbeing Agency research project into older people experiencing or at risk of poor outcomes is underway.

**ACTION 35: Continue to promote the development of Age friendly Aotearoa New Zealand.**

OfS continues to develop Age friendly Aotearoa New Zealand, including building an Age friendly network and developing an Age friendly research agenda.

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

We anticipate minimal risks/issues to impact on delivery of the above work programmes in the next six months, though we note that the COVID-19 pandemic continues to evolve and create unpredictability.

**Impacts on inequities**

Any progress enhancing the accessibility of new residential buildings is likely to benefit those with physical disabilities as well as older people.

IDI research into older people experiencing or at risk of poor outcomes is by its nature likely to reveal information about “overlapping” inequities, and these will be reported on as part of this analysis.

**Programme changes based on COVID-19 learnings**

N/A

**Next Steps**

We will continue to report on progress implementing the Better Later Life Action Plan as a whole, with particular reference to areas of stronger overlap with the Disability Strategy and Action Plan.

## Accessible public information. DAP Reporting

<b>Name of Agency</b>	<b>Ministry of Social Development</b>		
<b>Name of Work Programme</b>	<b>Accessible public information (The Accessibility Charter)</b>		
<b>Overall Status</b>	<b>On track with minimal issues</b>		
<b>Programme Summary</b>	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 46 public service agencies provides a mechanism to drive the commitment to accessible information. Progress is monitored and reported to the Minister for Disability Issues every six months.		
<b>Alignment</b>	<p>This work is aligned with Outcome 5 – Accessibility Recommendation 8 of the list of 100 recommendations given to New Zealand after our second review in front of the United Nations Committee for Persons with Disabilities, 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>The Accessibility Charter work is coordinated with our partners- Department of Internal Affairs (DIA); Association of Blind Citizens; Deaf Aotearoa and People First. During COVID-19 we worked with and continue to work with the Department of the Prime Minister and Cabinet (DPMC), Ministry of Health (MOH) and the Ministry of Business, Innovation and Employment (MBIE).</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
All of Government Accessibility Charter monthly training Updating the monthly training	Completed and ongoing.	Provided originally via zoom and now via Teams as a more stable platform	<b>On track – with minimal risks/issues;</b>
Advice to agencies. Much of this advice is	Ongoing	Because of the success of information	<b>On track – with</b>



around timing and the development of born accessible documents.		translated during COVID-19 there has been an increased uptake	<b>minimal risks/issues</b>
Increase the number of signatories	Ongoing	Because of COVID-19, proactive engagement was not possible. Despite this, the number of signatories continue to grow	<b>Off track - but low risks</b>
Update the resources on the website including the development of tips for people providing the information			<b>On track - with minimal risks/issues</b>
Facilitation of the All of Government (AoG) Alternate formats process	Ongoing	Because of COVID-19 much of the work has been done via MS Teams. Also, COVID-19 has significantly increased the workload and changed the nature of the work. Quicker turnaround times have been required, that has placed added stress on the team	<b>On track - with minimal risks/issues</b>
Production of Te Reo Easy Read using a NZSL Census document as a trial.	In progress		<b>On track - with minimal risks/issues</b>

## **Narrative**

The work on the Accessibility Charter is collaboratively delivered by the Ministry of Social Development (MSD) in partnership with Deaf Aotearoa, Blind Citizens and People First and the Department of Internal Affairs. Since December 2019, monthly training has been delivered to 30 people per session. The training is followed up with a post training email with links to various resources mentioned in the training. The feedback from the training has been very positive.

The number of agencies signing the Charter continues to grow with Sports NZ the latest signatory.

The number of agencies who have developed action plans continues to increase. This may be as a direct result of the training as people have the tools and connections to develop their plans. Further the number of agencies employing accessibility advisers has also increased.

MSD operates the All of Government Alternate formats which is now connecting with a larger number of government agencies. A lot of the work prior to translation is focused on getting documents born accessible including having correct heading structures, context, and language levels. One of the major misunderstandings is that work cannot be translated if the completed document and documentation is not provided for translation. Further, if done properly it takes time and that time needs to be built into planning the project.

## **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 due to COVID-19 and the implementation of the Accessibility Charter. The successful budget bid has assisted to increase translation capacity.

## **Impacts on inequities**

Easy Read, as evidenced by COVID-19, has been used as the basis for translation to Te Reo and Pacific languages. There is work currently underway to translate Easy Read into Te Reo, making sure the process is culturally appropriate.

## **Programme changes based on COVID-19 learnings**

The training is now delivered via MS Teams. The bi-weekly meetings with the Alternate formats team and government agencies are via MS Teams as well.

## **Next Steps**

Monthly training will continue, and the dates have been distributed. Dates are currently full until November 2022. Two, one-off training sessions are planned for Whaikaha staff. There will continue to be six-monthly reports to the Minister for Disability Issues.

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 districts to increase the number of Charter signatories.

Work has started on a resource that outlines the Accessible procurement process. This will be launched in a webinar with the Organisation for Economic Co-operation and Development (OECD) planned for late September. Minister Poto Williams along with the President of the OECD will Chair the meeting.

**Ministry of Transport component of the Joint Transport Disability Action Plan 2019-2023. DAP Reporting**

<b>Name of Agency</b>	<b>Te Manatū Waka Ministry of Transport</b>		
<b>Name of Work Programme</b>	<b>Ministry of Transport component of the Joint Transport Disability Action Plan 2019-2023</b>		
<b>Overall Status</b>	<b>Off-track – but low risks/issues</b>		
<b>Programme Summary</b>	<p>The Ministry of Transport’s actions are focused on understanding how current policies, and new policy developments are progressing the rights and opportunities of disabled people. Those actions are undertaking a review of the Total Mobility Scheme and progressing the Accessible Streets regulatory package.</p> <p>Both actions have been delayed based on timeframes outlined in the Ministry of Transport Action Plan. The review of Total Mobility is a particular risk, as resourcing for the review is still to be determined.</p>		
<b>Alignment</b>	<p>The Joint 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 is working closely with Waka Kotahi in a number of areas that affect/will affect disabled people, such as Total Mobility and the Accessible Streets Regulatory Package.</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
<b>Review of the Total Mobility scheme</b>	The Ministry has started to scope the review, having	None	<b>Off track – but low risks/issues</b>

