



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

For the period covering

July to December 2022

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Executive Summary, for the Sixth progress report July to December 2022, New Zealand Disability Action Plan 2019 – 2023.

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.

Unfortunately, the cross-government data and evidence project was not reported against during the July to December 2022 period due to changing personnel in charge of that programme.

To monitor the DAP's progress, the Office for Disability Issues (ODI) has historically managed six-monthly reporting. This work continues now that ODI is now part of Whaikaha – Ministry of Disabled People. This is the sixth progress report to be produced.

This report covers the period July to December 2022. At the start of this period, ODI was integrated into Whaikaha, the Ministry of Disabled People and soon afterwards members of Whaikaha and other government agencies appeared in front of the United Nations Committee on the Rights of Persons with Disabilities at the United Nations for their second review.

Progress on the 29 work programmes is recorded as follows:

Progress Rating for the 6th Round of the Disability Action Plan

On track or ahead	7 (7)
On track minimal risks	15 (14)
Off track low risks	5 (5)
Off track significant risks	1 (3)
Total Number of Reports	28 (29)

Numbers in brackets refers to the figures from the last period.

There is some disagreement regarding the status of some of the agency reports, this arises when the agency writing the report and the DPO Coalition have differing opinions about whether the report is on track or not. Where this happens, the agency's classification stands unless the

DPO Coalition meets with the agency and a new status is agreed. Agency reports are tracking well, and agencies are maintaining their good work since the January to June 2022 progress report.

- 7 (24%) work programmes were recorded as being on track or ahead.
- 15 (52%) work programmes were on track with Minimal risk.
- 5 (17%) work programmes were off track with low risk.
- 1 (3.5%) work programmes were significantly off track.
- 1 (3.5%) work programme was not completed this period.

This progress, as reported, is an improvement on the last report. One more programme is on track with minimal risks this time, and two less programmes are off track with significant risk. However, one programme was not reported on at all. Furthermore, there was some disagreement between the review groups and the agencies about the overall status of two of the reports, the agencies giving a higher status to their report than the review group felt was justified. If these findings are taken into account then there is little difference between the DAP report statuses from this period to the last.

The ongoing impact of COVID-19 on people and services was the most common reason cited for work programmes running behind schedule. Other reasons included, staff illness, other than COVID-19 and IT issues. In the next reporting cycle (January to June 2023) this column will be changed to refer to any constraints on the progress of the work, so as not to simply focus on COVID-19, which the DPO Coalition expressed in the July to December 2022 report, agencies should no longer be using as a 'reason' for not progressing their DAP work programme/s.

The review groups that looked at the DAP reports for this period provided the following comments:

- That the agencies were putting a lot of effort into this mahi.
- That there is evidence of good cross agency collaboration particularly in the Outcome Five, Accessibility work programmes.
- That agencies need to provide stronger evidence when stating that improvements in services for disabled people, have occurred.
- That agencies should consider how they can involve disabled people in their work.
- That agencies should seek opportunities to embed the Enabling Good Lives Principles within their work.

- That agencies need to pay more attention to the status of their work programmes.
- That some agencies cite their work as off track with minimal risk however, some programmes that are not progressing as quickly as intended create a significant risk for disabled people in that their rights remain unprotected.
- That agencies should check with the DPO Coalition before marking a piece of work as complete because often there is important follow up that needs to take place.
- That significant concern was raised with regards to the housing sector, both with the 15% of new builds being accessible and the lack of progress on the original work programme put forward by HUD.
- That all MSD work under Outcome Two should really be complete by now;
- That if work is to be marked as 'on hold, work covered by alternative work programme' then it must be clear what that alternative work programme is and when it will commence;
- That the roll out of Enabling Good Lives (EGL) will just be about rolling out of the principles instead of rolling out the funding and that the service will operate differently across different regions.
- That increased knowledge of an issue does not necessarily correlate to increased confidence in that work programme.
- That many of the documents referred to in the DAP report are not accessible.
- That reports do not always portray an adequate picture of how the actions set out in the plans are impacting upon individual disabled people.
- That some agencies are prone to focusing solely on the needs of neurodiverse people.

If agencies wish to update or change the actions they are taking as part of 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, or there may be new projects to undertake in the new Disability Action Plan which will run from January 2024 to December 2028.

At the time of writing, work is about to begin on the creation of the new Disability Action Plan for the next four years.

Conclusion

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

Most work is progressing well, but some agencies are finding it difficult to stay on track with their work programmes.

Agencies continue to be 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 the recommendations made by the IMM Domestic Forum and the UN Committee on the rights of people with disabilities.

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

DAP Reporting Template, MOE Work Programme

Name of Agency	Ministry of Education
Name of Work Programme	<p>The Ministry of Education has six major programmes of work that support the Disability Action Plan:</p> <ul style="list-style-type: none"> • NCEA Review. • Tomorrow’s Schools. • Learning Support Action Plan, 2019-2025. • Curriculum, Progress and Achievement. • Early Learning Action Plan. • Reform of Vocational Education.
Overall Status	On track – with minimal risks/issues
Programme Summary	<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 neurodivergent and disabled learners 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 neurodivergent and disabled learners are considered in all the major education system changes that are underway.</p>
Alignment	<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 Disabled Persons (UNCRPD).</p> <p>The Highest Needs Review and subsequent Change Programme involves alignment with several agencies including Manatū Hauora, Oranga Tamariki, the Ministry of Social Development, and Education Review Office. There will also be alignment with the newly established Whaikaha. The Review and Change Programme are guided by the</p>

	<p>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. The Ministry’s work on strengthening Early Intervention is also aligned with Enabling Good Lives.</p> <p>Work on the Learning Support Action Plan (LSAP) has involved working with several agencies/partners, as has the NCEA Change Programme which involves cross-agency work with NZQA.</p> <p>The Ministry is also supporting Te Kōhanga Reo National Trust with implementing a co-designed work programme under LSAP Priority 3.</p>		
Progress against Plan for the period			
Actions planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>NCEA Review</p> <p>NCEA Change Programme</p>	<p>For this reporting period, the NCEA Level 2 development continued with the disability and learning support perspectives being woven into the development of standards, assessments, and supporting resources.</p> <p>Work also continued on inclusion in the assessment of Literacy and Numeracy Te Reo Matatini me te Pāngarau.</p> <p>Resources for teachers and learning support staff have been published online on strengthening inclusive teaching and assessment in NCEA using Universal Design for Learning.</p> <p>Resources supporting learners with Dyslexia in literacy and numeracy contexts in NCEA were finalised and will be published in January/February 2023.</p> <p>An Action Plan for Special Assessment Conditions was agreed to by both the</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</p>	<p>On track – with minimal risks/issues</p>

	<p>Ministry and NZQA and further design and operational policy work was undertaken.</p> <p>Work is underway on how best to measure the benefits of the new NCEA to disabled learners as part of the wider benefits realisation work for the NCEA Change Programme.</p> <ul style="list-style-type: none"> • The Ministry has also been engaging with disabled people about this work: <ul style="list-style-type: none"> ◦ During the period July – December 2022 the NCEA Disability and Learning Support Panel met 3 times. The membership of this panel includes representatives from Ko Taku Reo, People First, Blind Low Vision NZ and Workbridge, and 6 of the 9 members bring their lived experience of disability. ◦ The changes to NCEA are underpinned by the findings of the NCEA Review in 2018 which included engagements with the disability sector. ◦ Ko Taku Reo has also been engaged around how deaf learners engage with the literacy and numeracy te reo matatini me te pāngarau corequisite. 	<p>COVID-19 on school priorities.</p>	
<p>Tomorrow’s Schools</p>	<p>The Ministry’s work programme, including the aspect of the work programme that had their genesis in the Tomorrow’s Schools Review, require us to engage with the education sector, including the disabled community. We’re committed to building relationships with the sector, because we recognise the</p>	<p>COVID-19 has created additional pressure for the education</p>	<p>On track – with minimal risks/issues</p>

	<p>importance of working towards an inclusive system that meets the needs of diverse learners.</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 implementing the Learning Support Action Plan, alignment work under the Curriculum, Progress and Achievement workstream, and growing the Learning Support Network. The focus 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, learners, and their whānau.</p> <p>This is being done through embedding the changes that began with the establishment of Te Mahau. As part of this, the Ministry has appointed two of the three newly established Chief Advisor – Learning Support positions to provide support and advice on learning support and disability to each Hautū of the Takiwā (leaders of the regions).</p> <p>Work to review school board governance capability is underway. This review includes consideration of how boards can be supported to meet their many statutory objectives including those relating to ensuring that the school is inclusive of, and caters for, students with differing needs. This is a complex system issue, and initial advice will be prepared for Ministers over the coming year.</p> <p>The Ministry is also supporting a sector-led working group to develop minimum eligibility criteria for principal</p>	<p>sector as a whole. To reflect this pressure, a number of 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>appointments. The intention is to ensure that anyone appointed to these important leadership roles has the skills and abilities to support all students to succeed. The current draft specifically notes the importance of being skilled and knowledgeable around issues of diversity, inclusive of human rights and how to best support students with additional learning needs.</p>		
<p>LSAP Priority 1</p> <p>Learning Support Coordinators (LSC)</p> <p>(i) LSC Evaluation Phase 3</p> <p>(ii) Learning Support Network</p>	<p>LSC Evaluation</p> <p>The LSC role is designed to identify and address barriers to learning and ensure all learners, including those with disabilities, have access to inclusive education and are engaged and achieve in education. The roll out of the LSC initiative was evaluated in three phases. Phases 1 and 2 were completed in 2020 and 2021 respectively. Phase 3 of the LSC Evaluation was completed in 2022. The completion of the Phase 3 Evaluation report concludes the formal evaluation of the LSC initiative. The Phase 3 evaluation report was published in October 2022 and is published at https://www.educationcounts.govt.nz/publications/learning-support/learning-support-coordinators-evaluation-phase-3 in English, Māori, NZSL, and low vision formats.</p> <p>No findings specifically identified how the LSC initiative could be improved to better support ākonga with disabilities to access the services they need</p> <p>Learning Support Network of Expertise (LSN)</p> <p>The LSN aims to build the capability of LSCs, teachers, and other staff who work</p>	<p>Nil</p>	<p>LSC Evaluation</p> <p>Complete</p> <p>Learning Support Network</p> <p>On track – with minimal risks/issues</p>

	<p>with neurodivergent and disabled learners.</p> <p>Between June – Dec 2022, the number of LSC members on the LSN increased from 532 to 549, with total members (including Special Education Needs Coordinators (SENCo), Resource Teachers: Learning and Behaviour (RTLB), principals, and teacher’s aides) growing from 2,484 to 2,586. There has been a 43.7% overall increase in membership since December 2020.</p> <p>The Statement of Work (July 2022 to June 2025) for the LSN has been revised to respond to the findings from the Phase 3 Evaluation of LSCs.</p> <p>Te Rourou Whai Hua is a collection of over 250 curated resources within the LSN, including modules and webinars related to disabled learners. Feedback from members are 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>LSAP Priority 2</p> <p>Screening and early identification of learning support needs</p> <p>(i) School Entry Kete</p>	<p>In response to the feedback about the Ministry’s off-track ratings – We believe the status was correctly reported as Amber. This assessment is made by looking at the potential impact of known risks/issues on delivery of the project at the time of writing and is not about the importance of project. We do not agree that the status should have been Red because the “early years are a crucial development stage for children”.</p>	<p>Both Māori Medium settings and Infinity Learn had to enact the COVID-19 clauses within their contract to allow them more time to trial</p>	<p>Off track – with low risks/issues</p> <p><i>Explanation:</i> some delays to better align the SEK with broader curriculum change and ICT investment considerations</p>

	<p>Work has continued on the development of a consistent kete of tools for school entry to help identify the needs of learners early and allow them access to the right supports earlier.</p> <p>The Ministry have recently completed visits to the Regional Offices to connect with colleagues across the motu and introduce them to the School Entry Kete (SEK). These meetings were attended by colleagues that were representative of a range of roles and responsibilities across Learning Support. Within these meetings, people were able to provide feedback regarding how their Learning Support colleagues would be able to use the SEK to support their teachers and students.</p> <p>Within the SEK, providers have completed the Infinity Map tool, completed Phase One of the Self/Co-Regulation and Empathy tool, and completed Phase Two of the SEK project’s Literacy and Communication, and Numeracy frameworks</p> <p>New Zealand Council for Educational Research (NZCER) have scoped an option for further work to develop finer grained progressions within the Literacy and Communication and Numeracy Frameworks. This includes working with teachers within Specialist School settings to develop to these progressions, ensuring the SEK is inclusive of learners with high and complex needs. This is being considered in the context of the curriculum change programme.</p> <p>NZCER are also working with BLENNZ, to adapt tasks to ensure they are appropriate for learners who are blind or</p>	<p>within schools and connect with whanau. The impact of this was that their deliverables were delayed, but still delivered within 2022.</p>	<p>Whilst, the review group felt this should be marked as Red, MOE disagreed with this recommendation.</p>
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	<p>have low vision. They will develop a set of guidelines to support RTV and teachers and will trial the Numeracy tool across 2023.</p>		
<p>LSAP Priority 3</p> <p>Strengthening Early Intervention</p> <p>(i) Outcomes measurement framework</p> <p>(ii) He Pikorua</p> <p>(iii) Partnership with Te Kōhanga Reo National Trust</p>	<p>Outcomes measurement framework</p> <p>Early Intervention is important for supports for families and educators of children who may have a developmental delay, disability, or behaviour and/or communication difficulties.</p> <p>Using learning from Phase One of the evaluation of the Early Intervention service, the Ministry has started a design phase for an outcomes measurement framework to more effectively measure the outcomes of supports and services provided in Early Intervention.</p> <p>He Pikorua</p> <p>The Ministry has continued to embed He Pikorua, the practice framework for learning support practitioners. This framework guides the work of all learning support staff and Resource Teachers supporting learners with disabilities and additional learning needs. It has a deliberate focus on building inclusive learning environments, in addition to more tailored supports for individual learners.</p> <p>The Ministry has completed He Pikorua Progress Indicator workshops with regional teams to support their progress and planning toward a fully integrated tiered model of support (within the Learning Support Delivery Model).</p> <p>Partnership with Te Kōhanga Reo National Trust</p>	<p>COVID-19 impacted on the timeframe for the workshops with regional staff and RTLB. These have been rescheduled for the first 6 months of 2023.</p>	<p>On track – with minimal risks/issues</p>

	<p>The Ministry has continued its partnership with Te Kōhanga Reo National Trust to create practical resources to support the needs of mokopuna, including those with disabilities and other learning support needs. These resources reflect the Kōhanga Reo curriculum and support kaiako in their daily interactions with mokopuna and whānau. The first resource was released in November 2022, and is designed to support sensory, social, and emotional development.</p> <p>The Ministry has also delivered five wananga with Learning Support staff to strengthen their confidence and capability to partner with Kōhanga Reo whānau and kaiako.</p> <p>The Ministry of Education Lead Advisor role has been extended to support Te Kōhanga Reo National Trust in their internal capability building program to support early identification and support of mokopuna with disabilities and other learning support needs.</p> <p>Nine students completed the first year of a new Massey University endorsement (Korowai Mokopuna) for kaiako in Kōhanga Reo. This is a Ministry-funded specialist teaching endorsement and supports Te Kōhanga Reo kaiako working with mokopuna who are disabled or have other learning support needs. 12 kaiako have accepted Ministry-funded places on the Massey University Korowai Mokopuna for Kōhanga kaiako course in 2023.</p>		
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<p>LSAP Priority 4</p> <p>Flexible supports for neurodiverse children and young people</p> <p>(i) Highest Needs Review</p> <p>(ii) Inclusive Design Modules</p> <p>(iii) Tilting the SeeSaw</p> <p>(iv) Takiwātanga Wānanga</p> <p>(v) Māori Medium Dyslexia Resource</p>	<p>Highest Needs Review</p> <p>Cabinet approved the review and recommendation for change on November 7. This signals the end of the review phase of the work. The Ministry is now considering the next phase of the work which will entail establishing a change programme. A business case is due to cabinet in June 2023 for a start-up decision.</p> <p>However, for now the Ministry can report on the following Outcomes of the Highest Needs Review - The DAP is a progress report, and the outcomes of the HNR are public on the Ministry’s website. The Minister also publicly announced the findings in November last year. We don’t believe that we need to edit the report to include them, but for your IMM colleagues who are interested the key findings are below, and further info can be found at this link: https://www.education.govt.nz/our-work/changes-in-education/highest-needs-change-programme/</p> <ul style="list-style-type: none"> ○ The Review found that there is not enough support in the system and too many students are not getting their additional learning needs met ○ Analysis from the Social Wellbeing Agency indicates that for every seven students who receive support, there’s around three who may have a potential unmet high need at some point during their education journey. This has lifelong social, emotional and education impacts for these students. 	<p>COVID-19 impacts have affected staff availability and delayed the delivery of the Takiwātanga Wānanga but have not affected the overall status of the work.</p>	<p>Highest Needs Review</p> <p>Complete</p> <p>Inclusive Design Modules – On track – with minimal risks/issues</p> <p>Tilting the SeeSaw for LSCs – On track – with minimal risks/issues</p>
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	<ul style="list-style-type: none"> ○ For students and their family/whānau, key issues include not feeling welcome or like they belong at their local school or school of choice, and that current supports are inflexible and difficult to access, with confusing application processes and arbitrary restrictions. ○ For early learning centres and schools, the key issues include not having adequate or equitable access to funding resources and supports, and the support they do receive not being timely or consistent. Not enough education leaders and staff feel confident supporting students with the highest needs in early learning or the classroom. <p>Inclusive design modules</p> <p>Te Pae Aronui identified partners across six regions who have agreed to participate in the trial and refine stage of the modules. These partners include Learning Support Practitioners, RTLB, Curriculum Leads, Outreach Teachers, Regional Health Schools, and school leadership teams and teachers. Communication resources were developed to support the trial.</p> <p>Connections have been established with Oranga Tamariki to support the trial across two of the residences alongside Central Regional Health School.</p> <p>Videos and information about the trial and the upcoming release of the modules were released on TKI.</p> <p>Tilting the SeeSaw</p>		<p>Takiwātanga Wānanga – On track – with minimal risks/issues</p> <p>Māori Medium Dyslexia Resource – On track – with minimal risks/issues</p>
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	<p>Autism NZ delivered Tilting the SeeSaw to LSCs. An annual evaluation report was completed to inform next steps. The report showed that LSCs are using and sharing the information and strategies with whānau and professionals.</p> <p>Taonga Takiwātanga Wānanga</p> <p>The evaluation report of the wānanga series was completed. A one-page summary was developed to inform Te Mahau and RTLB of the marae-based learning that can be directly sourced from the provider in partnership with mana whenua.</p> <p>Māori Medium Dyslexia Resource</p> <p>The Ministry has worked with Tainui Kāhui Ako over the last reporting period, to develop Māori medium resources to support dyslexic ākonga in Years 9-13. A whānau information booklet and PowerPoint, and kaiako support guides were developed. It was also planned to develop 10 decodable texts for ākonga, five of which were completed.</p>		
<p>LSAP Priority 6</p> <p>Improving education for children and young people at risk of disengaging from education.</p> <p>(i) Review the stand-downs, suspensions, exclusions,</p>	<p>Revised guidelines on stand-downs or suspensions, exclusions, and expulsions (SSEE) have been drafted. Disabled learners are disproportionately represented in the use of SSEE. Updated guidelines will help educators to better recognize and understand learners' experiences to reduce the prevalence of SSEE, by providing best practice for managing and de-escalating situations that might otherwise result in SSEE.</p> <p>The advisory group for the revision of the guidelines includes representatives of disability organisations. Disabled Persons</p>	<p>COVID-19 impacted on the timeframe for developing the draft guidelines.</p>	<p>On track – with minimal risks/issues identified</p>

and expulsions (SSEE) guidelines	Organisations were also consulted throughout the development of the draft.		
<p>Curriculum, Progress and Achievement</p> <p>The New Zealand Curriculum Refresh (NZCR)</p> <p>(i) Inclusive Curriculum Indicators</p> <p>(ii) Te Poutāhū Disability Voices Grow (DVG)</p> <p>(iii) Resource development</p>	<p>Inclusive Curriculum Indicators</p> <p>In August, the NZCR programme leadership commissioned the development of a more explicit set of inclusive curriculum indicators to provide clearer guidance for content writers (and others) on what needs to be considered from an inclusive curriculum perspective.</p> <p>To develop and refine this more detailed set of inclusive curriculum indicators, a small internal team was brought together, with expertise in learning support, ākonga Māori, Pacific learners, secondary schooling, and refugee, migrant, and ESOL learners. The inclusive curriculum indicators were tested with the NZCR Design Authority, the Gifted Education Expert Group, and the Te Poutāhū Disability Voice Group in Nov-Dec and were finalised in December, with some further work to be done (see next steps).</p> <p>Te Poutāhū Disability Voices Group (DVG)</p> <p>The DVG is made up of people with a wide range of expertise and/or lived experience of disability, with intersections across Māori, Pacific, LGBTQ+, and rural communities, and includes young people. The initial hui for this group took place on 2-3 November, and the Ministry is working with the DVG to establish the terms of reference. This is a co-design/partnership group and over the next 2-3 months the group will</p>	Nil	On track – with minimal risks/issues