<p>Te Manatū Waka to scope a review of the Total Mobility scheme, informed by research commissioned by Waka Kotahi into transport experiences of disabled people.</p>	<p>received initial feedback on the draft Terms of Reference earlier in 2022. We are engaging with stakeholders on the draft Terms of Reference. The Ministry is identifying the necessary resource for the review and will brief the Minister of Transport on next steps in the coming months.</p> <p>The research report commissioned by Waka Kotahi was completed in December 2021 and is expected to be published imminently.</p>		
<p><b>Accessible Streets regulatory package</b> – provide final advice to the Minister of Transport and seek Cabinet approval to progress the package.</p>	<p>Final advice on the package has been provided to the Minister of Transport. The next step will be Cabinet consideration, with dates yet to be confirmed.</p>	<p>None</p>	<p><b>Off track - but low risks/issues</b></p>
<p><b>Narrative</b></p>			
<p><b>Review of the Total Mobility scheme</b> – Te Manatū Waka has started scoping the review and has received initial feedback from the Minister of Transport on the draft Terms of Reference. We have been engaging with stakeholders to ensure their input is included in the terms of reference for the review. The Ministry is identifying the necessary resource for the review and will brief the Minister of Transport on next steps in the coming months.</p>			

**Accessible Streets regulatory package** – Final advice on the Accessible Streets package has been provided to the Minister of Transport. The next step will be Cabinet consideration, with dates yet to be confirmed.

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

**Review of the Total Mobility scheme** – some organisations and people within the disability sector are calling for this review to be undertaken sooner. This risk has been mitigated to some extent by Waka Kotahi commissioning research into the transport experiences of disabled people, which will inform the review.

**Accessible Streets regulatory package** – the outcomes of consultation indicated diverse views on some of the proposed rule changes. The Ministry needed to undertake further work on some of the proposals in response to some of the detailed feedback received. Additionally, Waka Kotahi undertook further engagement with the disability sector and developed a Disability Impact Assessment. The outcomes of this assessment helped to inform the Ministry's final advice to the Minister, which included some changes to the Accessible Streets proposals to respond to concerns from the disability community.

### **Impacts on inequities**

#### **Review of the Total Mobility scheme.**

Reviewing and improving the Total Mobility scheme to make it more fit-for-purpose is expected to improve equity for some disabled people, particularly:

- **Māori** (up to the age of 64, Māori are more likely to have a disability than other ethnicities)
- **Pacific Peoples** aged over 65 (Pacific Peoples over 65 are more likely to have a disability than other ethnicities)
- **Women** (across all ethnicities, women aged over 65 are more likely to have a disability than men).

Source of data: [Stats NZ](#)

#### **Accessible Streets regulatory package.**

Accessible Streets is primarily a collection of rule changes designed to increase the safety and accessibility of our footpaths, shared paths, cycle lanes, cycle paths and roadways.

### **Programme changes based on COVID-19 learnings**

#### **Total Mobility scheme.**

A further research project was commissioned by Waka Kotahi to specifically investigate the impacts of the 2021 COVID-19 lockdown on the disability community, carried out by the researchers undertaking the wider research project on transport experiences. Researchers carried out a survey aimed at disabled and non-disabled respondents, to provide

some comparative information. This has been incorporated into the wider research project, which will be published imminently. Once the report published, we will be able to report on its key findings.

### Next Steps

<b>Actions planned for next six months.</b> <b>(1 July 2022 –31 December 2022)</b>	<b>Actions planned for the longer term.</b> <b>(31 December 2022 onwards)</b>
<b>Review of the Total Mobility scheme</b> – the Ministry will establish a term of reference for the review of the Total Mobility Scheme, informed by the findings of the research commissioned by Waka Kotahi (this research was completed December 2021 and is expected to be published imminently).	<b>Review of the Total Mobility scheme</b> –the Ministry will work with Waka Kotahi, the disability community, and Total Mobility coordinators and providers to make changes to the scheme as identified through the review.
<b>Accessible Streets regulatory package</b> – seek Cabinet approval to progress the package. Rules to be signed by the Minister of Transport.	<b>Accessible Streets regulatory package</b> – Te Manatū Waka will work with Waka Kotahi to implement the new rules, to be supported by education and awareness campaigns led by Waka Kotahi. Te Manatū Waka will monitor the impact of rule changes.

## Waka Kotahi Disability Action Plan. - DAP Reporting

<b>Name of Agency</b>	<b>Waka Kotahi NZ Transport Agency (Waka Kotahi)</b>
<b>Name of Work Programme</b>	<b>Waka Kotahi component of 'Joint Transport 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'.</b>
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>
<b>Programme Summary</b>	<p>The Waka Kotahi programme 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"> <li>• understanding of how services, current policies, and new policy developments are progressing the rights and opportunities of disabled people.</li> <li>• effectively engaging disabled people and getting better disability data.</li> <li>• making public information accessible.</li> <li>• supporting the employment and effective support for disabled people in the public service.</li> </ul>
<b>Alignment</b>	<p><b>Programme alignment with the UNCRPD</b></p> <p>The Joint Transport Disability Action Plan 2019-2023 (DAP) aligns with Article 5 – Accessibility – ‘to ensure that disabled people can participate in public life, work, travel, and that they can receive information on an equal basis with others. Waka Kotahi worked with the Office for Disability Issues in March/April 2022 to provide feedback on our progression under the UNCRPD in a domestic examination, ahead of the international UNCRPD exam in August 2022.</p> <p><b>Programme alignment with the Disability Strategy and the Transport Sector Outcomes Framework</b></p> <p>The DAP aligns with Outcome 5 (Accessibility) of the NZ Disability Strategy - ‘We access all places, services and information with ease and dignity’ and the inclusive access outcome of the Transport Outcomes Framework which is described as enabling all people to participate in society through access to social and economic</p>



	<p>opportunities such as work, education, and healthcare. 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.</p> <p><b>Programme alignment with Independent Monitoring Mechanism (IMM) reporting and recommendations</b></p> <p>In 2021, Waka Kotahi responded to recommendations in two IMM reports: the first, on disability in New Zealand in general - Making Disability Rights Real 2014-2019 (2020), and the second, on the experiences of disabled people during a pandemic - Making Disability Rights Real in a Pandemic Report (2021). The main recommendations in both reports relevant for Waka Kotahi were that we address the poorer socio-economic outcomes for disabled people by involving them in decision-making in all phases of policy development and that we ensure disabled people have equitable access to public transport. Waka Kotahi is actively addressing these recommendations through its research projects and operational policy outlined in this report.</p> <p><b>Alignment with other agency programmes and partners</b></p> <p>Waka Kotahi is working closely with Te Manatū Waka – the Ministry of Transport (MoT) on areas such as Total Mobility (Waka Kotahi commissioned research to build understanding of the transport experiences of disabled people to be used to inform MoT’s upcoming review of the Total Mobility Scheme) and the Accessible Streets Regulatory Package (Waka Kotahi undertook a Disability Impact Assessment on this work).</p>		
<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
<b>DAP Section 1: Understanding how services, current policies, and new policy developments are progressing the rights and opportunities of disabled people</b>			
Review and update the Pedestrian Planning and Design Guide: A continuous	The Pedestrian Network Guidance (which is replacing the Pedestrian Planning	Some delays due to resourcing impacts	On track – with minimal risks/issues

<p>improvement programme will be put in place to update and add new guidance as it becomes available. An on-going training and capability programme will also support the guidance.</p>	<p>and Design Guide) website is now largely complete. Further progress has been made on content development for a few remaining sections. A webinar has been organised for August 2022 to introduce all multi-modal guidance including the Pedestrian Network Guidance. The Pedestrian Network Guidance takes an inclusive access approach to disability issues.</p>		
<p>Develop Public Transport Design Guidance</p> <ul style="list-style-type: none"> <li>• Pursue ratification for the first three topics (Corridor clearance, Bus Layover and driver facilities, Getting to and from public transport).</li> <li>• Process consultation/feedback from second three topics (Bus Stop Design, Priority &amp; Optimisation, and Interchanges).</li> <li>• Get draft e-bus charging guidance live on website.</li> <li>• Work on 'embedding' guidance through various outreach/capability building initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Considerable progress has been made on Bus Stop Design and Battery Electric Bus Charging guidance. Both topics are in the process of being uploaded to the Public Transport Design Guidance website but are undergoing fine-tuning to suit the website format.</li> <li>• Engagement took place with members of the disability sector on bus stop bypass designs recently built in Wellington which has informed final tweaks to draft guidance.</li> <li>• A webinar has been organised for August 2022 to introduce all multi-modal guidance including the Public Transport Design Guidance.</li> </ul>	<p>Delays due to resourcing impacts, including Long Covid in key staff member</p>	<p>On track – with minimal risks/issues</p>

<p>National Ticketing Solution (formerly Project NEXT): Subject to contracts, the National Ticketing Solution (NTS) will move into a detailed design phase in this period.</p>	<p>Contract negotiations with the preferred supplier have commenced and are on track for signing contracts at the end of August 2022. Following this, the detailed service design phase will commence.</p>	<p>Impact on the availability of resources across stakeholders to support the negotiation phase Supply chain impacts that may affect lead time and costs for materials and supplier resource</p>	<p>On track – with minimal risks/issues</p>
<p>Investigate how the training of bus drivers can better guide them in interacting and assisting passengers</p> <ul style="list-style-type: none"> <li>• Continue liaison with sector as the new industry training organisation are established. Include operator training within the Total Mobility Review scope being led by MoT.</li> </ul>	<p>Training and assessment criteria were successfully developed during the establishment of the new industry training organisations. The content has been accepted by industry, released publicly, and is now taken up by the public transport delivery sector.</p>	<p>Nil</p>	<p>Complete</p>
<p>Research project titled “Investigation of the external noise emitted from electric buses (e-buses) in NZ and the need for Acoustic Vehicle Alerting Systems (AVAS) to improve pedestrian safety”: The next step for this work is to conduct noise testing of electric buses travelling at varying speeds, on different roads in Wellington in February 2022.</p>	<p>The field work was completed. The report is currently being edited.</p>	<p>Nil</p>	<p>On track</p>

**DAP Section 2: Effective engagement of disabled people and better disability data**

<p>Research project titled "Essential Transport Costs": specify new research.</p>	<p>A favoured provider has been identified, but there are still methodological issues to be worked through before inviting them to write a detailed research brief. NB this project does not relate specifically to Disabled People, but it will contribute to better Disability data.</p>	<p>COVID-19 has had impacts on cost of travel and will complicate a "snapshot" piece of research. However, there are many other factors also at play. The research, if commissioned, may provide the beginnings of a series which will track impacts over time</p>	<p>On track – with minimal risks/issues (however if the methodological issues are deemed too problematic, the research will not proceed)</p>
<p>Collect analytical data on disabled people's access to the transport system to gain better understanding: continue to collect data.</p>	<p>Waka Kotahi continues to collect data across its services where we can, and where it is most appropriate. We use the Washington short set of questions when we are doing specific pieces of research.</p>	<p>Nil</p>	<p>On track</p>
<p>Sector research report on "incorporating distributional impacts in the cost-benefit appraisal framework": progress report.</p>	<p>Report has progressed and is in editing.</p>	<p>Nil</p>	<p>On track</p>
<p>Research project "Disabled people's experiences of transport", including in lockdown: Research findings and final report due to be delivered early in 2022. The Research outputs will then be</p>	<p>Research report finalised and edited, now ready for publishing in multiple formats, including Plain English, Easy Read, Captioned video, and video with sign language.</p>	<p>The report contains a chapter on the impacts of COVID-19 on Disabled People.</p>	<p>On track</p>

adapted and prepared for release in Accessible Formats.			
<b>DAP Section 3: Accessible public information</b>			
Transfer all audit and remediation work to the Quality Engineering team.	All new projects and plans to remediate legacy websites now sit with the Quality Engineering team. Accessibility is now a standard part of the project development lifecycle at Waka Kotahi.	Nil	Complete
Research into accessible fonts and other design elements continues with a view to developing guidelines for our document templates and PDFs.	Work is in progress to replace our default system font with one that is more accessible. The following guidelines have been created and published on our Intranet: <ul style="list-style-type: none"> <li>• Making your Word document an accessible PDF</li> <li>• Preparing accessible content for print production</li> <li>• Writing and brand essentials guide – includes sections on accessibility + bilingual content.</li> </ul>	Team absences slowed progress on changing our corporate font	Off track – but low risks / issues
Champion accessibility for products and projects in technology (existing or new).	Collaborating with our Commercial team to include accessibility requirements in our commercial contracts with vendors/suppliers	Slow progress due to other priorities	Off track – but low risks/ issues
Ensure designs/wireframes meet accessibility standards for the projects we are assigned to, both external and internal.	UX/UI Team trialling new accessibility annotation kit for designs/ wireframes to make web accessibility requirements specs more visible to developers. Work is now underway to	Slow progress due to other priorities	Off track – but low risks/ issues

	create a Waka Kotahi Design System that will incorporate accessibility guidance for components/patterns.		
Work closely with QA/testers on projects to ensure accessibility is covered in the technology delivery process from design to development and testing.	Accessibility testing for all website and web applications is now part of the project lifecycle at Waka Kotahi, from design through to delivery. We've created a reusable and shareable accessibility test framework that is being used by Waka Kotahi teams and vendors.	n/a	On track

### Narrative

**Understanding how services, current policies, and new policy developments are progressing the rights and opportunities of disabled people:** The Pedestrian Network Guidance and Public Transport Design Guidance were progressed, and a webinar will be held in August 2022 to introduce all multi-modal guidance.