	<p>be working on shaping the purpose, scope, ways of working and developing a work programme, based upon priority focus areas identified by the Group. Thus far it has been agreed that the purpose of the group is to:</p> <ul style="list-style-type: none"> • Provide the thought leadership and expert advice to contribute to the design, development, and implementation of key curriculum initiatives, including assessment and pedagogy, that will impact on disabled ākonga, deaf ākonga and their whānau. • Provide thought leadership and expert advice to the Hautū Te Poutāhu / Deputy Secretary, about where an additional or strengthened curriculum focus is needed to improve the outcomes for disabled ākonga, deaf ākonga and their whānau. • Occasionally this advice may take a wider system focus. <p>The initial scope of the DVG includes the following (which will be refined by the Group over the next couple of months):</p> <ul style="list-style-type: none"> • All components of the NZCR programme, including content development, resource development, implementation, change, capability, and communication • All related resource development and key initiatives across Te Poutāhū and Te Mahau 		
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	<ul style="list-style-type: none"> • Connections to NCEA change programme Disability and Te Whāriki implementation work programme • As the general focus of engagement is moving into an implementation phase this year, this will be a primary focus for DVG members. <p>Resource development</p> <p>The Ministry has worked with representatives across the network of Specialist Schools across Aotearoa to unpack the draft curriculum through the Social Sciences / Aotearoa New Zealand’s Histories learning area. This has included testing learning and programme design using the progressions, drawing on the prototype <i>Progressions in Action - Social Science</i> resource to stimulate discussion about expectations at different phases for students with complex learning needs. Some of the schools have started to pilot programmes and we are continuing to meet with them to share practice across the network.</p>		
<p>Early Learning Action Plan</p> <p>Action 2.2</p> <p>(i) Develop advice to facilitate wrap-around health and social services</p>	<p>Objective 2 of the Early Learning Action Plan is that all children are able to participate in quality early learning and have the support they need to learn and thrive. This aligns with the National Education and Learning Priority of Barrier-free access.</p> <p>Work on Action 2.2 is on hold due to a number of factors impacting on the overall work programme in the Ministry. The development of policy on facilitating the wrap-around health and social services has been delayed due to</p>	<p>Resources were redirected to respond to COVID-19 as government priorities were shifted and there was limited funding to support</p>	<p>Off track – but low risks/issues</p> <p>This action from the Early Learning Action Plan is off-track because it is on hold. The Ministry needs to consider the</p>

<p>(ii) Ensure it is clear who holds key responsibility for coordinating learning support in each service</p>	<p>COVID-19 impacts. Work on developing key responsibility for coordinating learning support has been placed on hold as the timing of the work needs to be considered.</p>	<p>new initiatives. These factors, among others, delayed many work programmes that were linked to the ELAP.</p>	<p>timing for resuming this work against other priorities and available. The Ministry does not consider that this should be marked red.</p>
<p>Reform of Vocational Education (RoVE) and related work</p> <p>(i) Unified Funding System (UFS)</p> <p>(ii) Workforce Development Councils (WDCs)</p> <p>(iii) Collaborative work with disability and vocational education and training (VET) sectors on supporting disabled learners with the highest</p>	<p>Unified Funding System:</p> <p>The UFS includes learner component rates which substantially increase funding to providers that is targeted at supporting all learners, particularly those who traditionally have not been well served by the education system. Disabled learners are one of four key learner groups used for allocation of the learner component.</p> <p>In this Disability Action Plan reporting period, the Tertiary Education Commission (TEC) agreed learner competent performance expectations with nine tertiary education organisations (TEOs). Incentive payments will be applied for by these nine TEO in 2023.</p> <p>The Ministry expects to provide advice to the Minister of Education on potential priorities for the learner component for 2024.</p> <p>Workforce Development Councils:</p> <p>In the last reporting period, Workforce Development Councils (WDCs) were in</p>	<p>Nil</p>	<p>On track</p> <p>Workforce Developm-</p>

<p>needs in VET</p>	<p>the establishment phase and were expected to progress through the delivery phase by this reporting period.</p> <p>The WDC’s have now been established and are engaging with the industries and stakeholders to develop their statements of strategic direction, and to begin developing new skill standards, qualifications, and micro-credentials.</p> <p>Collaborative work with disability and VET sectors on supporting disabled learners with the highest needs in VET:</p> <p>We have successfully completed this phase of the collaborative work. We undertook broader engagement with the disabled community by developing and running targeted surveys of disabled learners, Deaf learners (NZSL-translated), and staff of TEOs who support disabled learners. We also held a small, NZSL-translated focus group with Deaf tertiary learners to understand their experiences of tertiary education, including opportunities and barriers.</p> <p>The collaborative group formally concluded in September 2022. It provided its comprehensive final report of recommendations to a representative of the Ministry.</p> <p>The Ministry provided a report of analysis and advice (and with the group’s report attached in full) to the Minister of Education in September 2022. The Minister has agreed for us to continue working collaboratively with disability and VET sectors in 2023 towards the group’s recommendations.</p>		<p>ent Councils on track with Minimal risks/issues</p> <p>Collaborative work with disability and VET</p> <p>On Track</p>
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<p>Other action</p> <p>Residential Specialist Schools</p>	<p>In September 2022, the United Nations Committee on the Rights of Persons with Disabilities made a number of recommendations in relation to Residential Specialist Schools as part of its Concluding Observations on New Zealand's progress in implementing the UNCRPD. As a result, work that was underway on changes to the direct access pathway for enrolment in Residential Specialist Schools has been put on hold while Ministers consider the implications of these recommendations. Cabinet will make decisions on the Government's overall response to the recommendations in early 2023, which will determine next steps.</p>	<p>Nil</p>	
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Narrative

Over the July – December 2022 reporting period, there have been significant developments in furthering the Ministry's work programme under the Disability Action Plan. One significant milestone is the completion of the Highest Needs Review (HNR). A report back on the findings of the HNR and recommendations for the change was agreed to by Cabinet in November 2022.

The NCEA Change Programme has continued, resulting in resources for teachers and learning support staff being published online about strengthening inclusive teaching and assessment in NCEA using Universal Design for learning.

There have been significant developments in the LSC Evaluation work programme, including the publication of the Phase 3 evaluation report in October 2022. The findings of the report have been reflected in the revised Statement of Work (July 2022 to June 2025) for the Learning Support Network. However, no findings from the report specifically identified how the LSC initiative could be improved to better support ākonga with disabilities to access the services they need. Tilting the SeeSaw was delivered to Learning Support Coordinators by Autism New Zealand and an annual evaluation report was completed to inform next steps.

Work continues on the priorities under the Learning Support Action Plan (LSAP). Work under LSAP Priority 2 has seen NZCER working with BLENNZ to adapt tasks to ensure

they are appropriate for students who are blind or have low vision. They will develop a set of guidelines to support RTV and teachers will trial the numeracy tool across 2023.

Under LSAP Priority 3, the Ministry is developing an Outcomes Measurement Framework for Early Intervention and continuing its partnership with Te Kōhanga Reo National Trust. As part of this partnership, the Ministry is supporting Te Kōhanga Reo National Trust to create resources for the needs of mokopuna including those with disabilities and learning support needs. The first resource was released in November 2022 and is designed to support sensory, social, and emotional development.

There have been significant developments in the work programmes furthering LSAP priority 4. As well as the completion of the Highest Needs Review, work has continued on other key pieces of work such as the Inclusive Design Modules, Taonga Takiwātanga Wānanga, and Māori Medium Dyslexia Resources.

Under LSAP Priority 6, the Ministry has completed a draft of revised guidelines on stand-downs or suspensions, exclusions, and expulsions (SSEE).

Work on the New Zealand Curriculum refresh has also continued, including work on Inclusive Curriculum Indicators, Resource development, RoVE, and Te Poutāhū Disability Voices Group (DVG). The establishment of the DVG saw an initial hui held in November 2022 to determine the purpose of the group including to provide leadership and advice on curriculum developments to improve the outcomes for disabled ākonga.

Throughout this reporting period the Ministry has continued to endeavour to engage with disabled learners and their whānau/representatives. The Ministry continues to strengthen relationships with experts in fields relating to disability and other agencies. This ensures the work we are doing is focused on producing the best possible outcomes for disabled learners. An example of this is the DVG which is comprised of disabled people with intersections across Māori, Pacific, LGBTQ+, and rural communities who can contribute to and advise on work happening in the Ministry.

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

NCEA Change Programme: There is a potential risk that the final products of the NCEA Change Programme may not be accessible by design if public engagement on and the trialling of the new standards does not capture the views of disabled students. To mitigate this risk, the Ministry is working closely with the Disability and Learning Support NCEA Panel to ensure accountability. The Ministry has also built into its quality assurance plans ways to ensure that feedback on accessibility and inclusion is captured and included in the final build of the new standards and assessment resources. The Ministry is also working towards developing additional resources to support teachers to implement new standards of accessibility and inclusively.

LSAP Priority 1: The Phase 3 Evaluation of LSCs identified areas where outcomes for the LSC initiative could be improved, particularly in respect of ākongā, kaiako and whānau in Māori medium/Kura Kaupapa Māori settings. The Ministry will develop a programme of work to respond to the opportunities identified in the LSC evaluation to further increase the effectiveness of the LSC role.

LSAP Priority 2: There has been a delay in the delivery of LSAP Priority 2 as the Ministry work to better align the School Entry Kete (SEK) project with broader Ministry work programmes such as ICT and curriculum change programme developments. The delays have impacted on further engagement with providers and educators to complete and advance the tools. It has also impacted on the piloting and implementation design work as planned. To mitigate, options analyses are being developed over the next quarter to provide clarity and to inform required decisions.

LSAP Priority 4: There is a risk that without active support and championing, the Inclusive Design Modules may not be accessed from TKI and/or utilised by schools. The Ministry is working to mitigate this risk through understanding how participants in the trial can support a broad reach across schools and increase opportunities for influence.

LSC use of Tilting the SeeSaw has increased its demand which has proved a risk for Autism New Zealand. The Ministry is mitigating this risk by continuing to fund Tilting the Seesaw for a further two years until 90-95% of LSC's are trained (assuming no or low turnover). A similar risk is evident in Taonga Takiwātanga Wānanga as this professional learning is delivered only by one person. A mitigation is to increase the capacity of others to provide professional learning about Takiwātanga (Autism). The development of the Māori Medium Dyslexia Resource faced issues with the staff involved not having anticipated the time involved. Of the 10 decodable texts for students that were planned, only 5 were developed over this timeframe. The Ministry will address this by considering options for sharing material with other regions while ensuring the cultural knowledge included within the material is respected.

Impacts on inequities

Refresh of the New Zealand Curriculum: The refresh of the NZC continues to ensure that engagement crosses intersectionalities between disabled learners and Māori, Pacific, LGBTQ+ and rural/remote learners.

NCEA Review: When new NCEA standards are implemented with more inclusive assessment design this will improve access for students for whom NCEA has not been fully inclusive.

LSAP Priority 1: The LSC evaluation identified that the initial LSC role design does not effectively support ākonga, kaiako and whanau in Māori medium/Kura Kaupapa Māori settings.

LSAP Priority 2: The SEK project team has been working closely with the project team working on the Aro Matawai Urunga-ā-Kura tool. This project was established to achieve the same outcomes as the SEK for Māori medium settings.

LSAP Priority 4: The Inclusive Design Modules help build inclusive learning communities which are mana-enhancing, culturally informed, and focussed on partnerships between learners, whānau, and kaiako. Teachers, teacher's aides, SENCo's, LSCs etc can utilise the modules to support their work when working alongside schools to support inclusive practice.

The Tilting the SeeSaw programme equips LSC with a combination of strength-based, practical strategies to support the everyday inclusion of autistic learners between the primary school and home settings. 90-95% (assuming no or low turnover) of LSCs will be trained in Tilting the SeeSaw in the next two years, enabling consistency of understanding and practice.

Takiwātanga Wānanga was the first professional learning about Takiwātanga (Autism) centred in Te Ao Māori, marae-based, and relevant to whanau, and kaiako supporting Māori ākonga with Autism. The evaluation findings identifying both the content and context were highly relevant for attendees. It can be adapted to build knowledge and culturally responsive practices across different areas of the sector.

The development of the Māori Medium Dyslexia resource will provide the first culturally relevant materials in te reo to support the needs of Dyslexic ākonga in Years 9-13.

RoVE: There is an ongoing focus in the RoVE work on reducing barriers and inequities faced by disabled people in tertiary education, including in vocational education and training, and in transitions to employment.

Programme changes based on COVID-19 learnings.

Impacts from COVID-19 have been minor for this reporting period but there have still been more pressures on the education sector as a whole which has caused some work programmes to have been deferred, delayed or have timelines altered.

Next Steps

Refresh of the New Zealand Curriculum: Further work will be done on the Inclusive Curriculum Indicators in February to look at the Te Tiriti honouring/activating indicators.

A set of more explicit descriptors will be developed alongside the inclusive curriculum indicators/descriptors to ensure that they travel wider than the NZC work programme and also join up across the curriculum design area. Over the next 2-3 months the DVG will be working on shaping the purpose, scope, and ways of working and developing a work programme which will be based upon priority focus areas identified by the Group.

NCEA Review: Full pilots for NCEA Level 1 are planned for 2023 which will provide us with greater visibility on the accessibility of Level 1 material. There will also be further decisions on changes to Special Assessment Conditions.

LSAP Priority 1: In response to the LSC evaluation, the Ministry is developing a programme of work which aims to enable LSCs to operate more effectively. The Ministry will also continue the regular monitoring of contracts for the Learning Support Network as part of Business as Usual.

LSAP Priority 2: A small field trial will be designed by the School Entry Kete (SEK) project team to test the manageability of teachers using multiple SEK tools. The NZCER is to enter their final trial phase focused on the addition of finer grained progressions once considered/agreed across the Ministry. Other key milestones include phase one of whakawhanaungatanga resource design and an IT options paper.

LSAP Priority 3: From February to May there will be facilitated He Pikorua Progress Indicator workshops across MOE regional teams and RTLB. There will also be ongoing hui with Te Kōhanga Reo National Trust with the next scheduled for 1 February.

LSAP Priority 4: Following the completion of the HNR, planning is underway to establish a Highest Needs Change Programme which will leverage off work already underway and will focus on delivering low cost, high value changes in the short term while a longer-term transformational change is planned and delivered. A business case will be presented to Cabinet in June 2023 for a start-up decision.

Once the trial of the Inclusive Design Modules has been completed, feedback will be used to refine the modules to get them ready for wider use and release in June 2023. Following the trial, a communication plan will be developed to support the modules. Funding has been secured to offer Tilting the Seesaw training to a further 320 LSCs over the next 2 years (160 each year).

LSAP Priority 5: The Ministry will continue to promote Taonga Takiwātanga across the sector and is working with the Taonga Takiwātanga Trust to adapt the Takiwātanga professional learning for other audiences. Results from the testing of the Māori-medium dyslexia resource will be considered over Term 1 2023 to inform next steps.

LSAP Priority 6: The draft SSEE guidelines are being distributed for wider internal and external feedback in February 2023. The final guidelines are planned to be released by the end of term two 2023.

RoVE: The Ministry is developing a monitoring framework for the new vocational education and training system to begin in 2024 or 2025 (dependent on the timing of data systems under development) which will include outcomes for key demographic groups, such as disabled people. The Ministry plans to continue working collaboratively with disability and VET sector experts in 2023, as well as with the TEC and Whaikaha. The Ministry is preparing to undertake joint research with the National Disabled Students' Association, the TEC, and the New Zealand Qualifications Authority on disabled learners' experiences in tertiary education. The plan is to conduct a survey and focus groups with an aim to publish a joint report by the end of the year.

Curriculum Refresh: Through our engagement in term 1 2023, and throughout the refresh, we will continue to partner with the disability community to ensure that all ākonga and their families feel safe, valued, and equipped to achieve their educational aspirations.

Inclusive Curriculum Indicators: Some further work will be done in February to look at the Te Tiriti honouring indicators and developing a set of more explicit descriptors alongside the inclusive curriculum indicators to ensure that they travel wider than the New Zealand Curriculum work programme and also joining up across the curriculum design area.

DVG: Over the next 2-3 months the group will be working on shaping the purpose, scope, ways of working and developing a work programme, based upon priority focus areas identified by the group.