**Effective engagement of disabled people and better disability data:** During this period, we wanted to engage with accessibility groups to bring them on the journey early and inform them of how we have used the learnings and experiences from the Innovating Streets for People programme to create the new Streets for People Programme 2021-24. This is not included in the action section for this document however it has strong alignment with the DAP objectives. We arranged two briefings sessions which had a good cross-section of accessibility groups in attendance (approximately 12-15 in each of the two sessions). A similar approach was used for business/ professional groups, and advocacy groups. There was strong interest from attendees in the Programme. Several research reports were progressed that will provide insights around disabled peoples use of the transport network.

**Accessible public information:** Accessibility testing of websites and web apps now sits with the Quality Assurance team in our digital group. This means that accessibility is a standard part of our project development lifecycle at Waka Kotahi, and that our suppliers are expected to deliver to the standards we have set. We have extended our suite of guidelines on our intranet to help people create accessible content and documents. Work has begun to create a Waka Kotahi Design System that means we will have a library of accessible elements to use across our websites and applications.

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

While COVID-19 has meant some activities need to be slowed down, we are still delivering towards our agreed actions.

In order to meet our obligations under the Accessibility Charter, we need to have a plan in place by the end of 2023 that outlines how we will review and remediate all of our web products to ensure they meet accessibility standards. This work is underway, and our most used products have already been remediated. Currently, Waka Kotahi has over 80 different web products and we are going through a process of reviewing and consolidating these different products which will enable us to finalise our plan under the Accessibility Charter.

This work is dependent on the review and consolidation process. We will continue to monitor the interaction between these pieces of work as we approach the 2023 requirement.

## Impacts on inequities

In June 2022 the research report *The pathway towards understanding Māori aspirations for land transport in Aotearoa New Zealand* was published. This research explores existing information to provide an understanding of Māori interactions with, and aspirations for, the transport sector. In this report we bring together a literature review and interviews with representatives from Waka Kotahi. We find evidence that there are inequities faced by Māori in accessing and participating in the transport sector.

## Programme changes based on COVID-19 learnings

COVID-19 continues to impact on the resource available to progress actions in the DAP both at Waka Kotahi and for our partners and stakeholders. While some delays have occurred as a result, overall, the actions remain largely on track.

COVID-19 has also added an additional factor for us to consider in our research projects and data collection. The Waka Kotahi research project "Disabled people's experiences of transport" includes a chapter on the impacts of COVID-19 on disabled people. The report will be published soon.

## Next Steps

### Actions planned for the next 6 months (1 July 2022 – 31 December 2022)

### Other key actions 2023 onwards

### DAP Section 1: Understanding how services, current policies, and new policy developments are progressing the rights and opportunities of disabled people

*Review and update the Pedestrian Planning and Design Guide.*

- Finalise drafts of guidance not yet on the Pedestrian Network Guidance website.
- Consultation period with content online.

- Pursue ratification of Pedestrian Network Guidance.
- Continuous improvement programme to update and add

<ul style="list-style-type: none"> <li>An on-going training and capability programme will also support the guidance.</li> </ul>	<p>new guidance as it becomes available.</p> <ul style="list-style-type: none"> <li>On-going training and capability programme will also support the guidance.</li> </ul>
<p><i>Develop Public Transport Design Guidance</i></p> <ul style="list-style-type: none"> <li>Bus Stop Design and Battery Electric Bus Charging guidance will go live on the Public Transport Design Guidance website.</li> <li>Guidance for remaining sections (Public Transport Priority and Optimisation and Interchanges) will be progressed.</li> <li>An introductory webinar plus additional detailed webinars on Public Transport Design Guidance will take place with practitioners to 'embed' guidance.</li> </ul>	<ul style="list-style-type: none"> <li>Further progress on remaining sections of guidance, ideally released on website.</li> <li>Additional Public Transport Design Guidance Reference Group meeting to discuss priorities and next steps for the guidance (may involve scoping additional topics not yet covered).</li> <li>Process feedback on guidance, update and pursue ratification.</li> <li>Continuous improvement programme to update and add new guidance as it becomes available.</li> <li>Ongoing training and capability building programme to support the guidance.</li> </ul>
<p><b>National Ticketing Solution (formerly Project NEXT)</b></p> <ul style="list-style-type: none"> <li>Subject to contracts, the National Ticketing Solution (NTS) will move into a detailed design phase in this period.</li> </ul>	<ul style="list-style-type: none"> <li>The National Ticketing Solution will begin building and implementing the solution across New Zealand starting with Canterbury.</li> <li>Following a detailed design phase, the</li> </ul>



	<p>National Ticketing Solution will begin building and implementing the solution across NZ continuing with Canterbury and followed by Wellington. Rollouts will occur across New Zealand until late 2026.</p>
<p><b>Investigate how the training of bus drivers can better guide them in interacting and assisting passengers</b></p> <ul style="list-style-type: none"> <li>The review of the Total Mobility scheme led by MoT should set any further actions for operator training and assessment.</li> </ul>	<ul style="list-style-type: none"> <li>Continued collaboration with the sector to influence the review of standards and qualifications in the Passenger Services domain is now absorbed as part of Waka Kotahi BAU.</li> </ul>
<p>Research project titled "Investigation of the external noise emitted from electric buses (e-buses) in NZ and the need for Acoustic Vehicle Alerting Systems (AVAS) to improve pedestrian safety"</p> <ul style="list-style-type: none"> <li>The report will be published on our website and the results promulgated through normal channels.</li> </ul>	<ul style="list-style-type: none"> <li>The findings are inconclusive, so consideration will be given to extending the research. Depending on any additional research, then we will engage with policy makers to decide whether there is a case for adding Acoustic Vehicle Alerting Systems (AVAS) to electric buses.</li> </ul>
<p><b>DAP Section 2: Effective engagement of disabled people and better disability data</b></p>	
<p><i>Research project titled "Essential Transport Costs".</i></p> <ul style="list-style-type: none"> <li>If the research goes ahead, it will take place during this period.</li> </ul>	<ul style="list-style-type: none"> <li>Editing and publication</li> </ul>

<p><i>Collect analytical data on disabled people's access to the transport system to gain better understanding</i></p> <ul style="list-style-type: none"> <li>• Continue to collect data.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to collect dat.</li> </ul>
<p><i>Sector research report on "incorporating distributional impacts in the cost-benefit appraisal framework", which has relevance for disabled people.</i></p> <ul style="list-style-type: none"> <li>• The sector research report to be published.</li> </ul>	<ul style="list-style-type: none"> <li>• The sector research findings to be promulgated</li> </ul>
<p><i>Research project "Disabled people's experiences of transport", including in lockdown</i></p> <ul style="list-style-type: none"> <li>• Promulgate research findings through normal channels, including a webinar presentation by the research providers.</li> <li>• This report will feed into the review of the Total Mobility Scheme and other policy work as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Identify new research questions arising from reported findings on Disabled People's Experiences of the transport system</li> </ul>
<p><b>DAP Section 3: Accessible public information</b></p>	
<p><i>Accessible information</i></p> <ul style="list-style-type: none"> <li>• Progress investigation into accessible fonts being used across our core systems and templates.</li> <li>• Help our Technology teams to complete a library of accessible design elements to be used across our websites and web applications.</li> <li>• Apply a plain language and accessibility lens to the road code with a focus on learner drivers.</li> <li>• Apply a plain language and accessibility lens to the NZ guide to temporary traffic management.</li> <li>• Continue to trial the accessibility annotation kit for wireframes/designs to bring better visibility of web accessibility requirements.</li> <li>• All website audit and remediation work will be transferred to the Quality Engineering team so that accessibility is baked into the project development lifecycle at Waka Kotahi.</li> <li>• Auditing and assessing existing UI components that the UX/UI Team are using, in preparation for a consistent Design System.</li> </ul>	<ul style="list-style-type: none"> <li>• Investigate accessible alternates to PDF.</li> <li>• Build a browsable website with all the Waka Kotahi design elements (including code for developers) that can be accessed by externals.</li> <li>• Accessibility review of the Drive website.</li> <li>• If the annotation kit trial works well, then we will look to include this in the UX/UI Team's way of working.</li> <li>• Plan in place to consolidate the number of external websites we have, before assessing and improving their compliance with</li> </ul>

	<p>accessibility standards.</p> <ul style="list-style-type: none"><li>• Collaborate across all design teams in Waka Kotahi that will utilise the Design System, to assess gaps in components/ pattern libraries and create content.</li><li>• Deliver a Waka Kotahi Design System that will include accessibility guidance for web components and how to use them – due Q2 2023.</li></ul>
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## Outcome Seven – Choice and Control

### Disability Support System Transformation - DAP Reporting

<b>Name of Agency</b>	<b>Manatū Hauora Ministry of Health</b>
<b>Name of Work Programme</b>	<b>Disability Support System Transformation</b>
<b>Overall Status</b>	
<b>On track - with minimal risks/issues</b>	
<b>Programme Summary</b>	<p>The Ministry of Health manages an annual appropriation of \$1.7 billion from Vote Health to support approximately 43,000 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, over 100,000 disabled New Zealanders with a sensory disability (i.e., hearing and vision services) access DSS equipment and modification services and supports.</p> <p>Concerns about the disability support system not working well for disabled people have been expressed by disabled people, their whānau, careers 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"> <li>• multiple eligibility, assessment and planning processes for accessing different types of support from several government agencies resulting in duplication of processes for disabled people.</li> <li>• 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.</li> <li>• 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</li> </ul>

	<p>the community and enabling them to access greater opportunities.</p> <p>Work has been underway for over a decade to transform the disability support system, in partnership with the disability community, based on the Enabling Good Lives (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>
<p><b>Alignment</b></p>	<p>This work programme responds to Outcome 7 - Choice and Control, in the <i>New Zealand Disability Strategy 2016-2026</i>.</p> <p>It also responds to the following recommendations from <i>IMM Making Disability Rights Real</i> report that:</p> <ul style="list-style-type: none"> <li>• 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 can enjoy the highest attainable standard of health, including but not limited to accelerating equitable access nationally to an Enabling Good Lives (EGL) approach.</li> <li>• noted IMM hui participants concern about progress on national rollout and whether there is sufficient funding to enable people to live independently.</li> <li>• 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.</li> <li>• 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.</li> </ul> <p>System transformation work is a partnership between the Ministries of Health (MOH), Education (MOE) and Social Development (MSD) alongside the disability community.</p> <p>This work programme contributes to and supports many of the work programmes within the <i>Disability Action Plan 2019-2023</i>. This includes:</p>

	<ul style="list-style-type: none"> <li>• the education work programme.</li> <li>• the <i>Disability Employment Action Plan</i>.</li> <li>• supported decision-making work.</li> <li>• work on improving access to quality healthcare and health outcomes.</li> <li>• funded family care work.</li> <li>• work to reduce the use of seclusion and restraint.</li> <li>• the <i>Play, Active Recreation and Sport Action Plan</i>.</li> <li>• work related to accelerating accessibility.</li> <li>• the cross-cutting action to involve disabled people in decision-making.</li> </ul>
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**Progress against Plan for the period**

<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from Covid-19</b>	<b>Status</b>
Continue Mana Whaikaha, prototype of a transformed system in Midcentral DHB region, EGL Christchurch, and EGL Waikato.	Budget 2021 provided for baseline funding for the three EGL regions, meaning they are no longer operating as pilots. All staff are now on permanent contracts and will transfer to the new Ministry of Disabled People (now Whaikaha) permanent employment transferred from MOH and MSD to become part of one team.	Minimal	<b>On track or ahead</b>
Complete Cabinet Paper for machinery of government changes and roadmap for system transformation	Worked in partnership with representatives from the disability community to prepare advice on the next steps for disability system transformation.	Minimal	<b>On track or ahead</b>