DAP Reporting Template – Tertiary Education Commission

Name of Agency	Tertiary Education Commission (TEC)
Name of Work Programme	TEC work plan for improving outcomes for disabled learners in tertiary education
Overall Status	On track with Minimal Risks/Issues
Programme Summary	<p>The combined effect of work under this programme seeks to enable tertiary education organisations and the tertiary education sector to better support disabled learners, to greatly improve the access to, participation in, and achievement in, tertiary education for disabled persons.</p> <p>As an outcome of our work, we expect to see increased numbers of disabled people accessing, participating, and achieving in tertiary education.</p>
Alignment	<p>NZ Disability Strategy: This programme of work primarily contributes to Outcome 1 – Education. It also contributes to aspects of Outcome 7 – Choice and Control, through seeking to improve the way disability support services within tertiary organisations respond to and engage with disabled learners; aspects of Outcome 5 – Accessibility, through supporting tertiary organisations to better understand and respond to the access needs of disabled learners; Outcome 6 – Attitudes, through supporting tertiary organisations with best practice guidance and training materials 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 of system improvements. Disabled people are currently leading or heavily involved in work in the programme via community</p>

	<p>engagements and employment within TEC. 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 MOE on all aspects of its work programme, to ensure alignment and to create sustainable pathways across the whole education sector. We are also working with MSD and MOH to understand potential funding and other supports for disabled learners.</p> <p>TEC partners and contracts with peak bodies and representative groups to support our work. These relationships include with the Disabled Peoples 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 – www.achieve.org.nz), Altogether Autism, the NZ Neurodiversity Community of Practice, ADHD NZ and other civil sector organisations across the disability and neurodiversity space.</p> <p>The TEC is in the process of reviewing the recommendations from the latest examinations in front of the UN Committee on the Rights of Persons with Disabilities and considering how they can be brought into our workstreams.</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
Capture more data around disabled learners – equity funding reporting. Annual activity.	We provided a report to Tertiary Education Organisations (TEOs), MOE, MOH and other interested parties regarding the use of equity funding for disabled learners in 2021. The 2021 equity report has been published on the	Nil	On track

(Work is focused on increasing disability reporting and collection of more disability specific data)	<p>TEC website, so they are publicly available.</p> <p>The request for 2022 data will be sent to TEOs end of Quarter One (Q1) 2023.</p> <p>https://www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/equity-funding/monitoring-and-reporting/</p>		
Partnering with TEOs to understand what they are doing to support disabled learners. (Ongoing for life of programme)	<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 and 2021 is to be released early Quarter One (Q1) 2023.</p>	There has been a minor delay in the release of the report due to staff illness late 2022.	Off track – but low risks/issues
Changes to the collection of disability information on the generic enrolment form	<p>A project has been formed to look at the efficiency of the current question used to identify disabled learners on enrolment.</p> <p>We have engaged with providers, learners, Stats NZ, MoE and peak body/ representative groups and have identified a preferred change to the disability question, with a view to implementation for the 2024 intake.</p>	Nil	Off track – but low risks/issues
Implementation of a new Disability Action Plan (DAP) funding requirement for	A DAP is a strategy for changing those practices of tertiary education organisations which might otherwise result in discrimination against disabled and neurodiverse people and to improve	Nil	On track

<p>tertiary education organisations (TEO's)</p>	<p>outcomes for these learners in their education journey.</p> <p>A DAP helps an organisation to identify appropriate practices 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>In 2022 an assessment panel (that included non-TEC experts and learner voice) assessed 19 DAPs. TEOs that submitted a DAP received a personal feedback letter from the panel in Q4 2022, with a wider sector feedback letter to be released publicly Q1 '2023.</p>		
<p>Development of Kia Ōrite Toolkit for achieving equity in tertiary education</p>	<p>A supporting website with e-learning tools, alongside NZSL, Easy Read, and large-print, Te Reo and Pacific language versions has been published.</p> <p>The published e-learning tools cover disability confidence 101, and best practices for educators and support staff of disabled learners.</p> <p>https://www.tec.govt.nz/oritetanga-learner-success/new-oritetanga-tertiary-success-for-everyone/resources-to-help-support-your-learners/disability-action-plans/</p>	<p>Nil</p>	<p>Complete</p>
<p>Development of TEC Dyslexia / Neurodiversity Work Programme</p>	<p>Web content on dyscalculia, Attention Deficit Hyperactivity Disorder (ADHD), Auditory Processing Disorder (APD) and Autism has been published on the TEC website.</p>		<p>Complete</p>

	https://www.tec.govt.nz/oritetanga-learner-success/new-oritetanga-tertiary-success-for-everyone/resources-to-help-support-your-learners/neurodiversity-resources/		
Narrative			
<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 programmes have steadily progressed, and we are happy to report 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 19 plans submitted in July 2022 and assessed by an expert panel. The panel has provided feedback letters to individual TEOs. A sector feedback report will be published in due course.</p> <p>The Kia Ōrite toolkit is now accessible as a living document and the associated e-learning modules are live, both hosted on the ACHIEVE website.</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>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>Additional impacts may be seen with a resurgence of general illnesses and as new variants of Covid-19 become prevalent.</p>			
Impacts on inequities			
<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>			
Programme changes based on COVID-19 learnings.			

No specific changes.

Next Steps

Yearly reporting on equity and SSG funding - data analysis and consideration of implications for wider TEC / MOE work programs.

Engagement with Māori and Pacific communities to develop cultural perspective capability tools to assist with the intersectionality of disability.

Examining the recommendations made by the United Nations Committee on the Rights of Persons with Disabilities and bringing these into our report for the period January to June 2023.

Continue data collection project, with focus on determining standardised data collection sets (needs whole of Government input)

Support TEOs to continue developing their Disability Action Plans (applies from 2022 for all providers who get over \$5M TEC funding).

Monitoring of TEO DAPs and progress against plans as part of the TEC Investment Plan process. Ongoing provision of advice and support to sector.

Partnering with TEOs to understand what they are doing to support disabled learners. (Ongoing for life of programme)

Outcome Two – Employment and Economic Security

DAP Reporting Template 2023 – Working Matters Disability Employment Action Plan

Name of Agency	Ministry of Social Development
Name of Work Programme	ACTION 35: Continue to promote the development of Age friendly Aotearoa New Zealand
Overall Status	On track
Programme Summary	<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"> 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. 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. <p>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).</p>
Alignment	The Action Plan supports the Disability Strategy and Disability Action Plan Outcome Two (Employment and Economic Security). The Action

	<p>Plan is one of several plans under the Government’s Employment Strategy that aims to create a productive, sustainable and inclusive 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), Manatū Hauora (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>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>A six-monthly monitoring and reporting dashboard for Employment, Education and Training Ministers Group (EETMG)</p>	<p>Progress on the Action Plan was reported in the June 2022 dashboard. The plan and dashboards are available on the MSD website: https://www.msd.govt.nz/what-we-can-do/disability-services/disability-employment-action-plan/index.html</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</p>	<p>Nil</p>	On track

	alongside Government’s broader work programme.		
<p>Supporting people to steer their own employment futures:</p> <p>Positive expectations for disabled school leavers</p> <p>Career pathways at all stages of life and for diverse needs and aspirations</p>	<p>The Training Incentive Allowance (TIA) supports disabled people, their carers 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>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> <p>The most recent cohort of Project SEARCH (a business led internship in Christchurch for high school leavers aged 18 to 21 years old who have learning disabilities) had 7 interns graduating. From this group three have gone into part-time employment and another three have gone into full-time employment.</p>	Nil	On track
<p>Back people who want to work and employers with the right support:</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 via a Regulatory Systems (Social Security)</p>	Nil	On track

<p>More and better employment services</p> <p>Information and Support for employers</p>	<p>Amendment Bill. The Bill is scheduled to be introduced in early 2023.</p> <p>The Oranga Mahi programme (a programme of cross-agency trials and services delivered in partnership with health organisations, iwi and community providers) continues to learn what works and expand:</p> <ul style="list-style-type: none"> • In March 2022, the Waitemata DHB model of Individual Placement and Support (IPS) was further expanded to Counties Manukau and Auckland DHBs. IPS is an evidence-based employment support approach that integrates employment and mental health services to help people to find and stay in work. Support-64 with moderate to severe mental health conditions. • As at September 2022, IPS has supported 913 people with 102 employment outcomes since inception. • As at October 2022, IPS Youth models E Ara E in Auckland and Take Charge in Christchurch have supported 466 people with 103 employment outcomes. • Fidelity reviews across all our IPS services have shown that the service is supporting people as intended, however it could be strengthened with the Employment Consultants being more visible in the community. MSD is working with the current 		
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	<p>partners to strengthen community visibility.</p> <ul style="list-style-type: none"> • In April 2022, Whītiki Tauā was expanded to include youth (18-24 years) on a benefit or who recently exited benefit into work or study. Whītiki Tauā is a virtual mentoring service that provides 12 months of mentoring support for youth and participants of the Mana in Mahi programme. <p>MSD is leading work to address gaps in employment service provision for disabled people (including people with health conditions), as identified through the cross-agency Review of Active Labour Market Programmes. This includes work to:</p> <ul style="list-style-type: none"> • stabilise funding for Oranga Mahi (a programme of cross-agency trials and services delivered in partnership with Primary Health Organisations, District Health Boards health organisations, iwi and community providers) • explore the purchasing of vocational rehabilitation and pain management services for people living with musculoskeletal conditions pain or impairments <p>explore Customised Employment as targeted support for disabled people who want to work but who are furthest from the labour market (e.g. will have a specific focus on people with learning (intellectual) disability or neurodiverse jobseekers seeking specific support).</p>		
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<p>Partner with industry to increase good work opportunities for disabled people and people with health conditions:</p> <p>Inclusive and wellbeing enhancing workplaces</p> <p>Innovative labour market support & business development</p>	<p>The Accessibility for New Zealanders Bill was drafted and referred to Cabinet in mid-2022. The Bill establishes a new legislative framework that creates a ministerial advisory committee to address systemic accessibility barriers that prevent disabled people, Tāngata Whaikaha and their whānau, and others with accessibility needs from living independently and participating in all areas of life. The Bill passed its first reading and was referred to the Social Services and Community Committee in August 2022. It is currently in Select Committee.</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>	<p>Nil</p>	<p>On track</p>
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Narrative

Significant progress has been made on several actions contributing to *Working Matters*. This includes policy work progress the legislative framework for accelerating accessibility; and introducing amendments to legislation to extend the period SLP recipients can work more than 15 hours a week. It also includes progress on 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. This policy work will further enable the nationwide roll out of the Enabling Good Lives approach for which \$100 million was allocated through Budget 2022.

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

<p>document has been emphasised through the ongoing context of COVID-19, its impact upon the labour market and the Government's response.</p>
<p>Risks/Issues that are impacting or may impact progress and mitigations</p>
<p>Labour market insights suggest that COVID-19 has a continued disproportionate negative impact on people with disabilities in the labour market with numbers of people on Jobseeker Support Health Condition and Disability (JS-HCD). While the number of people on JS-HCD is falling and is expected to continue falling over the next 12 months, the decreasing number in part reflects transferring to another benefit. From the end of January 2022, MSD resumed the Work Capacity Medical Certificates process to assess JS – HCD recipients based on case-by-case recommendations by their health professional which has impacted the data.</p> <p>Funding constraints have also delayed progress in some actions under Working Matters however agencies are working to ensure they can deliver under the priority actions of the plan and advising ministers on additional options.</p>
<p>Impacts on inequities</p>
<p>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.</p>
<p>Programme changes based on COVID-19 learnings.</p>
<p>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.</p>
<p>Next Steps</p>

Agencies across government will continue to support, monitor and report on progression of the core priorities of the Action Plan. Many actions have been completed or have evolved. Consideration is being given to the timing and scope of a refresh of this action plan.

DAP Reporting Template – National Information Portal and Regional Hubs

Name of Agency	Ministry of Social Development (MSD)		
Name of Work Programme	National Information Portal and Regional Hubs		
Overall Status	On Track with Minimal Risks/Issues		
Programme Summary	Consideration was to be given to the use of regional employment hubs across New Zealand to promote the employment of disabled people.		
Alignment	This work programme aligns with the New Zealand Disability Strategy, Outcome Two: Employment and Economic Security.		
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
Establishment of regional hubs to support the employment of disabled people.	Review of work programme and alignment with other programmes already in place	Nil	Off track with Minimal risks/issues
Narrative			
The establishment of disability-specific hubs, replicated much of the work already underway with the Oranga Mahi work programmes. Partnering with Oranga Mahi as an alternative to re-developing a work programme, has strengthened the ability to promote under-utilised work programmes which specifically support disabled people into			

employment. These programmes include Here Toitū, Rākau Rangatira, Individual Placement and Support (IPS), Puāwaitanga, Whītiki, Take Charge and E Ara E – Rise Up.

The Principal Disability Advisor and the Principal Health Advisor are also supporting an education programme with General Practitioners to increase their knowledge of the ways in which disabled people can be supported into employment, and are working with mental health organisations to promote work supports available.

Officials Note: there is a discrepancy between the original report which was marked as an Orange and the agency, who after submitting this revision have marked this report as *On track with Minimal risks/issues*.

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

There has been underutilisation of these programmes to date, however there has been little promotion across the disabled and mental health and addiction loved experience communities. Initiatives to increase promotion are being developed e.g. monthly column in GP Doctor to ensure doctors are giving disabled people the best opportunities to return to work in some capacity, if appropriate.

Impacts on inequities

The learnings from the employment of disabled people will allow for growing education around the employability of other diverse population groups who face inequitable employment opportunities.

Programme changes based on COVID-19 learnings.

Nil

Next Steps

MSD is reviewing and evaluating current Employment Support Programmes which offer support for disabled people and additional work is also underway around the need for Active Labour Market Work Programmes which integrate the needs of disabled people into these reviews. This evaluation will support adaptation and/or replication of these programmes across New Zealand under MSDs employment work programme. Additionally, a range of promotional activities has been undertaken by MSD to inform

disabled communities, health and social service practitioners about the range of disability-specific work programmes available.

DAP Reporting Template – Replacing Minimum Wage Exemption Permits.

Name of Agency	Ministry of Social Development
Name of Work Programme	Replacing Minimum Wage Exemption Permits.
Overall Status	On track
Programme Summary	<p>Led by MSD and with support from MBIE, this work programme aims to replace Minimum Wage Exemption (MWE) permits which currently enable approximately 800 disabled employees in New Zealand to be 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>
Alignment	<p>This work programme aligns with Outcome 2 of the New Zealand Disability Strategy relating to improved employment outcomes and economic security for disabled people.</p> <p>The work programme also aligns with recommendation 97 of the IMM Making Disability Rights Real 2014 to 2019 Report, which recommends taking action to “eliminate minimum wage exemption permits”, as well as Objective 2 of “Working Matters”, the Disability Employment Action Plan, which is to “back people who want to work and employers with the right support.”</p> <p>This work programme also aligns with recommendation 52 (c) of the United Nations Committee of the Rights of Persons with Disabilities Concluding Observations from the 2022 Examination, which is that New Zealand “repeal section 8 of the Minimum Wage Act of 1983 and ensure that persons with disabilities are paid on the principle of equal pay for work of equal value.”</p>
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Update the MWE work programme in line with what was identified through the rescoping work undertaken.	The work programme has been updated, which has resulted in some policy options that require Ministerial decision.	No COVID impacts	Complete
Update Minister Sepuloni on the work programme via a report.	A report was sent to Minister Sepuloni including policy options for her decision.	No COVID impacts	Complete
Narrative			
<p>Over the past six months (July to December 2022), MSD has been working to complete the updating of the work programme and writing a report to Minister Sepuloni, with feedback and input from MBIE. These tasks have now been completed, and options on some policy settings have been presented to the Minister for her decisions. MSD are planning to continue to work towards securing Cabinet agreement to progress the MWE work over the next six months, in line with Minister Sepuloni's decisions.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>Implementing the wage supplement requires Cabinet agreement, which is yet to be secured. MSD and MBIE officials continue to work on MWE, and towards securing Cabinet agreement.</p> <p>Some Business Enterprises employing people with MWE permits are opposed to replacing the MWE scheme. Their concerns include:</p>			

- The supplement approach may require additional management and administration costs, which may impact on their ability to operate.
- Some employees may have their financial assistance decreased as a result of earning a higher wage.
- Some employees may find it difficult to manage their finances under the new model.

Mitigations:

- Modelling created by officials has shown that most, if not all, disabled employees will be better off financially receiving the wage supplement. No disabled employee will be worse off financially.
- 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.
- MSD is also taking into consideration employers' concerns about the wage supplement approach, including considering 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 800 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 a 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. There are approximately twice as many men working in Business Enterprises with a MWE permit than women. 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 meant that some

deliverables were delayed at earlier stages of the work. For example, travel to test the wage assessment tool was impacted by the inability to meet face-to-face with Business Enterprises.

Next Steps

MSD will continue to work towards securing Cabinet agreement to progress this work. If agreed, MSD will work through operational details to ensure the success of a wage supplement.

Editors' Note: It was announced in the 2023 Budget that the government would invest over thirty five million dollars over the next four years to 2023/24 to 2026/27 to replace the Minimum Wage Exemption with a Wage Supplement.

DAP Reporting Template – Increasing the Employment of Disabled People in the Public Sector (Lead Toolkit and Internships)

Name of Agency	Ministry of Social Development (MSD)		
Name of Work Programme	Accessible Employment (Lead Toolkit, Government Internships, We Enable Us, Disability Employment Resource)		
Overall Status	On track or ahead		
Programme Summary	<p>The Accessible employment (Public Sector) work programme is supported by several streams of work as listed below</p> <ul style="list-style-type: none"> • The Lead Toolkit, which is a series of resources designed to promote and support the employment of disabled people within the public sector. • All of Government (AOG) Disabled Internship Programme, which works to promote and support disabled students to access mainstream public sector internship programmes. • Disability Employment Resources • We Enable Us, the AOG Disability Employment Network 		
Alignment	This work programme aligns with Outcome Two of the New Zealand Disability Strategy, Employment and Economic Security. Additionally, it aligns with and supports the intention of Papa Pounamu - the All of Government Diversity & Inclusion work programme.		
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
Review of Lead Toolkit in order to remain	Review of Lead Toolkit has determined a refresh is needed to remain relevant; to increase universal content so that it is	Nil	On track or ahead

relevant and up to date	available for a wider scope of employers; Work with internal and external stakeholders to determine scope of refresh has begun.		
Quarterly meetings of the AOG Lead Toolkit Champions Network	A quarterly AOG meeting was held in October 2022. The Defence Force presented their work on supporting people with Dyslexia and Neurodiversity. Anne Hawker shared information around the development of a Reasonable Accommodation Policy at MSD to all other agencies and MSD continues to support other agencies who are developing their own policies. and other agencies shared their updates. Much of the meeting was dedicated to a farewell for Anne Hawker.	Nil	On track or ahead
Continuation of work programme to support candidates to access mainstream Public Sector Internships	Continue to liaise and work with mainstream internship programmes to promote and support disabled student access. This included: university, polytech and wananga presentations; support with employment skills such as CV writing, interview preparation; introduction to flexible working and reasonable accommodations; connecting students to Disabled ELNs and offering pastoral support when students are placed in internships. Presentations are also delivered to: the National Disabled Students Association, YES Disability / I.Lead and Workplace support agencies such as Be.Lab and Workbridge. During this period the following was achieved Programmes worked with	COVID-19 limited the time and capacity of some public workplaces to take on additional staff. There were less students on campuses to attend presentations/connect with careers services. Students with	On Track or Ahead.

	<p>Tertiary Institutions worked with</p> <p>Presentations given</p> <p>Presentation Attendees</p> <p>Students in contact</p> <p>Students worked with</p> <p>Students newly employed</p> <p>Students in Intern/Grad programmes</p>	<p>17 relevant conditions (i.e. ~12 immunocompromised conditions) were less likely to be interested in traveling to Wellington for a summer, due to the health risk. Some disabled students benefited from the more digital recruitment processes implemented in response to COVID-19, and some were negatively impacted.</p>	
<p>Resource Development - Assistive Technology Video</p>	<p>During this period, an Assistive Technology video was produced by MSD, featuring several Public Sector staff sharing their experiences and needs of assistive technology in the workplace. This includes an introduction to different</p>	<p>Nil</p>	<p>On track or ahead</p>

	types of assistive technology and seeks to bust myths associated with the employment of disabled people. The video will be distributed in early 2023 to AOG sector networks.		
	The development of AOG Disability Awareness Training is not currently resourced at the present time. There are however, a number of government agencies who had already developed Disability Awareness Training and the AOG Disability Awareness Training would replicate these. MSD is working with these agencies to identify ways in which a programme can be supported across all agencies.	Nil	Off track
We Enable Us AOG Disabled Employee Led Networks Quarterly meetings	With the previous chair retiring, We Enable Us is now led by co-chairs from Kainga Ora and Whaikaha. Meetings continue, with a smaller leadership group meeting more frequently to support key actions. This has included supporting the development of the Ministry of Business, Innovation and Employment (MBIEs) AOG Universal Design Guidelines for Government Environments and working with Te Kawa Mataaho (The Public Services Commission) to discuss options for increased support for disabled public sector employees.	Nil	On track or ahead
Narrative			
The Lead Toolkit is a well utilised resource which is currently used by both public and private sector employers to support the employment of disabled people, despite its original intent being only for the public sector employers. It has however been identified that there are gaps in the Lead Toolkit, specifically to support employment of			

Neurodiverse people, people with mental health and addiction issues; older people and those with chronic health conditions with variable periods of impairment. Given the demand for the Toolkit to reach a wider audience, consideration is being given to ensuring that the toolkit contains more universal and accessible content, which can be used by all employers, with specific supplementary material specific to the public sector. A number of the AOG Lead Toolkit Champions Network are working as part of an Advisory Group supporting the Lead Toolkit refresh.

The AOG Disabled Internship Programme has had variable success in placing interns within mainstream programmes. Often mainstream programme requirements are not suitable for disabled students, for example the requirement to work a 40-hour week. The Summer internships which are of around 10 weeks duration are often seen as too short for workplaces to build in the necessary accommodations or there is a reluctance to purchase equipment. This has led to the need to review and refresh the programme to increase its impact. Initial scoping of potential options is being led by the AOG Disabled Internships Relationship Manager and overseen by the Principal Health and Disability Advisor. This work will continue moving forward and it is expected that additional key stakeholders will be engaged to inform and guide best practice.

Figures from the AOG Disabled Internship Programme for the period July to December 2022 are as follows:

Internship Programmes worked with	52
Tertiary Institutions worked with	17
Presentations given to tertiary institutions	8
Presentation Attendees	100+
Students in contact with the programme	58
Students worked with	23
Students newly employed	6
Students in Intern/Grad programmes	2

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

The AOG components of this work programme are not sufficiently resourced to enjoy the capacity and capability they need to reach their full potential. Much of the work being undertaken is through good will and passion of key MSD employees who are already committed to other fulltime roles.

One full time equivalent (FTE) role is being resourced by MSD's Service Improvement Programme until 30 June 2023 to act as project lead for the Lead Toolkit refresh – meaning that the refresh will need to be completed by this date.

The AOG internship programme would benefit from a compulsorily required evaluation of the programme by both the disabled employees and their employers at the completion of their internship. This would allow for a closer identification of changes required to increase employee and employer utilisation of the programme.

Impacts on inequities

The Lead Toolkit is designed to increase the employment and retention of disabled people in the public sector. The learnings from the employment of disabled people will allow for growing education around the employability of other diverse population groups who face inequitable employment opportunities.

Programme changes based on COVID-19 learnings.

The AOG Internships programme hopes to widen its scope to include placements outside of Wellington to ensure that those students who are unable or unwilling to travel due to COVID-19 vulnerabilities will have additional options closer to home.

Next Steps

The Lead Toolkit refresh is due for completion by end of June 2023.

Initial scoping of potential options for increasing impact of the AOG Internships programme is being led by the AOG Disabled Internships Relationship Manager and overseen by the Principal Health and Disability Advisor. It is expected that additional key stakeholders will work alongside this refresh to inform and guide best practice. It is expected that co-design of an adapted programme will begin in early 2023. This would allow for consideration of longer internships, part-time options and consideration of widening the scope to non-students. Additional modes of engaging and recruiting

students into the programme will be explored such as the use of social media which is familiar to students and disabled people.

Outcome Three – Health and Wellbeing

DAP Reporting for Sport New Zealand

Name of Agency	Sport New Zealand
Name of Work Programme	Delivery of the Sport New Zealand Disability Plan
Overall Status	On track – with minimal risks/issues
Programme Summary	<p>The Sport NZ Disability Plan contains ten commitments that Sport NZ have made to improve the quality and equity of 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 in December 2019.</p> <p>The Disability Plan contributes to the Sport NZ Strategic Direction 2020 - 2032 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 factors such as gender, disability, ethnicity, sexual orientation or where in Aotearoa New Zealand they live.</p>
Alignment	<p>The Sport NZ Disability Plan includes an outcomes framework for disabled people in play, active recreation, and sport which links to the NZ Disability Strategy, Outcome 3 Health and Wellbeing and therefore the Convention on the Rights of Persons with Disabilities, Article 30.</p> <p>One of the commitments 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> <p>With the establishment of Whaikaha, Sport NZ is developing a working relationship with this new ministry. A representative from Whaikaha has joined the cross government Physical Activity and Plan Play working group and that representative is linking the Sport NZ</p>

	Disability Lead into Whaikaha e.g., linking with Enabling Good Lives to increase the priority of play, active recreation, and sport.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Continue working with Sport NZ staff, programmes, initiatives, partners and across government to promote the value of play, active recreation, and sport for disabled tamariki and rangatahi.	<p>The Sport NZ Disability Lead continues to work with Sport NZ staff, programmes, initiatives, partners to ensure they are inclusive of disabled tamariki and rangatahi e.g., presenting at the Health Active Learning Hui and the NZ Secondary School Sports Conference, collaborating on projects with the Sport Development and Active Recreation teams, etc. This has had an impact on the participation of disabled tamariki and rangatahi in several ways, including:</p> <ul style="list-style-type: none"> • Health Active Learning staff at Regional Sports Trust have had great success including disabled tamariki in their activities e.g., sport days. • The Tu Manawa Active Aotearoa fund has assisted organisations throughout the motu to include disabled tamariki and rangatahi in play, active recreation and sport such as a school Duke of Edinburgh programme where they were able to cater for the additional needs of disabled students to attend outdoor activities and 2 – 5 day journeys and • School Sport NZ is working with Sport NZ to ensure more disabled 	Nil	On track – with minimal risks/issues

	<p>rangatahi can participate in secondary school sports throughout the motu.</p> <ul style="list-style-type: none"> ○ We are in the reporting process at the moment where all organisations report on their Sport NZ investment. This includes all the organisations that have received investment through the Sport NZ Disability Plan. Last year for reporting many of the organisations, especially the Disability Inclusion Fund recipients, had just started their projects and they reported on setting up the projects. The most important question in the reporting is what impact they are making. From the reports this year I hope to see how through the Sport NZ Disability Plan investment they are making an impact on the experiences of disabled tamariki and rangatahi. ○ For the international Day of Disabled People, Sport NZ ran a social media campaign promoting the mahi being led by Parafeds who provide regional disability sports and programmes for physically disabled and visually impaired members, Regional Disability Sport, and National Disability Sport Organisations e.g., Parafed Taranaki, Blind Sport NZ 		
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	<p>and Boccia NZ and organisations who have received Disability Inclusion Fund investment. We have completed story telling workshops with the Parafeds, National Disability Sports Organisations and recipients of Disability Inclusion Fund. We are now getting some stories from them which will be highlighted in the next report.</p> <p>With the creation of Whaikaha there has been a focus on developing a working relationship with them and having a representative from Whaikaha joining the Cross Government Physical Activity and Play working group.</p>		
<p>Host the inaugural Ko au, ko koe, ko tātou Disability Hui.</p>	<p>The inaugural Ko au, ko koe, ko tātou Disability Hui was hosted by Sport NZ at Formosa Golf Resort on the 3rd and 4th of October 2022 with just under 100 people including representatives from Parafeds and similar organisations, National Disability Sports Organisations, Regional Sports Trusts, National Sports Organisations and play, active recreation, and education organisations.</p>	<p>This hui was meant to be held in 2021 but was postponed until October 2022. There was a limit of under 100 people due to Covid-19 and the size of the venue.</p>	<p>Complete</p>

<p>Monitor the investment made to and connection with Parafeds or similar organisations and National Disability Sport Organisations.</p>	<p>In additional to a financial investment Sport NZ has a dedicated staff member to oversee and lead the relationship management with these organisations (Parafeds or similar organisations and National Disability Sport Organisations).</p>	<p>Nil</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>The Sport NZ Disability Lead has regular meetings with all Disability Inclusion Fund recipients and the day following the Disability Hui, Sport NZ hosted a meeting of all Disability Inclusion Fund recipients. The projects are going well and are all making great progress. Some examples include:</p> <ul style="list-style-type: none"> • Swimming NZ and Athletics NZ are both holding clinics around the country, • Canoe Racing NZ has developed training resources for clubs, • Resources have been developed and schools have been identified for play projects in both Otago and Bay of Plenty, • NZRDA has a coach who is visiting different clubs around the country and holding workshops, • Parafed Northland has extended its reach into the far north by employing someone in Kaitaia, • Aktive have developed a staff training programme for their staff and the organisations they support, 	<p>Nil</p>	<p>On track – with minimal risks/issues</p>

	<ul style="list-style-type: none"> • Sense Rugby has employed a staff member to develop and grow the sport. • Recreation Aotearoa are investigating track standards. <p>This is a limited list of activities the 16 projects are undertaking.</p>		
Host a virtual connect for the play, active recreation and sport sector who connect with disabled tamariki and rangatahi.	<p>In addition to hosting the Disability Hui, Sport NZ hosted a virtual connect in August for approximately 80 people. It was an opportunity for nine people who had recently joined the Kaupapa to introduce themselves and for seven of them to also introduce a new role that had been developed. Special Olympics NZ informed the group of the development of their Young Athletes Programme and the National Summer Games that was held in December. Paralympics NZ shared their progress on their Strengthen and Adapt plan and the new CE from the Halberg Foundation, Tom Smith introduced himself. Feedback captured on a post hui survey showed that attendees valued the opportunity to get together, learn from each other and network. The survey also showed the sector's desire for this type of hui to continue to be hosted in the future.</p>	Nil	Complete
The Disability Lead to be involved in the planning for New Zealand to host the 2023 International Symposium of	<p>The Sport NZ Disability Lead is a member on the ISAPA board.</p> <p>ISAPA information has been shared and distributed amongst Sport NZ staff and partners.</p>	Nil	On track – with minimal risks/issues

Adapted Physical Activity (ISAPA).			
Planning for the next strategic period of the Sport NZ strategic plan Everybody Active 2024 – 2028.	As a Diversity, Equity and Inclusion team we are looking at how the Sport NZ strategic plan Everybody Active 2024 – 2028 could improve the implementation of the Disability Plan. The Sport NZ Strategy and Investment team are developing the processes and procedures to develop the next period the Sport NZ strategic plan Everybody Active 2024 – 2028. Once we know the processes and procedures, we will give input into the plan and advocate on behalf of disabled tamariki and rangatahi	Nil	On track – with minimal risks/issues

Narrative

The last six months of 2022 has progressed very well. The key celebration over the period was hosting the inaugural Ko au, ko koe, ko tātou Disability Hui. This was the first time the sector has come together with a focus on play, active recreation, and sport for disabled tamariki and rangatahi. The other key celebration was making an initial connection with Whaikaha. The successes include internal capability building and collaboration opportunities and the investment through the Sport NZ Disability Plan into regional and national disability sport organisations and through the Disability Inclusion Fund. The major learning has been the importance of connecting with people and sharing knowledge and resources, especially in person following the restrictions of Covid-19.

Sport New Zealand involves disabled people in its' work in the following ways:

- Sport NZ ensured they employ a Disability Lead who has lived experience of disability.
- We have connected with the Halberg Foundation Youth Council. We should do more of this and connect with I.lead.

- Sport NZ does not have an advisory group. Prior to Covid we were going to establish an advisory group. When Covid arrived, we decided to delay establishing a group. This is something we will look for the future.

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

At present there are no risks, issues or delays that are impacting on the delivery of the Sport NZ Disability Plan. When looking into the future we need to ensure that we maintain momentum especially in the area of investment. We are now working to ensure the needs of disabled tamariki and rangatahi are a priority of the next phase of the Sport NZ strategic plan Everybody Active 2024 – 2028.

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.

Choice is critically important to reducing inequalities for disabled tamariki and rangatahi to participate in play, active recreation and sport. Choice requires Sport NZ to ensure that all components of the sector are inclusive, welcoming and able to cater for the needs of disabled tamariki and rangatahi.

Programme changes based on COVID-19 learnings.

There has been limited impacts due to Covid-19 over the past six months. The Ko au, ko koe, ko tātou Disability Hui was held in October 2022 after being postponed in 2021 due to Covid-19.

We continually ensure that we are learning from the past and Covid-19 is no exception. The Disability Inclusion Fund recipients are coming together in Auckland in February 2023. Even though they are meeting regularly online we have learnt that it is important to bring this group together in person on a regular basis so that they can share and learn from each other.

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.
- Monitoring 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.
- Working with recipients of the Disability Inclusion Fund investment to assist them with their projects.
- Delivering virtual connects for the sector.
- Planning towards hosting a second in person Ko au, ko koe, ko tātou Disability Hui later in 2023.
- Be involved in the 2023 International Symposium of Adapted Physical Activity in New Zealand between the 25th and 29th of June.
- Influence the development of the Sport NZ strategic Plan Everybody Active 2024 – 2028.

Manatū Hauora notes the feedback provided by the DPO Coalition and Officials from other agencies and has agreed to reflect this feedback in their January to June 2023 report.

DAP Reporting, Health Outcomes and Access to Health Services.

Name of Agency	Manatū Hauora
Name of Work Programme	Health Outcomes and Access to Health Services
Overall Status	Off track - but low risks/issues
Programme Summary	<p>Health System Reforms</p> <p>Disabled people often experience poor health, wellbeing and life outcomes and face barriers in accessing healthcare. The intent of this programme is to transform the health system in a direction that improves health and wellbeing outcomes for disabled people.</p> <p>Since the last reporting period, the health system has solidified its commitment to disabled people as a key equity group in the Pae Ora (Healthy Futures) Act 2022. Manatū Hauora, Te Whatu Ora and Te Aka Whai Ora have responsibility for progressing a considerable amount of work over the coming period responding to the interim Government Policy Statement on Health and Te Pae Tata - New Zealand Health Plan, developing the six dedicated strategies listed in the Pae Ora Act and ensuring disabled people and tāngata whaikaha Māori are robustly included in all work across the system.</p> <p>One of these strategies will be the Health of Disabled People Strategy (the Strategy). This Strategy will be the first dedicated, health system-led strategy for disabled people in Aotearoa New Zealand. It will be informed by engagement with the disabled community. The Strategy will set the direction for how health entities work to respond to the health and wellbeing needs and aspirations of the disability community. The Strategy will do this by:</p>

- understanding the needs and aspirations of disabled people
- assessing the current state of health outcomes for disabled people and current system performance
- assessing trends and opportunities in the medium and long term
- setting out new directions and system priorities.

The strategy work is being led by Manatū Hauora building on previous engagement and working with disabled people, their whānau, families and communities. The strategy will come into effect in the second half of 2023.

Due to the foundational nature of the Strategy, and to ensure alignment across the health system, the Strategy will inform how the Health Outcomes and Access to Health Services DAP work programme will be progressed over the remaining reporting periods.

The Ministry deliberately paused components of the work programme as we worked through the health and disability system reforms, particularly in preparation for work to begin on the Health of Disabled People strategy and other population strategies required under the Pae Ora Act. Now that the foundations of the reforms are in place, work is being actively progressed, led by a new Health of Disabled People policy team in Manatū Hauora.

Patient Profile and National Health Index (PPNHI)

Disabled people and their access needs are currently poorly represented in health datasets. Because agencies have limited visibility of disabled people or their needs, they cannot accurately monitor outcomes for, target services to, or consistently meet the needs of disabled people in the health system.

This data gap has been raised by the United Nations (UN) Committee on the Rights of Persons with Disabilities (UNCPRD) and is a barrier to ensuring equity for disabled people across government.

The PPNHI Disability Data Project is a health-led project which aims to identify disabled people by the National Health Index (NHI), record their access needs and communicate those needs to all parts of the

	<p>health system, with an early focus on primary and community care services, where most of the health care is delivered.</p> <p>The PPNHI Disability Data Project seeks to ensure disabled people and their needs are visible to government and equip the health system with a data network to improve outcomes for disabled people.</p> <p>During the reporting period, the PPNHI governance group worked across Whaikaha, Te Whatu Ora, Manatū Hauora and Te Aka Whai Ora to transition this programme within the new health and disability organisational structures and to link more clearly to Te Pae Tata.</p>
<p>Alignment</p>	<p>This work programme aligns with the New Zealand Disability Strategy 2016-2026 (the Disability Strategy) Outcome 3 (health and wellbeing), Outcome 5 (accessibility) and contributes significantly to Outcome 7 (choice and control).</p> <p>This work programme also responds to recommendation 50 of the 2022 UNCRPD report.</p> <p>The programme is informed by the IMM’s 2019 <i>Making Disability Rights Real Shadow</i> report to the UN Committee on the Rights of Persons with Disabilities.</p> <p>This work programme aligns with the following Disability Action Plan work programmes:</p> <ul style="list-style-type: none"> • improve accessibility (Ministry of Social Development) • supported decision-making guidance (Whaikaha, Ministry of Disabled People) • system transformation (Whaikaha, Ministry of Disabled People, Manatū Hauora, Ministry of Social Development, Ministry of Education) • Disability Employment Action Plan (Ministry of Social Development) • Learning Support Action Plan (Ministry of Education) • Cross Government Disability Data and Evidence Working Group.