	<p>Cabinet considered the advice in March 2022 and agreed to the national implementation of the EGL approach to disability support services, as well as to the creation of a new Ministry of Disabled People.</p> <p>A joint Cabinet Report Back paper was prepared for consideration in March 2022 to provide an update on the work and to seek the next set of decisions. Budget contingency drawdown is now being considered for the rollout under the new Ministry of Disabled People.</p>		
<p>Continue to work with the EGL Governance Group and other community representatives to develop the implementation plan and tools for national scaling of an EGL approach to disability support services</p>	<p>Officials have been working in partnership with the community across the workstreams within the system transformation programme. These include:</p> <ul style="list-style-type: none"> <li>• partnership approach</li> <li>• EGL operating model</li> <li>• workforce strategy</li> <li>• Monitoring and evaluation strategy</li> <li>• disability people and whānau capability</li> </ul>	<p>Minimal</p>	<p><b>Off track - but low risks/issues</b></p>

	<p>strategy and approach.</p> <p>Key tools to support national scaling that have been endorsed by the community or are currently in design include:</p> <ul style="list-style-type: none"> <li>• Connector Guide</li> <li>• Managing Personal Budgets</li> <li>• EGL is for Everyone</li> </ul> <p>NEGL has contacted the Minister to formalise independent voice of NEGL and to ask for monitoring and evaluation strategy co developed with community expertise and disabled person led capability and capacity to be priority workstreams. A decision on a new CEO will delay formal responses but the Minister has acknowledged the communication.</p>		
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**Narrative**

Mana Whaikaha, EGL Christchurch and EGL Waikato continue to support disabled people and whānau to achieve outcomes that are important to them. Budget '21 funding has enabled these regions to transition from pilot mode to a steady state. This has increased the confidence of the disability community and staff in the sites of the Crown's commitment to the scaling of the Enabling Good Lives approach. Locally this has resulted in a better platform for people to identify their own life aspirations and



supported service providers and the community to be more flexible in their approach when supporting individuals and families to achieve them.

Advice was provided to Ministers on the work required to implement a national transformation of the disability support system. This advice was developed in partnership between officials from the Ministries of Health and Social Development and representatives of the disabled community, through the EGL Governance Group and a Machinery of Government working group. In October 2021 Cabinet agreed to the national implementation of an EGL approach to disability support services, as well as to the establishment of a new Ministry for Disabled People. The new Ministry was established from 1 July 2022. At this time, the majority of disability support services, and the DSS system transformation work programme, have transitioned from MOH to the new Ministry.

The system transformation team in MOH has been working in partnership with representatives from the disability community to continue to develop a plan for the national implementation of the EGL approach to DSS. Alongside a national implementation plan, tools have been developed to support a deeper understanding of what an EGL approach looks like in practice. National tools, such as the Connector Guide, Managing Personal Budgets, EGL is for everyone, and a monitoring and evaluation framework are either in design or have been endorsed by the community in anticipation of scaling. Work continues with NASC to strengthen the current workforce knowledge of Enabling Good Lives and to explore possible opportunities for simple changes that can be made now to better enhance an individual's experience when engaging with current systems.

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

A key risk would be any misalignment of the disability system transition work underway with the wider health system changes. The scope and timing of any new disability-focused machinery of government structure will need to align with the creation of Health NZ and the Māori Health Authority. We are working closely with the health Transition Unit and the Establishment Unit for the new Ministry of Disabled People to ensure that this alignment happens.

There is a risk that Omicron may impact progress in the next reporting period. If providers have significant proportions of their staff away at any given time this will impact their ability to both deliver business as usual services and engage in transformation activities. We will continue to work closely with providers to understand their evolving operational context and to manage this risk.

There is a risk that expectations of the new Ministry and expected speed of transformation will create dissatisfaction. Working closely with the governance group for Whaikaha will mitigate and enable consistent joined up communication with the disability sector.

#### **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 DSS 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. The wider Mid Central population has been identified as having greater inequity demographically than the wider population of people using DSS nationally.

An equity lens was taken to the evidence-base gathered for the three Enabling Good Lives demonstration sites (Christchurch, the Waikato and Mana Whaikaha). While access to health services remains difficult for disabled people, those who are supported by tūhono/connectors and government liaison roles have been able to overcome some significant barriers to access. Evaluations have found that many people have an increased sense of choice and control, social connectedness and have benefitted from use of flexible approaches to funding to improve their overall lives and wellbeing (Achieving Equity through systems transformation: Dr Pauline Boyles and Allen and Clarke SAMS 2021). (Mid Central repeat survey 2021 and FDS study Mid Central and Christchurch 2021 pending publication Standards and Monitoring Services SAMS).

The system transformation programme partnership approach was codesigned with the Whānau Ora Interface Group and Te Ao Marama Aotearoa (TAMA).

The capacity and capability workstream and the MEAL workstreams include the development of approaches designed and delivered by tāngata whaikaha Māori and Pacific disabled people.

### **Programme changes based on COFID-19 learnings**

Flexibility of disability supports is an important component of system transformation. During COVID-19 we introduced flexibility in personal budgets because that flexibility supported disabled people and whānau to keep safe in their bubbles, particularly during Alert Levels 4 and 3. This greater flexibility 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. This flexibility has been retained because people found it valuable.

### **Next Steps**

- Continue to work in partnership with the disability community to develop the implementation plan for a national scaling of an EGL approach through Whaikaha.
- Embed the changes in the three EGL regions to continue improving the experience for disabled people and whānau in those regions.
- Develop a contingency drawdown plan for implementation and gradual scaling of the Enabling Good Lives approach.

## Outcome Eight – Leadership

### Nominations Database – DAP Reporting

<b>Name of Agency</b>	<b>Office for Disability Issues</b>
<b>Name of Work Programme</b>	<b>Nominations Database of disabled people for Government Boards / Advisory Groups</b>
<b>Overall Status</b>	<b>On Track with Minimal Risks</b>
<b>Programme Summary</b>	<p>ODI hosts a database of disabled people who are interested in seeking positions on Government appointed Boards, Committees and Advisory Groups. ODI works as a conduit between appointing agencies and disabled candidates to ensure more disabled people are aware of and are given the opportunity to apply to serve on various government-appointed boards. The agencies making the appointments receive a wider pool of diverse candidates. Increasing diversity on Government Boards is a priority of the current government.</p> <p>For some board positions, candidates can apply directly to the nominating agency. The role of the database in this scenario is to make disabled people aware of opportunities. For other positions, the relevant Minister will appoint a person from a shortlist compiled by the various nominating agencies. In these cases, the database allows ODI to compile a shortlist of disabled people suitable for the position and put those names forward to the appropriate Minister for consideration. ODI works with nominating and population agencies towards improving the diversity of Government appointed Boards and Advisory Groups.</p>
<b>Alignment</b>	<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>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 they oversee. More importantly, as outlined in Article 29 of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) Participation in Political and Public</p>

	<p>Life, states/parties should Promote actively an environment in which persons with disabilities can effectively and fully participate in the conduct of public affairs, without discrimination and on an equal basis with others, and encourage their participation in public affairs.</p> <p>It is important to remember that ODI does not guarantee that any work will be forthcoming for those on the database.</p> <p>ODI works closely with the other population agencies who host nominations databases including the Ministry for Women, Minitatanga Mo Nga Wahine (MfW); the Ministry for Pacific Peoples, Te Manatū mo nga iwi o te moana-nui-a-kiwa (MPP); the Ministry for Ethnic Communities, Te Tari Matawaka (MEC); and 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).</p>
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**Progress against Plan for the period**

<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
1. Ongoing maintenance of the database and updates to ensure the data is current.	<p>One Senior Advisor and Advisor are primarily responsible for the Nominations Database with some technical support being provided by an administrator.</p> <p>This year, both the Survey Monkey tool and the database have been restructured to make searching and filtering information more efficient. These changes will also make reporting easier. The end point is that it is easier to find the right people for the positions being advertised.</p>	Nil	On Track or Ahead

	<p>One task that is yet to be completed is to contact all database members who have not provided ODI with a copy of their CV. Whilst all members have been emailed at least twice, a small project is underway to phone all members and encourage them to provide a CV. It is almost impossible to nominate a person for a position without a CV.</p>	<p>Due to take place in June 2022 but has been delayed due to Covid-19 related staff absence</p>	<p>Off Track with Minimal Risk</p>
<p>2. Ongoing promotion of the database to government agencies who manage appointments to Boards / Advisory Groups.</p> <p>3. Build a new database tool based on the Ministry for Women system.</p>	<p>This work is ongoing, each time ODI communicates with a nominating agency and puts forward the names of disabled candidates for positions.</p> <p>Going forward, it would be useful to meet with nominating agencies and determine whether they have concerns about appointing disabled people and what can be done to mitigate those.</p> <p>The All of Government Board Appointment Data Information System (or ABADIS) gained a lot of traction earlier this year. The specifications for the database have been determined. However, the project has been paused by the PSC whilst links are made with another large ICT project within the Commission. The project should restart towards the end of 2022/early 2023. These timeframes are outside the control of ODI.</p>	<p>No major impacts</p> <p>No major impacts</p> <p>Nil</p>	<p>On Track with Minimal Risk</p> <p>Off Track with Minimal Risk</p> <p>On track with minimal risk</p>

<p>skills they need to become board members.</p>	<p>ODI has run one Professional Development session the past six months. This session was an introduction to being a board member, where disabled board members spoke of their experiences. This workshop was well received by those who attended it.</p> <p>In conjunction with other population agencies, ODI has offered one session on Producing a Governance CV. More sessions are planned for the next half year. Whilst the session's content is sound, some concerns about its accessibility have been raised and will be followed up over the next six months.</p>		
	<p>In conjunction with other population agencies, ODI has offered one session on Producing a Governance CV. More sessions are planned for the next half year. Whilst the session's content is sound, some concerns about its accessibility have been raised and will be followed up over the next six months.</p> <p>Along with the other population agencies, ODI works with the Public Services Commission who are developing a training package for all prospective board personnel. The population agencies and their project team meet weekly to discuss progress</p>	<p>Nil</p> <p>Nil</p>	

	<p>ODI is funding Be Leadership to provide a five-day governance course to disabled people. The course will align with the one provided by the Institute of Directors. This course is aimed more at people who wish to serve on private sector boards. The first cohort to take the course, will begin in October 2022. In addition, Be Leadership are also providing a mentoring programme for disabled people wishing to take up board positions.</p> <p>Directors. This course is aimed more at people who wish to serve on private sector boards. The first cohort to take the course, will begin in October 2022. In addition, Be Leadership are also providing a mentoring programme for disabled people wishing to take up board positions.</p>	Nil	
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**Narrative**

- A relatively small budget has been allocated to the Nominations work programme, meaning that ODI cannot be as responsive to appointing agencies, the database candidates, or maintaining the database, as it would like to be. This resourcing issue is similar across other nominating agencies, even when they have a team managing this work. Nevertheless, ODI continues to advise database members of opportunities to apply for board positions, and has maintained the database, removing people who no longer wish to be on the database, and adding new members. ODI will consider if additional ODI time / resource is possible in the second half of 2022 (Action 1 above).
- Between January and June 2022, ODI nominated four candidates for the 2022 New Year’s Honours Awards. In addition, ODI sent out opportunities for people to be nominated to 54 boards, some with multiple positions and two of which were ‘Future Director’ positions. To our knowledge (and bearing in mind it can often take nine months from nomination to appointment) two people from the Nominations database

have successfully gained places on a board/advisory group in the last six months.

- Unfortunately, there is no easy way to determine the numbers of people who apply for the positions (as most applications go directly to the government agency concerned) nor is there any way of ODI knowing whether any members of our nominations network have been successful with their application. This is an area of work that ODI needs to focus on, so that as a nominating partner, we can report more accurately on the numbers who were interested in positions and the final number who successfully gained a position.
- In June 2022, ODI's new Advisor took on the role of technical assistant for the database, allowing the other senior advisor to take a step back from this work.
- Currently, there are 211 active participants on the nominations database compared to 197 at the end of the last reporting cycle. Of these, 202 are disabled whilst nine are family/whanau members. Note, last time ODI provided data which included people who had been on the database and chosen to withdraw. This time, those figures have not been reported.

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

One of the biggest issues impacting the Nominations work at present is the structure of our nominations system. The system relies on the Survey Monkey platform for obtaining information from potential candidates. Once a Survey Monkey form is completed, there are some clunky spreadsheets that hold all the data. This system could be streamlined to make it more efficient. Whilst some work has been undertaken to make improvements to the database system, ODI are waiting for the single agency database which the Public Service Commission project team is working on.

There have been two instances in the past six months where information about nominations has not been sent to candidates due to the pressure of workload at ODI at the time.

### **Impacts on inequities**

The spreadsheets record the ethnicity of those who put themselves forward for nomination. However, given the difficulties, outlined above, of knowing who has applied for a position and who in the end was appointed, it is difficult to track outcomes by ethnicity or other protected characteristic. However, we can report that of the current 211 disabled members on the database 94 are male, 112 are female, three people identified as gender diverse, and two people preferred not to say.