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
Health and Disability Reforms	<p>Health of Disabled People Strategy</p> <p>The Ministry deliberately paused components of the work programme as we worked through the health and disability system reforms.</p> <p>Now that the foundations of the reforms are in place, work is being actively progressed.</p> <p>The following was completed during the reporting period:</p> <ul style="list-style-type: none"> • Initial meetings with key agencies and disabled people’s organisations (these will continue through the next reporting period)) • Setting up of an online platform (Tātou) for initial online engagement with the New Zealand public. • Initial analysis of existing data/evidence and identification of data/evidence gaps (this will continue through the next reporting period) <p>We are establishing a dedicated Health of Disabled People policy team within Manatū Hauora. We warmly welcome dialogue with the DPO Coalition.</p>	Nil	On track - with minimal risks/issues

<p>Health system disability data</p>	<p>Patient Profile/National Health Index (PPNHI)</p> <p>During the reporting period, the PPNHI governance group worked across Whaikaha, Te Whatu Ora, Manatū Hauora and Te Aka Whai Ora to transition this programme to sit across these new organisational structures. The transition work will continue into the next reporting period and includes establishing a new programme governance structure and consideration of the resources required to progress the programme under this structure.</p>	<p>Nil</p>	<p>On track or ahead</p>
<p>Health workforce disability awareness and capability</p>	<p>The interim Health GPS identifies the development of the future health workforce as one of its six system 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>Over the reporting period, Manatū Hauora facilitated conversations to identify and address the long-term challenges and opportunities that will support the development of a workforce strategic framework for a stronger health system. The framework identifies the conditions that need to be met and the shifts within the system that are required to address workforce challenges in the long term.</p>	<p>Nil</p>	<p>On track with minimal risks/issues</p>

Access to quality healthcare	<p>We have made specific reference to the needs of the disability community in strategic health documents.</p> <p>The Ministry will lead development in this area through the Health of Disabled People Strategy.</p>	Nil	On track with minimal risks/issues
Narrative			
<p>The reporting period saw significant milestones achieved in the overarching health system reform.</p> <p>Our commitment to better health and wellbeing outcomes for disabled people was solidified in the Pae Ora Act which identifies disabled people as a key equity group and specifies the requirement for development of a Health of Disabled People Strategy.</p> <p>Work on this Strategy began in this reporting period, with initial engagement with the disabled community underway and planning for a full engagement programme scheduled for February-March 2023.</p> <p>The Strategy will build on the work led by Manatū Hauora as part of its contribution to the outcomes sought in the Disability Strategy, and the Disability Action Plan 2019–2023.</p> <p>In parallel to the Strategy, Manatū Hauora has worked with Whaikaha and other agencies to provide a government response to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) 2022 recommendations to progress implementation of the Convention in Aotearoa.</p> <p>To ensure this work is fully resourced and progressed, Manatū Hauora is establishing a dedicated Health of Disabled People policy team.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>Health and disability system 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.</p>			

There is a timing risk with delivery of a draft Health of Disabled People Strategy by July 2023, that is informed by strong evidence and meaningful engagement with disabled people and the public.

Mitigation: Manatū Hauora is developing detailed community and engagement and evidence plans that will underpin the Strategy and have expanded resource to ensure milestones are met. Manatū Hauora has also recently increased its disability policy capacity and capability to ensure workstreams supporting the Strategy, the New Zealand Disability Strategy, the Disability Action Plan and the UNCRDP response are fully resourced.

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.

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. 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.

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 recommendations in the IMM's report *Making Disability Rights Real in a Pandemic* will inform the Health of Disabled People Strategy, and under the umbrella of the Strategy, the DAP work programme.

Next Steps

Upcoming opportunities with health reforms

During the next reporting period the Ministry will:

- progress the Health of Disabled People Strategy, underpinned by a programme of engagement with the disability community
- progress the other five strategies under the Pae Ora Act
- contribute to Whaikaha's all of government response to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) 2022 report and recommendations
- continue to embed a disability perspective across all our work
- Progress the PPNHI project
- Progress the Workforce Strategy.

DAP Reporting, Bodily Integrity.

Name of Agency	Manatū Hauora Manatū Hauora
Name of Work Programme	<p>Bodily Integrity</p> <p>The DPO and Officials working group wanted this changed to red, Off Track with serious risks/issues. MOH would like more clarification on what constitutes levels of risk across the reporting suite.</p>
Overall Status	Off track - but low risks/issues
Programme Summary	<p>Manatū Hauora 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>We acknowledge that this issue has been on the government work programme for some time and has not progressed significantly. This is due to competing priorities and pressure on resources across the Ministry, including the Covid-19 response and the recent health reforms.</p> <p>Since the last reporting period however, significant progress has been made on the health reforms, including work underway on the Health of Disabled People Strategy under the Pae Ora Act 2022. The Strategy will assess the current state of health outcomes for disabled people, and the performance of the health sector in relation to disabled people. It will be informed by evidence and engagement with the disabled community to identify priorities for disabled people's health and wellbeing. Manatū Hauora will therefore consider next steps for the Bodily Integrity work programme alongside the work being done on the Strategy. This will include evidence gathering and engagement with the community scheduled for February and March 2023 during which we would welcome further feedback and information on bodily integrity issues from the community and how best to make changes to the health system to support a rights-based approach.</p>

The Strategy will also consider how to identify and rectify gaps in health and wellbeing evidence, data and research, including consideration of how to address any gaps in data collection relating to sterilisation and abortion services within the disabled community.

We acknowledge the concerns raised in the UNCRPD 2022 report and IMM 2019 report about sterilisation, conversion surgeries and growth attenuation treatment for children under the age of consent and will consider these both within the ongoing work of the Strategy, and in relation to a whole-of-government response to the UNCRPD report in mid-2023.

To support the Strategy, and to inform the government response to the UNCRPD 2022 report, Manatū Hauora's Health of Disabled People policy team will consider the following by mid-2023:

- Any further feedback from the community on the issue of bodily integrity as part of the Strategy engagement programme being held in February-March 2023
- A full background on the issue and associated data and evidence on the current state of legislative and non-legislative bodily integrity protections in place for disabled children and adults (including attenuation treatment)
- Possible legislative and non-legislative options to address any gaps in protections
- Benefits, timelines and risks associated with each of these options
- Options to address data collection

We note that both the UNCRPD and the IMM also noted concerns about bodily integrity for intersex children. While Manatū Hauora does not equate intersex with disability, the Ministry will also be considering this issue alongside the DAP bodily integrity work programme as any policy or operational response will need to be aligned across both the disabled and intersex communities, and as such will be considered alongside the DAP work programme, as well as alongside the wider health reforms.

<p>Alignment</p>	<p>This work programme aligns with Outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control) of the New Zealand Disability Strategy 2016-2026 (the Disability Strategy).</p> <p>A core part of the bodily integrity work programme is the need to support and uphold disabled people’s rights to legal capacity, bodily integrity and health. 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.</p> <p>This work programme also considers recommendation 36(a)-(f) relating to bodily integrity in the UNCRPD report:</p> <p>The programme is informed by the IMM’s 2019 <i>Making Disability Rights Real Shadow</i> report to the UN Committee on the Rights of Persons with Disabilities</p> <p>There are several overlaps and alignments with activity elsewhere including:</p> <ul style="list-style-type: none"> • administration of legislation (e.g. Abortion Legislation Act 2020 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 (Whaikaha lead) • the Waitangi Tribunal Health Services and Outcomes Kaupapa Inquiry (Wai 2575) • the Royal Commission of Inquiry into Abuse in State Care investigations.
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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
<p>Health and disability reforms</p> <p>Complete scope of work programme key deliverables, actions and milestones.</p>	<p>The Ministry deliberately paused components of the work programme as we worked through the health and disability system reforms.</p> <p>Now that the foundations of the reforms are in place, work is being actively progressed, led by a new Health of Disabled People policy team in Manatū Hauora.</p> <p>The Health of Disabled People Strategy work has progressed, and the following was completed during the reporting period:</p> <ul style="list-style-type: none"> • Initial meetings with key agencies and disabled people’s organisations • Initial consideration of the UNCRPD report recommendations, including recommendations on bodily integrity <p>We are also establishing a dedicated Health of Disabled People policy team within Manatū Hauora, which will take forward this work programme. This team will have six analysts.</p>	Nil	On track with minimal risks/issues
Narrative			
Ongoing resource and time constraints have impacted this workstream in the most recent reporting period. With a dedicated Health of Disabled People policy team being			

fully implemented in February/March 2023, we will progress this work within the context of addressing inequities faced by the disability communities through embedding the overall health system reforms, including the Health of Disabled People Strategy, and within the context of providing an all of government response to the 2022 UNCRPD report recommendations.

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

Manatū Hauora has a number of commitments under the Disability Action Plan, some of which have not progressed significantly due to resource constraints and the need to prioritise work. Key risks are commitments related to the bodily integrity work programme. To mitigate this, Manatū Hauora has recently increased its health of disabled people policy team, capacity and capability to ensure workstreams supporting the Strategy, the UNCRPD recommendations, the Disability Strategy, and the Disability Action Plan are fully resourced.

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.

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. 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.

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 recommendations in the IMM's report *Making Disability Rights Real in a Pandemic* will inform the Health of Disabled People Strategy, and under the umbrella of the Strategy, the DAP work programme.

Next Steps

Upcoming opportunities with health reforms

During the next reporting period the Ministry will:

- progress the Health of Disabled People Strategy, underpinned by a programme of engagement with the disability community.
- contribute to Whaikaha's all of government response to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) 2022 report and recommendations, including the recommendations on bodily integrity.
- Manatū Hauora officials valued the conversation with the DPO Coalition in April 2023 on the Bodily Integrity report. We are committed to continued and regular dialogue with the Coalition moving forward on our forward programme of work.
- We would value a conversation about how risk is assessed directly with the Coalition in the context of the DAP programme in its entirety. We note commentary from the Coalition on risk in the context of the Bodily Integrity work programme and are committed to a) engaging closely going forward on our forward work programme b) taking deliberate action on the forward programme through the 2023/24 year.

DAP Reporting Template, Seclusion and Restraint

Name of Agency	Manatū Hauora Manatū Hauora
Name of Work Programme	Seclusion and Restraint
Overall Status	On track - with minimal risks/issues
Programme Summary	<p>Manatū Hauora is committed to the goal of reducing and eventually eliminating seclusion. It is now recognised that seclusion and restraint have no therapeutic benefit, and in fact can be harmful and traumatic to tāngata whaiora, their whānau and staff in mental health inpatient units. While seclusion is permitted under the Mental Health Act, it should only be used as a last resort, to prevent harm in emergency situations, when other less restrictive strategies have not worked.</p> <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>
Alignment	<p>Developing new legislation and guidelines with respect and protection of human rights at the centre will assist the progression of outcomes Outcome 3 (health and wellbeing), Outcome 4 (rights protection and justice), Outcome 6 (attitudes), and Outcome 7 (choice and control). These are the relevant outcomes under the New Zealand Disability Strategy, 2016-2026.</p> <p>This work programme also considers recommendations 36(a)-(f) of the 2022 UNCRPD report.</p>
Progress against Plan for the period	

Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Continue progression of the Mental Health Repeal and Replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 work programme	<p>The repeal and replace the Mental Health Act work programme has continued during this reporting period. This work programme includes consideration of the use of seclusion and restraint practices as part of the policy development for new legislation.</p> <p>This is expected to contribute to, or support, the work programme for reducing the use of seclusion and restraint.</p>	Nil	On track – minimal risks/issues
Supporting the implementation of the changes in the revised Guidelines to the Mental Health (Compulsory Assessment and Treatment) Act 1992 through education and training and regular engagement with providers and services.	<p>Manatū Hauora is also working on new guidelines for seclusion and restraint under the Mental Health Act. The new guidelines will have a focus on preventing and eliminating seclusion and restraint and the safe usage of these practices when they cannot be avoided. In addition, the new guidelines will align with the Ngā Paerewa Health and Disability Services Standards, which require services to demonstrate a commitment towards eliminating seclusion and restraint.</p>	Nil	On track – minimal risks/issues

<p>Continuation and progression of the 'zero seclusion – safety and dignity for all' project</p>	<p>This is led by the Health Quality and Safety Commission</p> <p>The mental health sector has been working to reduce and eliminate seclusion in mental health services, as part of the 'Zero seclusion - safety and dignity for all' collaborative national project between the Health Quality and Safety Commission, mental health services, and Te Pou.</p> <p>The project aims to contribute to the goal of zero seclusion by reducing seclusion rates in adult mental health inpatient units (excluding forensics) in participating localities to 5 percent or below by December 2023. The most recent statistics published by Manatū Hauora for 2020/21 show a decrease in the number of people secluded and the number of hours spent in seclusion. However, there are still unacceptable inequities for Māori and Pacific people. Annual reports from the Office of the Director of Mental Health and Addiction Services are available on Manatū Hauora website at www.health.govt.nz</p>	<p>Nil</p>	<p>On track – minimal risks/issues</p>
<p>Narrative</p>			
<p>In the reporting period, Manatū Hauora has continued to work on new guidelines for seclusion and restraint under the Mental Health Act. The new guidelines will have a focus on preventing and eliminating seclusion and restraint and the safe usage of these practices when they cannot be avoided. In addition, the new guidelines will align with the Ngā Paerewa Health and Disability Services Standards, which require services to demonstrate a commitment towards eliminating seclusion and restraint.</p>			

<p>Risks/Issues that are impacting or may impact progress and mitigations</p>
<p>No risks impacting progress have been identified for the Te Pou training or the new seclusion and restraint guidelines. The HQSC Zero Seclusion project is not led by Manatū Hauora.</p>
<p>Impacts on inequities</p>
<p>In mental health services and prison settings, Māori are secluded more than non-Māori. It is important to understand the Māori view of the use of seclusion and restraint and related practices in different settings and the effect on individuals and whānau. This will help to ensure equality and non-discrimination for tāngata whaikaha Māori and their whānau, through equal treatment aligned with the Human Rights Act 1993 and the CRPD.</p> <p>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.</p>
<p>Programme changes based on COVID-19 learnings.</p>
<p>Nil</p>
<p>Next Steps</p>
<p>In January 2023, Te Pou (1) launched new training and education materials, developed with Manatū Hauora to support the implementation of the revised Guidelines to the Mental Health (Compulsory Assessment and Treatment) Act 1992. The focus of the training is on supporting person-centred, human rights-based care, including proper cultural support in the delivery of care under the Mental Health Act. The training modules and resources are available on Te Pou’s website to all staff working in the mental health sector.</p> <p>Manatū Hauora will continue with the Te Pou training implementation and finalising the new seclusion and restraint guidelines.</p> <p>Manatū Hauora officials valued the conversation with the DPO Coalition in April 2023 on the work programmes.</p>

DAP Action Plan, Repeal and Replace the Mental Health Act.

Name of Agency	Manatū Hauora Manatū Hauora		
Name of Work Programme	Repeal and replace the Mental Health Act		
Overall Status	On track – with minimal risks/issues		
Programme Summary	<p>This work programme seeks to repeal and replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 (the Mental Health Act). The new legislation is intended to align to United Nations Convention on the Rights of Persons with Disabilities (the UNCRPD).</p> <p>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 better aligned with the UNCRPD.</p>		
Alignment	<p>Developing new legislation 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 includes consideration of the use of seclusion and restraint practices as part of the policy development for new legislation. This is expected to contribute to, or support, the work programme for reducing the use of seclusion and restraint. Please see separate report on progress on the seclusion and restraint work programme.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status

<p>Supporting the implementation of the changes in the revised <u>Guidelines to the Mental Health (Compulsory Assessment and Treatment) Act 1992</u> through education and training and regular engagement with providers and services.</p>	<ul style="list-style-type: none"> • Manatū Hauora is continuing work with Te Pou (one of the national mental health and addiction workforce development centres) on the development of training and education materials. • Te Pou has engaged an advisory group which includes representatives of people with lived experience and Māori to support the development of the training and education tools. • Manatū Hauora 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. • All new reporting requirements added in the revised Guidelines are now in effect. • The training package consists of three modules. • Two of the three modules have been completed and will be launched nationally on 27 January 2023. 	<p>Nil</p>	<p>On track - with minimal risks/issues</p>
<p>Working with the Mental Health Act Expert Advisory Group (EAG)</p>	<p>The EAG is comprised of subject matter experts with an in-depth working knowledge of the Mental Health Act. The group is assisting Manatū Hauora to test and refine policy proposals for new mental health legislation and balance the</p>	<p>Nil</p>	<p>On track or ahead</p>

	<p>diverse views received through public consultation.</p> <p>The EAG has been meeting regularly in the reporting period and has provided feedback to Manatū Hauora on a wide range of topics needed to inform the policy development, including disabled people with mental health needs.</p> <p>The development of policy proposals for new legislation is being informed by a range of inputs including evidence, what is happening overseas as well as the public consultation and advice from our Expert Advisory Group. The EAG includes a combination of Māori, Lived Experience, whānau, clinical, community and academic perspectives – this is to ensure there are diverse perspectives. The members are:</p> <ul style="list-style-type: none"> • Co-Chairs: Anthony O'Brien and Kerri Butler • Frank Bristol • Gemma Griffin • Karaitiana Tickell • Kiri Prentice • Mark Fisher • Patsy-Jane Tarrant • Raeleen Toia (withdrew to health reasons) • Tereo Siataga-Kimiia • Tui Taurua • Wheeti Maipi <p>The purpose of the group as set out in its Terms of Reference is to assist Manatū Hauora with:</p> <ul style="list-style-type: none"> • Testing and refining policy proposals for new mental health legislation, helping to balance the diverse views received through public consultation 		
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	<ul style="list-style-type: none"> • Understand implementation implications and whether proposals would be fit for purpose <p>The EAG concludes its work at the end of March 2023. Information on the EAG is available on the Ministry website https://www.health.govt.nz/our-work/mental-health-and-addiction/mental-health-legislation/repealing-and-replacing-mental-health-act.</p>		
<p>3. Development of policy proposals for new mental health legislation</p>	<p>In 2019, Cabinet agreed to a set of high-level principles to guide the policy development for new legislation:</p> <ul style="list-style-type: none"> • taking a human rights approach • maximum independence; inclusion in society; and safety of individuals, their whānau and the community • recognition and incorporation of, and respect for, the principles of Te Tiriti o Waitangi • improved equity of care and treatment • recovery approach to care and treatment • timely service access and choice • provision of least restrictive mental health care • respect for family and whānau. <p>These principles provided a solid base to undertake engagement as well as providing a clear direction on proposals for new legislation. The Ministry undertook extensive public consultation in 2021/2022 to gather the views of New Zealanders on what should be in new legislation. The approach taken to that consultation was to ensure all voices were heard, including tāngata whaiora with disabilities. The next significant</p>	<p>Nil</p>	<p>On track - with minimal risks/issues</p>

	<p>opportunity for input will be at the select committee stage where the public will be able to submit their views on the Bill.</p> <p>The guidance from the EAG, as well as feedback received from the public consultation has been informing the development of policy proposals for new mental health legislation.</p> <p>The Minister of Health will seek policy decisions from Cabinet during the period December 2022 to March 2023. This will include authorisation to begin the drafting of a Bill.</p> <p>The EAG have one remaining meeting in early 2023.</p>		
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Narrative

Guideline work

Our work has continued 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). While these Guidelines and training materials relate to improving practice under the current Mental Health Act, they will help pave the way for a stronger focus on rights-based approaches in new legislation.