In terms of ethnicity, 9 people are Māori (compared with 5 at the last reporting timepoint), 2 identify as Pacific People, one as Chinese and 167 as



New Zealand European. The remainder (14) preferred not to reveal their ethnicity. Note these figures are based on Primary ethnicity only.

### **Programme changes based on COVID-19 learnings**

There has been little impact on the Nominations work because of the Covid-19 Pandemic, apart from the delay in starting the project to contact everyone on the database with regards to their CV. The reason being that most of the work is conducted online or over the phone even when the country is not living under the traffic light or alert level systems. Furthermore, most boards have continued to meet over zoom or another online platform.

### **Next Steps**

- On a strategic level ODI will continue to work, alongside the other nominating and population agencies, with the PSC on a single database that would hold all information about potential candidates as soon as the PSC is ready to resume this work. In the meantime, work will be undertaken to improve the ODI system for collecting nominations data so that more accurate information can be provided with regards to board nominations.
- ODI will continue to work with the PSC and other population agencies to develop professional development opportunities for potential board members. Over the next six months another two CV writing workshops will be held and another 'Ask the Board' session will be held before Christmas 2022.
- ODI will continue to work collaboratively with the Ministry for Women, the Public Services Commission, and the Department for the Prime Minister and Cabinet to include disability in the annual board stocktake. This will mean that once a year all government appointed boards will need to state how many disabled people are on the board. To achieve this a paper will need to be presented at cabinet. Furthermore, ODI is working on some materials to upskill board chairs about basic disability responsiveness.
- The first Be Leadership Governance Course starts in October 2022. Final selection of candidates for the programme have not yet been confirmed. ODI hopes that some members of the Nominations database will be selected to undertake the first course, alongside Alumni from the previous Be Leadership courses run between 2010 and 2020.
- ODI will commence contacting Nominating agencies specifically to talk to them about board diversity from a disability perspective.

## Cross Government Project

### DAP Disability Data and Evidence, January to June 2022

<b>Name of Agency</b>	<b>Ministry of Social Development</b>
<b>Name of Work Programme</b>	<b>Disability Data and Evidence</b>
<b>Overall Status</b>	<b>On track – with minimal risks/issues</b>
<b>Programme Summary</b>	<p>The adage, “if you aren’t counted, then you don’t count” is very true. If government agencies are to include disabled people into services, like any other population group, it is important to understand both what services disabled people use and their experience in using those services. This programme of work aims to provide government agencies with the resources and information to include information relating to disability in their data collections processes.</p> <p>The work programme includes encouraging greater use of the Integrated Data Infrastructure (IDI); defining how administrative data should be collected and the development of resources and training to assist government agencies in the collection of disability data. When talking about data and evidence, it is noted that this refers to both qualitative and quantitative information.</p>
<b>Alignment</b>	<p>This is a cross government programme; it is important to all aspects of the Disability Action Plan but does not sit within any one of the eight outcome areas.</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 to the Disability Data and Evidence Working Group (DDEWG). The programme of work is managed by MSD. The quarterly meetings are chaired by Statistics NZ and the Office for Disability Issues (ODI) jointly.</p>

<b>Progress against Plan for the period</b>			
<b>Actions that were planned for the period</b>	<b>Actions completed in the period</b>	<b>Note any impacts from COVID-19</b>	<b>Status</b>
<p>Six monthly reporting to the Minister on progress</p> <p>Quarterly Governance meetings of the DDEWG chaired by Statistics New Zealand and ODI jointly.</p>	<p>In progress</p> <p>Ongoing</p>		<b>On track - with minimal risks/issues</b>
<p>Including the information on administrative data, survey data and research and evidence on the ODI website. It also includes examples.</p>	<p>Underway and will be completed mid-August. The website will be a live document and updated on a regular basis.</p> <p><a href="#">Disability data and evidence resources - Office for Disability Issues (odi.govt.nz)</a></p>		<b>Off track – but low risks / issues;</b>
<p>Increased use of the IDI</p>	<p>Ongoing</p>		<b>On track - with minimal risks/issues</b>
<p>Agreement on the administrative question to be asked when gathering data and the details that fit under the question.</p>	<p>This has been completed and a process is included in the ODI website material.</p>		<b>Complete</b>
<p>Development of the NZ Disability Strategy outcomes data</p>	<p>Ongoing as it is a living document especially as more information becomes available.</p>		<b>On track or ahead</b>

## **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 administrative data can be collected. The agreement on the administrative questions to be asked was an important step forward, especially a process for identifying the support required by a disabled person accessing services.

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 disability data in the last 3 years. This will be an important ongoing piece of work led by ODI.

Coordinating information in one place will be a valuable resource and help educate agencies around what data they can use especially for policy and service development.

Several agencies have come to the DDEWG to share information on their data and evidence projects and receive feedback. This has been an important development as the work of the DDEWG gets known. There are several important projects underway including the ERO survey; work on the NHI and data collection; Justice work on crime and Correction work on the needs of prisoners. Much of these are at the report stage and have been included in the website material.

The work programme has been reviewed and adjusted to changing priorities. The work programme will be evaluated on an annual basis.

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

One of the greatest risks is government agencies understanding what they have committed to and how to progressively implement those commitments. The work has also highlighted that disability is not seen as a population group in the same way as other diverse communities. Now there is agreement on what are the questions that form the basis of administrative data, focus will shift to the funding of subsequent IT changes, which may require budget funding to be achieved.

## **Impacts on inequities**

This is an important piece of work in identifying areas of inequity and the best method of effectively highlighting inequities within the disabled community. The DDEWG is committed to ensuring its work is underpinned by the Crown's commitment to Te Titriti O Waitangi. The work will be a combination of both quantitative and qualitative data integration. Qualitative information may be required because of the statistically small size of some population groups.

### **Programme changes based on COVID-19 learnings**

COVID-19 highlighted the lack of disability data and the importance of collecting disability data. The collection of information such as vaccination rates amongst disabled people, highlighted the importance of data in addressing myths within the community.

Meetings have been conducted online because of travel restrictions and safety concerns.

### **Next Steps**

In the next six months, the resources on the collection of disability data will be completed and installed on the ODI website. The details of this resource, especially around administrative data, will be communicated to government agencies.

A training resource and programme will be developed and the process for attending the training will be communicated to government agencies including local government and Districts.

Work on the Disability Strategy Outcome Framework and effective use of the IDI are ongoing. Regular quarterly meetings of DDEWG will continue to be held.