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. Manatū Hauora intends to have an ongoing focus on support in this area to ensure practitioners are ready for new legislation in the future.

Repeal and replacement of the Mental Health Act

After working through the significant feedback received through public consultation (317 written submissions, approximately 60 online information sessions, and consultation hui with over 500 participants), Manatū Hauora has been developing, testing, and refining

proposals for new legislation with the Expert Advisory Group (which is made up of subject matter experts with an in-depth working knowledge of the Mental Health Act).

The Minister of Health will seek policy decisions from Cabinet during the period December 2022 to March 2023, following which Parliamentary Counsel Office will draft a Bill.

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

The main risk related to educating and training practitioners as part of implementing the revised Guidelines is that this is a process that will take time to ensure new ways of working are fully embedded. Manatū Hauora is working to mitigate the risk by continuing to discuss this at quarterly meetings with Directors of Area Mental Health Services, and by progressing and supporting this action as an ongoing programme of work that will be reviewed and monitored. COVID-19 had previously impacted on the availability of external parties who needed to be interviewed for the development of the training materials as well as some personnel changes at Te Pou. However, this has now been managed and the first two of the three proposed modules are completed and will be launched nationally on 27 January 2023.

The primary risk to the development of policy recommendations for the full repeal and replacement of the Mental Health Act, is that the feedback received through public consultation was very broad and wide ranging making it difficult to effectively narrow the policy recommendations for Cabinet consideration. Manatū Hauora 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.

There is also a tight legislation schedule ahead of the 2023 general election across Government. Manatū Hauora is working with the Minister of Health's office to mitigate any potential risks in relation to the timeframes for this piece of legislation.

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. An equity lens has been applied 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 Māori and lived experience representation. New mental health legislation is expected to benefit particular population groups including Māori, Pacific people, and disabled people.

The work to develop new legislation is being guided by a set of principles agreed by the Government, which includes taking a human rights approach, recognition and incorporation of the spirit and principles of Te Tiriti o Waitangi, and improved equity of care and treatment.

Programme changes based on COVID-19 learnings.

During this reporting period:

- There were some further delays to the development of training materials for the Guidelines because a larger than expected amount of consultation feedback was received during this reporting period. Delays stemming from COVID-19 have lessened and the work is now almost complete.

There were no delays in the work to repeal and replace the Mental Health Act.

Next Steps

Upcoming opportunities with health reforms

Over the next six months Manatū Hauora 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 during the implementation of the training package.

Support the Minister of Health to seek policy decisions from Cabinet, and work with Parliamentary Counsel Office to begin drafting a Bill.

Outcome Four – Rights Protection and Justice

DAP Reporting – Ministry of Justice Work Programme

New Zealand Crime and Victims Survey

Name of Agency	Ministry of Justice
Name of Work Programme	New Zealand Crime & Victims Survey
Overall Status	On Track
Programme Summary	<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, New Zealand Crime & Victims Survey (NZCVS) New Zealand Ministry of Justice.</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, Key findings from the third cycle of the NZ Crime and Victimization Survey - Office for Disability Issues (odi.govt.nz)</p>
Alignment	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.		
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 of Actions
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 ran 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 via a new virtual interviewing platform until the nationwide move to the orange traffic light setting on 13 April. Despite	Complete

		<p>slight changes to the mode of interviewing door-to-door recruitment protocols remained similar. Regardless, there has been a noticeable shift in respondent behaviour since the 2022 Omicron outbreak, all of which will be fully documented in the 5th Cycle reports.</p>	
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Narrative

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. Starting with this report there has been an

expansion of analyses and reporting on perceptions of safety, including disabled peoples' perceptions of safety.

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

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. The Ministry intends to provide a full-scale report which includes victimisation analysis for disabled people.

Impacts on inequities

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 expanded 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.

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 2022. 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 June 2023; however, this may be revised if there are resourcing issues related to COVID-19.

Sexual Violence Legislation Act

Name of Agency	Ministry of Justice		
Name of Work Programme	Sexual Violence Legislation Act 2021		
Overall Status	On track – with minimal risks/issues		
Programme Summary	<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. 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. The Act also mandates appropriate court facilities for sexual violence victims, considering their physical and emotional comfort and safety.</p>		
Alignment	<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>		
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 of Actions
Develop and publicly consult on a re-write of	Agency consultation took place in July and November 2022. The Office for	Nil	On track – with minimal risks/issues

<p>the Evidence Regulations 2007.</p>	<p>Disability Issues were consulted in both rounds and provided feedback.</p> <p>Targeted consultation occurred in November 2022 with the judiciary, key groups representing the legal profession and the Victims Advocacy Sector.</p> <p>Drafting instructions for new regulations were developed and issued to Parliamentary Counsel.</p>		
<p>Narrative</p>			
<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. For example, Te Aorerekura specifically notes that ‘disabled adults are 52% more likely than non-disabled adults to be sexually assaulted in their lifetime’.</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>			
<p>Risks/Issues that are impacting or may impact progress and mitigations</p>			
<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>			

Impacts on inequities
The Act's impacts on both complainants and defendants, will be reviewed once the changes have had a chance to be embedded.
Programme changes based on COVID-19 learnings.
Not applicable.
Next Steps
<p>Some changes, including the requirement for judges to intervene in inappropriate questioning, came into force on 21 December 2021. Other changes with more significant operational implications came into force on 21 December 2022.</p> <p>Work is now focused on preparing to implement the latter changes, specifically those supporting alternative ways of giving evidence. This includes working with the judiciary to determine if new court rules are required, and continuing to refine technological solutions for capturing, storing, sharing, and editing video evidence.</p>

Family Court (Supporting Children in Court) Legislation Act 2021

Name of Agency	Ministry of Justice		
Name of Work Programme	Family Court (Supporting Children in Court) Legislation Act 2021		
Overall Status	On Track		
Programme Summary	<p>The Family Court (Supporting Children in Court) Legislation Act received royal assent on 16 August 2021 and comes into force no later than 16 August 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 (including disabled children) in the decisions that affect them. Tools will be implemented to support the legislation, with the intention that this will promote, provide guidance, and consistent practice within Family Dispute Resolution to ensure the safety of children (including children with disabilities) who are participating in decisions about their care.</p>		
Alignment	<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>		
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 of Actions

Advise the Minister of Justice on plans for implementation.	Officials provided advice to the Minister of Justice on implementing this Act, including Family Dispute Resolution.	Nil	Complete
Narrative			
<p>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.</p> <p>Implementation of the Act will enable family justice professionals to support safe and effective participation by children. One of the focus areas is supporting the participation of disabled children.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
There are minimal risks that could affect this work programme.			
Impacts on inequities			
<p>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.</p>			
Programme changes based on COVID-19 learnings			
Not applicable			
Next Steps			

The Ministry of Justice will work towards implementation. The Act comes into force either two years from the date of Royal assent, or earlier by orders in council.

Proposals against incitement of hatred and discrimination

Name of Agency	Ministry of Justice
Name of Work Programme	Proposals against incitement of hatred and discrimination
Overall Status	On Track
Programme Summary	<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 was to change the language of the incitement provisions to protect more groups, including disabled people. Disabled people are vulnerable to hateful speech. A 2018 Netsafe report states that in the survey, 15% of the people who had been exposed to online hate in the last 12 months indicated that disability was a perceived reason (multiple reasons could be stated). The report can be read here: Online Hate Speech: A survey on personal experiences and exposure among adult New Zealanders (netsafe.org.nz), p. 29.</p> <p>Since then, the Government has carefully considered what next steps should be taken, considering the response to the 2021 proposals, as well as the need to respond to the significant harm caused by hatred-inciting speech and hate crime.</p> <p>The Government has decided to progress this work through a referral to the Law Commission, which will carry out a comprehensive review of incitement and hate crime laws. This will include the proposals in the 2021 discussion document on incitement laws, such as harsher penalties and different thresholds, and protection from incitement for more groups, including disabled people.</p>

	The Law Commission will undertake an independent, thorough, and considered first-principles review to allow for a broader public debate and ensure any changes to these laws meet society's expectations and needs. The Law Commission has not yet commenced work on this project.		
Alignment	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.		
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 of Actions
Final policy decisions following the 2021 consultation.	In 2022, officials provided advice to the Minister of Justice. Cabinet decision in November 2022. Referral to the Law Commission	Nil	Completed
Narrative			
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 Government referred a review of legal responses to incitement and hate-motivated offending to the Law Commission in November 2022. Summaries of the public engagement process were released.			

<p>Risks/Issues that are impacting or may impact progress and mitigations</p>
<p>Disabled communities are likely to be disappointed that protections against incitement for more groups of people, including disabled communities, are not being progressed immediately. The Government is conscious of the everyday discrimination and harmful speech faced by other groups, including disabled people, and committed to progressing work to provide more protection with the Law Commission’s review as the first step.</p> <p>The engagement process showed wide and varying views about changes to incitement laws. Referring this issue to the Law Commission will allow for independent consideration and wide engagement on this issue.</p>
<p>Impacts on inequities</p>
<p>As noted in the 2021 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. The Law Commission will consider which other groups require protection.</p>
<p>Programme changes based on COVID-19 learnings</p>
<p>Not applicable</p>
<p>Next Steps</p>
<p>The Law Commission has not yet started the review of the incitement laws due to other projects.</p>

Adoption Law Reform

Name of Agency	Ministry of Justice		
Name of Work Programme	Adoption Law Reform		
Overall Status	On track – with minimal risks/issues		
Programme Summary	<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). Reform will focus on addressing inequities within the current setting, with the intention to support disabled people, among others, to be free from discrimination during the adoption process.</p>		
Alignment	<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>		
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 of Actions

Second round of public engagement and development of final policy proposals.	Public engagement ran from June – August 2022. Summary of feedback was released in November 2022.	Public engagement was delayed.	On track – with minimal risks/issues
Narrative			
<p>The Ministry of Justice released a second discussion document with options that are being considered and sought feedback on various aspects of adoption in June 2022. The discussion document was available in several languages, including New Zealand Sign Language, accessible formats including Easy Read, braille, and audio. The Ministry received over 140 written submissions and engaged with over 200 people via in-person and online engagements, the Ministry did not ask submitters to identify if they had a disability. A wānanga with Māori on whāngai also took place in August 2022.</p> <p>The Ministry released a summary of the feedback received during engagement in November 2022. The Ministry is now using that feedback, alongside other research, to refine and finalise a package of policy proposals. Advice will be provided to the Government in due course.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
Not applicable			
Programme changes based on COVID-19 learnings			
Greater use of online engagements.			
Impacts on inequities			
<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. In particular, section 8(1)(b) of the Adoption Act 1955 provides that a parent’s consent to an adoption may be dispensed with on the ground that the parent is indefinitely unfit to have care and control of the child due to physical or mental incapacity. Reform provides a positive impact on inequities by providing an opportunity to ensure adoption laws</p>			

meet Aotearoa New Zealand's international human rights obligations, including the right to be free from discrimination.

Next Steps

The Ministry is now finalising a package of policy proposals and will provide advice to the Government in due course. The exact timing for reform of adoption laws will depend on the length of the parliamentary process to debate and pass any reform Bill.

Strengthening the Family Court Initiative – Resources and Information for Care of Children

Name of Agency	Ministry of Justice
Name of Work Programme	Strengthening the Family Court Initiative – Resources and Information for Care of Children
Overall Status	On track – with minimal risks/issues
Programme Summary	<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>
Alignment	<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"> • ensuring there are sufficient resources to lead the development of supported decision-making (Article 12 of the Convention) • improving data collection to ensure information about the justice sector is fully accessible, providing training on accessibility within the sector, and increase resources for providers such as Community Law (Article 13 of the Convention).
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 of Actions
Launch of new resources for care of children matters.	<p>The project developed and delivered seven high level information booklets and a Parenting Plan Workbook in October 2022. This included a refreshed image library to update the photo stock so that it is reflective and inclusive of New Zealand's diverse communities.</p> <p>The information booklets will provide participants with simple, quick, and accessible information on common topics.</p> <p>The Workbook is aimed to help separating families work together to come to a suitable parenting arrangement for their children. The workbook provides a list of important guardianship decisions that parents need to think about, such as special health or medical needs of the children.</p>	Nil	Completed 10 October 2022.
Accessible formats	<p>The project is currently translating the information booklets into different languages and accessible formats. Specifically translating to the following accessible formats audio, braille, NZSL, Easy Read and large print.</p>	Nil	On track – with minimal risks/issues:
Develop a parenting order journey map	<p>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.</p>	Nil	Off Track – With Minimal risks/issues. The project will begin work on this

			again in the first quarter of 2023.
Website refresh.	The project is working with a web developer to refresh the care of children web pages on the Ministry’s website. The refreshed content will be easier to navigate, understand, and enable participants to understand their options (both in and out of court) to make informed decisions.	Nil	On track – with minimal risks/issues: Currently in design phase.
Narrative			
<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. 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 team 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.</p> <p>We will be adhering to WCAG AA at a minimum standard and will aim to meet AAA as much as possible. We are designing with an accessibility first mind-set rather than trying to apply accessible features retrospectively. When designing and testing we are considering colour contrast, layout, and the information itself to ensure it is accessible neurodiverse communities.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
Not applicable			
Impacts on inequities			

<p>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.</p>
<p>Programme changes based on COVID-19 learnings</p>
<p>Not applicable</p>
<p>Next Steps</p>
<p>The project has onboarded 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. The project will finalise the translation of the newly launched resources into different languages and accessible formats.</p>

Young Adult List

Name of Agency	Ministry of Justice
Name of Work Programme	Young Adult List
Overall Status	On Track
Programme Summary	<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> <p>Young adulthood is a time of potential, when the brain's executive functions continue to mature in response to environmental conditions. This also means it is a time of increased vulnerability, and young adults require support to navigate this developmental period well. Additionally, research shows young adults in the criminal courts are more likely than the general population to experience neurodiversity issues (e.g. traumatic brain injury, ADHD, dyslexia, etc.), mental health and substance abuse issues, and significant socioeconomic disparities. These unique needs and vulnerabilities mean many young adults require additional support to meaningfully participate in and understand the court process.</p> <p>Since its inception in the Porirua, Gisborne, and Hamilton District Courts, 930 young adults have participated in the Young Adult List Courts, as of 30 September 2022.</p>
Alignment	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".		
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 of Actions
Continue the growth of the Young Adult List by implementing the List using a phased approach in the Gisborne District Court	Phase 1 of the Young Adult List was launched in Gisborne on 5 May 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. Phase 2 of the Young Adult List was launched in Gisborne on 22 September 2022. Phase 2 introduced intervention plans to support a young adult to access services in the community to help them address the underlying causes of offending.	The launch of Phase 1 and 2 in the Gisborne District Court was delayed due to the move to Red under the COVID-19 Protection Framework.	Complete
Continue the growth of the Young 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. Phase 2 of the Young Adult List was launched in Hamilton on 21 November 2022. Phase 2 introduced intervention plans to support a young adult to access services in the	The launch of Phase 1 and 2 in the Hamilton District Court was delayed due to the move to Red under the COVID-19	Complete

	community to help them address the underlying causes of offending.	Protection Framework	
Exploring improvements to identify and respond to neurodiversity in the context of the Young Adult List Court.	A dedicated Working Group with representatives from government agencies, clinicians, and experts in the field of neurodiversity has been established. The group is currently working through a Discovery phase to understand how best to identify and respond to neurodiversity in the Young Adult List.	Nil	On track

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.

A Young Adult List Neurodiversity Project has been established to improve the initiative's response to the high prevalence of neurodiversity among young adults appearing in court. The purpose of the Neurodiversity Project is to propose solutions to the question: *how do we identify and respond to neurodiversity among young adults appearing in the District Criminal Court?* The Project is nearing the end of the Discovery

<p>phase and is about to transition to the Design Develop & Test phase. The third and final phase of the Project will be the Review & Evaluate phase.</p>
<p>Risks/Issues that are impacting or may impact progress and mitigations</p>
<p>Not applicable</p>
<p>Impacts on inequities</p>
<p>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.</p>
<p>Programme changes based on COVID-19 learnings</p>
<p>Not applicable</p>
<p>Next Steps</p>
<p>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. The Ministry is currently assessing the readiness of additional district courts to prepare for the growth of the Young Adult List in further sites around the country.</p>

Foundational family violence and sexual violence training

Name of Agency	Ministry of Justice		
Name of Work Programme	Foundational family violence and sexual violence training for the court-related workforce on responding safely to people affected by family violence sexual violence.		
Overall Status	On track		
Programme Summary	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.		
Alignment	<p>It supports Te Aorerekura 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”. This work programme contributes to this outcome.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status of Actions
Procure specialist family violence and	Procurement was completed and the Ministry has contracted a consortium of	Nil	Complete

sexual violence providers to develop the training package.	<p>providers to develop the training package.</p> <p>This included specialists from the disability sector, who have expertise in family violence and sexual violence prevention, to review and contribute to the training content.</p>		
Undertake project planning around implementing the training package.	<p>Funding was secured through Budget 22 to build capacity to train the workforce, meaning implementation planning can begin.</p> <p>A contract will be in place for establishment of a national training provider/supplier to deliver the training package by 30 June 2023.</p> <p>It is anticipated that the provider/supplier will need the second half of 2023 to select, train and accredit facilitators so that training can be scheduled and delivered at District Court locations. Delivery of the FVSV Response Training is likely to begin early in 2024.</p>	Nil	On track
Narrative			
<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>			
Risks/Issues that are impacting or may impact progress and mitigations			
Not applicable			
Impacts on inequities			

The training package aims to enhance the mana of disabled people as they go through the court process.

Programme changes based on COVID-19 learnings

The training package is being designed so that it can be facilitated either online or via face-to-face sessions.

Next Steps

A contract will be in place for establishment of a national training provider/supplier to deliver the training package by 30 June 2023.

It is anticipated that the provider/supplier will need the second half of 2023 to select, train and accredit facilitators so that training can be scheduled and delivered at District Court locations. Delivery of the Family Violence and Sexual Violence Response Training is likely to begin early in 2024.

The Ministry is working to ensure that its approach to implementing the training takes into consideration the needs of the disability community. This will be reflected in the contract with providers who will deliver the training and evaluation of the training in future years.

Te Ao Mārama - Enhancing Justice for All

Name of Agency	Ministry of Justice
Name of Work Programme	Te Ao Mārama - Enhancing Justice for All
Overall Status	On track – with minimal risk/issues
Programme Summary	<p>Te Ao Mārama – Enhancing Justice for All is a judicially-led kaupapa that will improve the experience for all people who participate in the court system, including victims and whānau. Te Ao Mārama is a new vision for the District Court, a journey towards a more enlightened justice system, in response to repeated calls for transformative change.</p> <p>This change will be achieved by taking best practice approaches from solution-focused and therapeutic courts and integrating these across all District Courts. These best practice approaches will be supported and strengthened by government agencies and other local service providers working together with iwi and the community to enhance the support available to all who access the courts (including disabled people).</p>
Alignment	<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 Te Ao Mārama Programme 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"> • ensuring there are sufficient resources to lead the development of supported decision-making (Article 12 of the Convention) • improving data collection to ensure information about the justice sector is fully accessible, providing training on accessibility within the sector, and increasing resources for

	<p>providers such as Community Law (Article 13 of the Convention).</p> <p>Te Ao Mārama Programme contributes to recommendation 38 of the Making Disability Rights Real Report, namely recommendations:</p> <ul style="list-style-type: none"> • 38c. ensuring information about the justice sector is fully accessible, both in terms of its individual components and the various journeys that an individual may take through the justice system as a whole. • 38i. increasing an understanding of 'neurodisability' within the justice system and developing specific cognitive and communication responses to people with neurological impairments. 		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Develop a Business Case for the funding provided through Budget 2022	<p>The Te Ao Mārama Programme (Budget 2022 Package) Business Case was endorsed by the Chief Executive on 23 December 2022.</p> <p>The Minister for Courts and Minister for Justice have reviewed the draft version of the business case, prior to approval in February 2023.</p>	This work programme was not affected by COVID-19.	Complete
Building relationships with iwi: Kaitāia District Court	<p>Following the Te Ao Mārama announcement in July 2022, a wānanga was held in September to hear from local community providers about their aspirations for the Kaitāia community.</p> <p>The wānanga was hosted by the Te Hiku o Te Ika Iwi Development Trust, the Ministry of Justice, the Acting Chief District Court Judge (Judge John</p>	In this reporting period, this work was not impacted by COVID-19 as the Ministry has	On track or ahead

	<p>Walker), Principal Family Court Judge and local Judge Greg Davis.</p> <p>Around 40 participants from a range of community and iwi providers were present. The Ministry has developed a report reflecting the discussions had alongside Te Hiku Development Trust. This will inform implementation options and planning for the next steps of Te Ao Mārama in Kaitiāia.</p>	<p>adjusted to building relationships remotely if in-person meetings are not possible.</p>	
<p>Building relationships with iwi: Hamilton and Gisborne District Court</p>	<p>The Ministry continues to develop its relationship with iwi in Gisborne and Hamilton. The Ministry continues to work towards a potential series of wānanga to understand local iwi aspirations for Te Ao Mārama.</p> <p>Further information was contained in this report, but it was included in error and is not yet for public release, so it has been remove</p>	<p>In this reporting period, this work was not impacted by COVID-19 as the Ministry has adjusted to building relationships remotely if in-person meetings are not possible.</p>	<p>On Track or ahead.</p>

Narrative

The core of the Te Ao Mārama vision for the District Court is to take best practice approaches from solution-focused and therapeutic courts and integrate these across all District Courts. It also envisages government agencies and other local service providers working together with iwi and the community.

The full suite of Te Ao Mārama Programme interventions that will be delivered are:

- Expanding solution-focused and therapeutic courts best practice approaches. This will improve the court experience for defendants, victims, children and young people, parents, and whānau, and provide better information about the participants to judges to enable a solution-focused approach. The interventions in each District Court location will be tailored to the needs of the local community and within the constraints of the physical courthouse, but will likely include:
 - Best available information available to judges about participants, to enable solution-focused judging
 - Screening for addiction, neurodiversity, and mental health issues; and
 - Using plain language in the courtroom.
- Iwi and community designed and delivered services. Bringing the strength of iwi and communities into the court is a key enabler for a solution-focused approach. Iwi and communities will be funded to design and deliver services for court participants (defendants, victims, children and young people, parents, and whānau).

The services will be tailored to the specific needs of the local community, to complement and leverage existing services in those sites to avoid unnecessary duplication of effort. The design and delivery of the services will reflect local community demographics. Services will likely vary between sites because they will be tailored to the needs of the local community.

- Guidelines and training for the judiciary and court staff. Guidelines and training are critical enablers to ensure that the judiciary and court staff can effectively implement the initiatives set out above. These initiatives will include:
 - judicial guidelines to support solution-focused approaches
 - alternative courtroom layouts guidelines
 - flexible courtroom spaces guidelines
 - te ao Māori capability resources
 - plain language guidelines and resources
 - information-sharing guidelines
 - training in tikanga and te ao Māori capability, including partnering with iwi to develop this training, and
 - training in unconscious bias and racism.

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

Not applicable.

<p>Impacts on inequities</p>
<p>Te Ao Mārama will make it easier for participants to engage with court processes, and participants will have better access to supports and services they need, increasing trust and confidence in the justice system. It will be available for all participants who interact with the court – including defendants, victims, children and young people, parents, whānau, civil litigants, and parties to disputes.</p>
<p>Programme changes based on COVID-19 learnings.</p>
<p>Not applicable.</p>
<p>Next Steps</p>
<p>The Ministry is working closely with its Disability Network to establish relationships with disability sector leaders and with disabled people in the design and scoping phase of Te Ao Mārama in each site.</p>

DAP Reporting Template - Implementation of Safeguarding Responses for Disabled and vulnerable adults Te Aorerekura Action 28

Name of Agency	Whaikaha		
Name of Work Programme	Implementation of Safeguarding Responses for Disabled and vulnerable adults Te Aorerekura Action 28		
Overall Status	On track		
Programme Summary	<p>To implement a safeguarding approach that helps ensure Disabled people are safeguarded from violence, abuse, and neglect, one that is aligned with Enabling Good Lives (EGL) principles.</p> <ul style="list-style-type: none"> • Provide a roadmap for implementing the safeguarding Framework that is clear and achievable • Improve our established quality and monitoring mechanisms and processes so we prevent further abuse from occurring. • Develop and implement a Safeguarding approach that puts into practice the Enabling Good Lives approach and Te Tiriti o Waitangi principles. 		
Alignment	<p>Alignment with 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'.</p> <p>New Zealand Disability Strategy, Outcome Seven: Choice and Control 'We have choice and control over our lives' (The New Zealand Disability Strategy 2016 – 2026).</p> <p>Te Puna Aonui Te Aorerekura Action 28 as part of the wider Strategy</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status

Establish a small team to write a phased implementation plan.	Team established, undergoing early planning.	Nil	On Track
Evaluation of Waitemata pilot resourced in collaboration with Te Puna Aonui.	Early scoping is completed, and preliminary results have emerged.	Nil	On Track

Narrative

Abuse can take many forms including physical, sexual, verbal, emotional, financial, and organisational, the most recent preliminary statistics from the Waitemata pilot showcases that there is a wide range of agencies and disciplines involved in the safeguarding intervention, and a collaborative approach is the only appropriate response. At this stage all the work is done with little guidelines, policies or agreed ethical frameworks between all agencies involved. This is the challenge a twin track approach needs to address

Other findings include:

Legislation and funding streams are hard to distinguish when considering that most clients are vulnerable for a variety of concurrent reasons and diagnoses.

collaboration on all actions and consideration of joint support for budget bids. The opportunity to ensure the needs of disabled people are met in mainstream services, is promising.

Early evidence is as follows:

- What we have heard from the settings:
- Settings and expert stakeholders have been very responsive and eager to participate in the evaluation process. This reflects the value of work occurring and the perceived need for a proper safeguarding process.

- Settings expressed the benefit of participating in the current work and see the value of dedicating time and resources to developing a proper Safeguarding process.
- Settings also expressed their commitment to the integrated community response through the Safeguarding Adults Response Group table and are keen to see a well-resourced coordinated response.
- Overall, people want continued funding into safeguarding so that the work they have started can continue to receive expert support and be embedded into business as usual.

Learnings:

- Recognise and address ableism and racism and systems that discriminate against Tāngata and Whānau Whaikaha Māori, Deaf, Disabled People, Adults at Risk and families.
- The **Safeguarding Adults from Abuse (SAFA)** response and safeguarding framework needs to be integrated into both Hauora Aotearoa, Health New Zealand and Te Mana Hauora Māori, the Māori Health Authority.
- Importance of Kawanatanga and building and strengthening relationships between disabled people, their whānau and community to grow the SAFA integrated community led response and further develop the twin track approach.
- Building upon work that is already happening and strengthening relationships that already exist is crucial to the success of the further roll out of the framework and SAFA response across the country.
- There is a lack of understanding about what safeguarding is and an identified need to build the capability of the workforces to understand the part that they play in safeguarding and SAFA. This lack of understanding results in some disabled people seeing safeguarding as paternalistic – adult protection rather than safeguarding disabled people’s rights – prevention continuum /strengthening, responding, and healing (promoting welfare and protecting from harm).
- There is a lack of understanding about what Adult Safeguarding is (SAFA) and who is an Adult at Risk
- There is a lack of understanding about abuse against Tāngata and Whānau Whaikaha Māori, Deaf, Disabled People, Adults at Risk and Families.
- The violence and abuse against Adults at Risk is not recognised in the current Family Violence Sexual Violence (FVSV) system – violence is not recognised as family violence.
- Most SAFA concerns are not referred to the police and police are not involved

- Police do not have the knowledge and skills to respond to situations of risk. The level of vulnerability is not understood or addressed i.e., what specialists working to prevent violence against disabled people recognised as extreme high risk, police and the current FVSV system do not.

Some of the key changes needed include:

- Transition into adulthood – EGL principle Beginning Early.
- Accessible and suitable emergency respite care options.
- Accountability and pathways for capacity assessments.
- Accountability for Enduring Power of Attorney (EPOA).
- Funding available to address care and support needs not based on and dependent on diagnosis.
- Legal framework for adult abuse and adult safe guard.
- System response to harm and understanding of vulnerability and definition of significant harm.
- Integration of the FV and SAFA system, legislation guidelines and multi-agency procedures.

The establishment of a planning team at Whaikaha to implement a safeguarding rights framework is significant progress. Whaikaha became the lead agency for Action 28 and a significant boost has occurred in inter-agency work.

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

The plan for implementation over four years may not be funded should budget bids be refused.

The wording of the action 28 is “Implementing Safeguarding responses for Disabled and vulnerable adults”. This is a huge scope. The responsibility for adults considered vulnerable implies all vulnerable adults come under Whaikaha. We are seeking a wording change to narrow the scope to Implementing responses to respond to and protect the rights of disabled adults at risk. Discussions are happening at present.

Impacts on inequities

Impacts on disabled people, Tangata Whaikaha Māori and Pacific Disabled People will remain at the same level should this programme not go ahead, Disabled people / Tāngata Whaikaha Māori are systemically and specifically vulnerable to abuse by people they know and by those who provide care for them (Hague et al 2008).

Programme changes based on COVID-19 learnings.

The impacts of COVID-19 have raised concerns about greater risk of abuse for disabled people and this is also being considered in terms of planning for prevention and urgent responses across all agencies.

Next Steps

1. Development of an implementation plan phased over four years with identified priorities.
2. To seek funding for the phased plan beginning with the most urgent priorities. Safeguarding has been identified as a priority and the establishment of a team in whaikaha to look at both cross agency and bespoke work speaks to that commitment. Irrespective of budget and funding decisions Whaikaha has committed to changing practices within current business as a foundation of the planned phased approach.
3. To begin to identify safeguarding activities that can be funded from current budgets across Whaikaha for example, Disabled led monitoring and evaluation.

DAP Reporting Template – Corrections Work Plan

Name of Agency	Ara Poutama Aotearoa, Department of Corrections
Name of Work Programme	Corrections DAP Work Plan
Overall Status	On track - with minimal risks/issues
Programme Summary	<p>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 to the Updated Health Assessment (UHA) in June 2022 which is a health screening tool for people who are returning to prison within 12 months of release. Further work is underway to include the Washington Group Short Set of Questions in all health screening tools by the end of 2023.</p> <p>Ara Poutama Aotearoa Disability Action Plan 2023 – 2027 has been completed and is due to launch in February 2023. Work on the 'Immediate Actions' has started.</p>
Alignment	<p>New Zealand is a signatory to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) ratified party (25th 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. This work also aligns with recommendations that have come out of various IMM reports.</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</p>

	Plans give effect to commitments to Te Tiriti and that such commitments will be crucial to the success of the Disability Action Plan 2019-2023.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Inclusion of 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 services for more than two years.	Work has begun to include the WGSSQ in all Health Assessments with a revised timeline that this work will be complete by the end of 2023.	Covid-19 reduced our operational capacity to adopt new initiatives due to the reprioritisation of resources for essential services to support the health, safety and wellbeing of tāngata whaikaha Māori and disabled people in our care. All efforts were made to continue the disability work programme, specifically the development	On track - with minimal risks/issues

		of our Disability Action Plan 2023 - 2027.	
Launch of Ara Poutama Aotearoa Disability Action Plan 2023 - 2027	The Disability Action Plan 2023 - 2027 has been completed and is scheduled to launch in February 2023. Work on the Immediate Actions is underway.	Nil	On track - with minimal risks/issues

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 Services for more than two years. This work is expected to be completed by the end of 2023.

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 people in our care and management in all of our prisons who identify as disabled.

Our Ara Poutama Aotearoa Disability Action Plan 2023 – 2027 has been completed and with a formal launch planned for February 2023. The plan sets the direction for achieving (1) Equitable access and choices, (2) Mana enhancing practice for all tāngata whaikaha Māori and disabled people and (3) tāngata whaikaha Māori and disabled people led participation – “Nothing about us without us”. It establishes priority areas of action for achieving aspirations and reducing barriers that may impede tāngata whaikaha Māori and disabled people and their whānau from achieving better outcomes.

The development of this plan saw a collaborative approach that emphasised the importance of bringing key stakeholders and partners (particularly tāngata whaikaha Māori and disabled people and their whānau) into a co-development process of shared responses, outcomes, and solutions. This included consulting with tāngata whaikaha Māori/disabled people currently in prison, tāngata whaikaha Māori and disabled people who have recently been in prison and their whānau, people from across Ara Poutama Aotearoa, across government and from the wider disability sector.

Tāngata whaikaha Māori and disabled people told us what is working, what is not, and where we can put additional focus and improve services. This feedback has helped shape the focus and actions of the Disability Action Plan.

What's working

- Prisoners are generally seen by a nurse within 24 hours of arriving at a site,
- doctors and nurses in prison are supportive and responsive.

What is not working

- bed linen, mattresses, and cells are not accessible,
- responses to requests for support are not always timely,
- a lack of access to appointments and programmes presents missed opportunities for preventing worsening health and wellbeing.

Where we can improve

- have better promotion and prevention of potential health issues,
- better communication about what support needs people might have when they are transitioning back into the community or transferring to another prison,
- increased physical accessibility within prisons,
- have a better understanding of the wider impacts of disability, greater choices in quality services, and supports that meet specific disability needs.

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

The below inequities statement is also identified as a risk with mitigations discussed.

Impacts on inequities

We know that the actions we take to get better outcomes for disabled people will be more effective if they are based on good evidence. These approaches will be evidence-based and inclusive of mātauranga Māori to ensure accurate ethnicity data is collected.

At present, the collection of data from the WGSSQ at Ara Poutama Aotearoa provides a limited view of inequities for tāngata whaikaha and disabled people as it only captures a portion of our population who identify as disabled. If a person identifies as disabled Health staff ask more specific questions around their support needs. Initial data from the WGSSQ suggests that while the number of disabled people in prison reflects a slightly smaller number (17.3%) than the general Aotearoa/New Zealand population, of

this figure (50.9%) identify as tāngata whaikaha Māori*. Māori are also disproportionately represented in the Corrections system and addressing the over-representation of Māori is a key part of our organisational strategy Hōkai Rangi: Ara Poutama Aotearoa Strategy 2019-2024.

*This is a limited data set as Corrections is currently only capturing the WGSSQ in two of four health screening tools, work is underway to incorporate this in the final two health screening tools.

Programme changes based on COVID-19 learnings.

Covid-19 reduced our capacity to progress our planned actions for this reporting period, however, this work is now back on track.

Next Steps

1. Launch the Ara Poutama Aotearoa Disability Action Plan 2023 - 2027 in February 2023.
2. Include the Washington Group Short Set of Questions in all health assessments (65+ Annual health assessment and two-yearly health assessment) by the end of 2023.
3. Form an advisory group to oversee the successful implementation of the Disability Action Plan by the end of the third quarter of 2023.
4. Develop and make available Te Reo, Easy Read, large print, Audio, Braille ready and New Zealand Sign Language versions of Ara Poutama Aotearoa Disability Action Plan by the end of 2023.
5. Trial a model using a qualified social worker or similar role, such as, a social support co-ordinator for disability and older people by the second quarter of 2023.

Outcome Five - Accessibility

DAP Reporting Template – Better Later Life Action Plan

Name of Agency	Office for Seniors
Name of Work Programme	Better Later Life – He Oranga Kaumātua Strategy and Action Plan
Overall Status	On track – with minimal risks/issues
Programme Summary	<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: employment, housing and digital inclusion. The action plan also includes a number of initial actions carried over from the Strategy relating to accessibility, health and social inclusion.</p> <p>The Office for Seniors reports on the Better Later Lives Action Plan, quarterly to a Ministerial Steering group chaired by our Minister, the Hon Ginny Andersen. It is important for us that there is consistency in reporting. Many of the actions in our Action Plan are delivered by other agencies and we are relying on them to provide us with a fair reflection of where the implementation is at – this at times involves having discussions with the specific agency and agreeing on progress.</p>
Alignment	<p>This work aligns with Outcome Five of the New Zealand Disability Strategy (2016-2026) Accessibility. It also aligns with Outcome Two, Employment and Economic Security.</p> <p>There is a commitment under Better Later Life: He Oranga Kaumātua 2019 to 2034 to contribute to the implementation of the Disability Strategy 2016-2026 and associated action plans. Cross-cutting issues between the Seniors and Disability Issues portfolio include increasing</p>

	<p>access to housing, and employment as well as increasing health and wellbeing for older disabled people.</p> <p>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:</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>ACTION 13: Investigate how accessibility of public buildings is addressed in the Building Code</p>	<p>Working closely with other Ministries, MBIE has re-engaged with representatives from the disability and seniors' sectors with initial meetings held in December 2022.</p> <p>The first step is to establish a process for ongoing engagement so that building accessibility problems can be clearly understood and potential solutions relating to building regulation can be identified. The focus is on ensuring engagement is effective so that decisions are robust.</p> <p>An initial consultation with the older persons sector (and disabled persons sector separately) was held to discuss</p> <ul style="list-style-type: none"> • a proposed process and timeframe • potential blockages we need to be aware of • the formation of an Advisory Group and suggestions for membership 	<p>Nil</p>	<p>On track with Minimal risks/issues.</p> <p>The DPO and Agency review suggested this action should be recorded as "off Track with Minimal Risks/Issues but OfS disagrees.</p>

	<p>MBIE are currently forming the Advisory Group from volunteers and recommendations that came out of the consultation.</p> <p>The original suggested June 2023 deadline for a work programme to be in place is unlikely to be met.</p> <p>Aim: increase the number of buildings that are fully accessible to older disabled people</p> <p>This Action is being delivered by MBIE. The Office for Seniors, assumes that given the response they received from MBIE that there is also engagement with the disability sector, which they assume would include Whaikaha. On the advice that we received we reported to the Minister that this action is on track. The text we included in our report to her identified that while there will be time delays the work is continuing. So for our purposes we do not agree to the change. We suggest a specific discussion with MBIE for Whaikaha and/or your sector stakeholders. There is a clear interest for the disability community in this action in its own right (not simply through the lens of age and the Better Later Life Strategy).</p>		
<p>ACTION 28: Improve support for socially isolated and other</p>	<p>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</p>	<p>Nil</p>	<p>On Track</p>

<p>vulnerable people AND</p> <p>ACTION 29: Address the physical and social determinants of health</p>	<p>Statistics NZ integrated data infrastructure.</p> <p>Based off quantitative data from the Integrated Data Infrastructure (IDI), this has provided initial insights into the scale and characteristics of older people aged 65+ experiencing vulnerability in five key domains or areas of life: finance, housing, health, social participation and access. The data also provides some initial indication about which combinations of vulnerabilities are likely to be most prevalent, such as where an older person has a disability or chronic health condition.</p> <p>MSD, SWA and MoH are working to further develop and refine analysis with support from an Expert Advisory Group and wider engagement, with the key objective of designing effective policy interventions to improve the service and supports landscape. Advice to the Minister for Seniors and Minister for Social Development and Employment seeking decisions on the sequencing and prioritisation of this work is planned for early December 2022.</p> <p><i>Aim: add to and improve on, data held by Government on older disabled people</i></p>		
<p>ACTION 35: Continue to promote the development of Age friendly Aotearoa New Zealand</p>	<p><u>Age friendly Emergency Management</u></p> <p>The Office for Seniors has had an initial discussion with the National Emergency Management Agency to explore the development of age friendly emergency management guidance for local and regional authorities and Civil Defence</p>	<p>Nil</p>	<p>Off track – but low risks/issues</p>

	<p>organisations. The guide will encourage people to think about the health and access needs of older and disabled people in an emergency situation to mitigate the health and wellbeing impacts that are brought on by disasters. We plan to develop this work over 2023.</p> <p>The progression of this work has been impacted by staff turnover. A new Age-friendly project lead is expected to commence this work in mid-February.</p> <p>The office for Seniors also work across government on the programme and there is some joint work going on with MOH. As well as that a local government network (of 24 councils: a third of all local councils but a significant proportion of NZ’s population because it includes Auckland, Hamilton, Tauranga and Wellington) and local community groups also work to deliver on age friendly programmes. Financial constraints means the OfS cannot expand this programme at this time.</p> <p><u>Age-friendly fund</u></p> <p>The Office for Seniors Age friendly fund offers grants of up to \$15,000 for projects that promote the inclusion of older people and helps cities and communities to prepare for their ageing populations. The Office for Seniors have selected 12 projects from the October 2022 funding round which will be announced and commenced in March</p>		
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	<p>2023. Projects of note for older disabled people include:</p> <ul style="list-style-type: none"> • Cycling Without Age: providing free recreational outings primarily for older, low mobility residents and others socially isolated by illness and disability in the Eastern Bay of Plenty • Community Needs Assessment Project conducting a survey and focus groups with older adults to collect data, specifically about living conditions health and social needs • Creative Ageing: delivering a creative connections programme to support those living with dementia • This work is on track with the first segment of payments being distributed in early January. <p><u>Responding to the UN Decade of Healthy Ageing</u></p> <p>The Office will develop promotional material for The United Nations Decade of Healthy Ageing (2021–2030) to publish online to help promote the Decade to communities, NGOs, central and local Government, businesses, academics, and others.</p> <p>The Decade’s plan specifies a range of actions developed by UN Member States to improve the lives of older people, their families, and communities. These are divided into four interlinked action areas:</p>		
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	<ul style="list-style-type: none"> • <i>Combatting Ageism</i> which aims to change how we think, feel and act towards age and ageing • <i>Age friendly Environments</i> which aims to facilitate the ability of older people to participate in and contribute to their communities and society • <i>Integrated Care</i> which aims to deliver integrated care and primary health services that are responsive to the needs of the individual • <i>Long term care</i> which aims to provide access to long-term care for older people who need it. <p>The promotional material aims to help Government and non-Government actors think about the needs of older people, including older disabled people as they go about their own service delivery and work programmes.</p> <p>Aim: support more older people to remain at home, in their communities and reduce premature admission to residential care.</p>		
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Narrative

Older disabled people

Older adults make up an increasingly large proportion of the New Zealand population and this demographic is growing rapidly. So too will the diversity of people within this group such as an increase in the number of people living with a disability.

The intersectionality of age and disability exacerbates many experiences of discrimination. Older people who have experienced life-long impairments or early onset

impairments are less likely than their peers to have achieved educational outcomes or been in full time employment, and less likely to have owned a house or acquired cash assets. The wellbeing of these disabled people will be very different to other older people, which calls for consideration amongst older persons policy and within wider welfare systems.

While some of the barriers that persons with disabilities experience earlier in their lives remain the same or may be exacerbated by older age, those who gain a disability later in life may be facing those barriers for the first time, and such barriers are also compounded by age barriers.

ACTION 3: Lead good practice in the employment and support of older workers

- The Office for Seniors recognise that in addition to the age discrimination experienced by many older workers, some also experience disadvantage due to the compounding effects of gender, ethnicity, and disability.
- Negative preconceptions about older people and disabled people in employment tend to overlap. So many of the barriers older people and disabled people experience in accessing work are similar.
- Supporting the PSA to lead good practice in employment and increase diversity within the public sector is beneficial for employees where those age and disability barriers overlap.

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

- MBIE are leading two streams of engagement for this project – both with the older persons sector and the disability sector. This includes people 65 and over who have an age related disability (those who experience impairments as part of the ageing process) and those who have pre-existing physical impairments and are entering into later life. Both of which have different but valuable experiences. It is important that older people, including older disabled people are not treated as one homogenous group in this process.
- The Office for Seniors will continue to support MBIE to make sure the voices of older disabled people are included throughout the review.

ACTION 28: Improve support for socially isolated and other vulnerable people

ACTION 29: Address the physical and social determinants of health

- The Office for Seniors recognises the importance of detailed data collection for the older population in understanding factors that could impede on the full enjoyment of their rights.
- These measures have been useful in providing a helicopter view of older people and older disabled people experiencing vulnerability, as well as initial steers as to where policy interventions could be considered.

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

- The Age-friendly Programme is an integral part of the Better Later Life work programme to increase accessibility and support older disabled people to engage both physically and socially with their communities.
- Initiatives such as the Age-friendly fund and work on improving advice for emergency management enhance community support for older people with disabilities to live independently in their community.

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

None

Programme changes based on COVID-19 learnings.

None

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.

DAP Reporting Template – Accelerating Accessibility

Name of Agency	Ministry of Social Development		
Name of Work Programme	Accelerating Accessibility		
Overall Status	On track		
Programme Summary	<p>This work programme is aimed at accelerating accessibility in New Zealand. There are many barriers to participation in New Zealand society that affect disabled people and others with accessibility needs. This work programme seeks 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 support businesses in adopting accessible practices.</p>		
Alignment	<p>The Accelerating Accessibility work programme aligns with Outcome 5 (Accessibility) of the New Zealand Disability Strategy 2016-2026. This work programme also contributes indirectly towards all other outcome areas in the New Zealand Disability Strategy.</p> <p>This work programme aligns with Article 9 (Accessibility) of the United Nations Convention on the Rights of Persons with Disabilities, as well as Article 9 of the IMM Making Disability Rights Real Report and has links to various recommendations under that report. It is also relevant to concluding observations 16(b) and 16(d) from The Committee on the Rights of Persons with Disabilities' 2022 report.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Accessibility for New Zealanders Bill	The draft Bill was consulted with government departments and approved by Cabinet. Due to short timeframes, an	Nil	Complete

(the Bill) reviewed and consulted on.	exposure draft was not sent out for public consultation.		
Bill Introduced to the House	The Bill was introduced on 28 July 2022.	Nil	Complete
First Reading	The Bill passed its first reading with 108 votes for and 12 votes against and was referred to the Social Services and Community Committee.	Nil	Complete
Bill in Select Committee	The Bill is currently in Select Committee who are due to report back to the house in May 2023.	Some oral hearings were held online.	On track – with minimal risks/issues

Narrative

The Government is committed to introducing an Accessibility for New Zealanders Act to assist disabled people and other New Zealanders with accessibility needs. In October 2021, the Minister for Disability Issues publicly committed to introducing accessibility legislation in July 2022.

The Accessibility for New Zealanders Bill was drafted and referred to Cabinet in Mid-2022. The Bill establishes a new legislative framework that creates a ministerial advisory committee to address systemic accessibility barriers that prevent disabled people, tāngata whaikaha Māori and their whānau, and others with accessibility needs from living independently and participating in all areas of life. The Bill sets out the overall purpose and principles of the framework and the functions and duties, membership and operations of the Accessibility Committee. The roles of the Minister for Disability Issues and Chief Executive of Whaikaha, Ministry of Disabled People, are also provided for in the Bill. The Bill also includes provisions to enable a cycle of monitoring and evaluation, including information sharing and a review of the effectiveness of the Bill every 5 years.

The Bill passed its first reading and was referred to the Social Services and Community Committee. The Select Committee's role is to hear public submissions on the Bill and may recommend to the House amendments to the Bill.

<p>The Ministry of Social Development cannot comment on the progress of the Bill in this stage as it sits with Select Committee.</p>
<p>Risks/Issues that are impacting or may impact progress and mitigations</p>
<p>The signalled shift in ministerial priorities may impact progress of the Accessibility for New Zealanders Bill in 2023.</p>
<p>Impacts on inequities</p>
<p>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 of disabled people, 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.</p>
<p>Programme changes based on COVID-19 learnings.</p>
<p>No impacts to MSD's programme based on COVID-19.</p>
<p>Next Steps</p>
<p>In January to March, the Ministry of Social Development is preparing a Departmental Report for the Select Committee summarising key issues raised in submissions and by the Select Committee and providing recommendations on those issues. The Select Committee report back is expected in May 2023.</p>

DAP Reporting Template – Accessibility Charter

Name of Agency	Ministry of Social Development (MSD)		
Name of Work Programme	Accessibility Charter – Including, Accessible Public Information – All of Government (AOG) Alternate Formats		
Overall Status	ON track – with minimal risks/issues		
Programme Summary	<p>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. In addition, this work programme supports Alternate Format providers by coordinating an AOG process for Alternate Format productions and translations.</p>		
Alignment	<p>The work programme also aligns with Outcome Five, Accessibility of the New Zealand Disability Strategy. Additionally, it aligns with and supports the intention of Papa Pounamu - the All of Government Diversity & Inclusion work programme and aligns with the intent of the proposed Accessibility for New Zealanders Bill.</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Accessible public Information (Alt Formats)	<p>The Alt Formats team continues to provide coordination of Alternate Formats (Easy Read, NZSL, Braille, Audio and Large Print) for the entire Public Sector.</p> <p>The Alt Formats team worked with Stats NZ and People First NZ to develop Te</p>	Over the two reporting periods, there has been a 400%	On track – with minimal risks/issues

	<p>Reo Easy Read for the New Zealand Census 2023.</p>	<p>increase in workload for our internal staff and providers. Some of this is driven by remaining key messaging supporting changes to COVID-19 decisions and frameworks.</p>	
<p>Accessibility Charter and Accessibility Training</p>	<p>No additional Charter signatories were added during this reporting period, however there has still been a significant increase in uptake of monthly trainings with approximately 40-50 Public Sector staff attending each month.</p>	<p>COVID-19 highlighted the need for additional Alt Formats to be made available in emergency situations. As a result, additional COVID-19 related work has continued throughout this reporting period.</p>	<p>On track – with minimal risks/issues</p>

<p>Narrative</p>
<p>The AOG Alternate Formats team (along with providers) have worked hard to respond to the significantly increasing amount of translation work being sought. Along with COVID-19 messaging, the demand for these translations has grown considerably, with a 400% increase in demand over the last 12 months. This is largely driven by the monthly Training sessions which continue to educate public servants around the need for accessible information. Over the last 6 months, the Alt Formats work programme has grown to include: government communications to the disabled community for The Royal Commission of Inquiry into Abuse in State Care; The Waitangi Tribunal; WAI 2575; the 2023 Census; and will be supporting the 2023 Election communications.</p> <p>During this reporting period, the establishment of Whaikaha and the potential introduction of the Accessibility for New Zealanders Bill, has led to conversations taking place between MSD and Whaikaha, to understand if this work programme would be best placed within Whaikaha. These conversations are ongoing and no final agreement has yet been reached.</p> <p>The Accessibility training continues to be highly sought after with demand often outstripping the limit placed on the number of attendees. Additional training is offered on an ad hoc basis to agencies with specific Alt Format educational needs.</p>
<p>Risks/Issues that are impacting or may impact progress and mitigations</p>
<p>Alternate Format translations require a specialist trained workforce. In New Zealand the size of this workforce is struggling to meet the current and upcoming demand for translations. As a new specialty area in most countries, investment into the workforce is often required to ensure resource is available as needed. Discussions are underway to support ongoing and sustainable investment into training and accreditation programmes to increase the national workforce.</p> <p>The impact of being a signatory to the Accessibility Charter has lessened as its intent becomes standard practice across government agencies. There is also the potential that the role of the Charter will potentially be overtaken by the accountabilities and monitoring brought in with the Accessibility for New Zealanders Bill, which comes with a wider and more robust scope of practice. Conversations relating to the role and placement of the Charter within this context are underway.</p>
<p>Impacts on inequities</p>

The Alt Formats programme has highlighted the need for services to be accessible for all people, such as the need to meet the basic requirements of the Plain Language Bill. The training sessions have raised many questions around the role of engaging and supporting a diverse range of voices into government programmes to ensure that services are fit for purpose.

Programme changes based on COVID-19 learnings.

It has become apparent post COVID-19 and with increasing interest and commitment to Alt Formats, that the internal team and external providers require additional capacity and capability investment if they are going to continue to meet the increasing demand. Conversations are underway to understand what this might look like, moving forward.

Next Steps

The AOG Alternate Formats programme will continue as usual, with increasing demand being monitored. Funding for an Alt Formats Programme Coordinator to sit alongside the Senior Advisor leading this work and take on some of the significant administrative burden associated with the increased coordination required. Additionally, MSD is working with the providers to investigate funding options to provide training to increase the size of the translation workforce across New Zealand. The group reviewing this report asked for further details about increasing the translation workforce for example, How would this work, what are the timeframes and who has been approached/or will be approached. The Official responsible for this work said that this was at the early expletory stage and there was no further information to give’.

The Accessibility training is being reviewed and a refreshed training will be available from early 2023 which has: updated information and best practice advice; use of additional in-training activities to increase engagement and sustain learning outcomes; and provision of additional resources. The limit on the number of attendees per month has been removed.

As previously indicated, conversations continue with MSD and Whaikaha to establish the most appropriate agency to manage the AOG Alternate Formats work programme.

The group reviewing this report also stated that there was no current reference to a National Forum in this group. They also commented that NZSL is now in the Disability Survey. Unfortunately, the comments were a little vague and the Official is unable to respond without further context.

DAP Reporting Template – Joint Transport Disability Action Plan

Name of Agency	Te Manatū Waka Ministry of Transport
Name of Work Programme	Ministry of Transport component of the Joint Transport Disability Action Plan 2019-2023
Overall Status	Off-track – but low risks/issues. The DPO and Officials Review group suggested this should be off track with High Risks, but the agency has suggested it stay as Orange.
Programme Summary	<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. These actions include undertaking a review of the Total Mobility Scheme and progressing the Accessible Streets regulatory package.</p> <p>Both actions have been delayed based on the timeframes outlined in the Joint Transport Action Plan 2019-2023. The review of Total Mobility has been on hold for this reporting period due to resourcing constraints. Resourcing has now been secured for the review and the estimated time of completion is the second quarter of 2024. The Accessible Streets package has been delayed as the date for Cabinet consideration is yet to be confirmed.</p>
Alignment	<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</p>

	people, including the Total Mobility scheme and the Accessible Streets Regulatory Package.		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Review of the Total Mobility scheme –</p> <p>Te Manatū Waka to scope a review of the Total Mobility scheme, informed by research published by Waka Kotahi into transport experiences of disabled people.</p>	<p>The Review has been on hold for this reporting period due to resourcing constraints. One factor that impacts on prioritisation of work is resourcing, but it is just one factor. Resource has now been secured and the Ministry is working to finalise the scope of the review. A draft Terms of Reference has been developed and we are currently engaging with stakeholders on this.</p> <p>Waka Kotahi commissioned a research report 'Transport experiences of disabled people in Aotearoa New Zealand' that was published in August 2022. This research is being used to help inform the scope of the review.</p> <p>The Review has recommenced, and it is hoped it will be completed by mid-2024.</p>	Nil	Off track – but low risks/issues
<p>Accessible Streets regulatory package –</p> <p>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>The accessible streets package is with Ministers for final policy decisions. There is nothing further the Ministry of</p>	Nil	Off track - but low risks/issues

	Transport can do regarding Accessible Streets until that process is completed.		
Narrative			
<p>Review of the Total Mobility scheme – Te Manatū Waka has started scoping the review and has received initial feedback from the Minister of Transport on a draft Terms of Reference. The Ministry has secured resource to progress the review. We are currently engaging with stakeholders on the draft Terms of Reference for the review and finalising the scope.</p> <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.</p>			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>Review of the Total Mobility scheme – there are high expectations from some organisations and people within the disability sector that this review will be undertaken quickly. This risk has been mitigated to some extent by Waka Kotahi publishing research into the transport experiences of disabled people, which will inform the review. The Ministry has also secured resource for the review and the estimated time of completion is the second quarter of 2024.</p> <p>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.</p>			
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 ([Stats NZ](#)). Disabled Māori have less access to transport to meet their cultural needs, and they're at greater risk of transport-based exclusion than other disabled people ([Waka Kotahi, 2022](#)).
- **Pacific Peoples** – 19 percent of Pacific Peoples report having a disability ([Waka Kotahi, 2022](#)). Pacific Peoples aged over 65 are more likely to have a disability than other ethnicities ([Stats NZ](#)).
- **Women** – across all ethnicities, women aged over 65 are more likely to have a disability than men ([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 that was published in August 2022.

Next Steps

Actions planned for next six months (1 January 2023 – 30 June 2023)

Review of the Total Mobility scheme – the Ministry will finish engaging with stakeholders on the draft Terms of Reference for the review. The Terms of Reference and scope for the review will be finalised and agreed by the Minister of Transport.

Accessible Streets regulatory package – seek Cabinet approval to progress the package. Rules to be signed by the Minister of Transport.

Actions planned for the longer term (1 July 2023 onwards)

Review of the Total Mobility scheme – the Ministry will work with Waka Kotahi, the disability community, and Total Mobility coordinators and providers to conduct the review of the Total Mobility Scheme.

Accessible Streets regulatory package – 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.

DAP Reporting Template – Waka Kotahi Joint Transport Disability Action Plan

Name of Agency	Waka Kotahi NZ Transport Agency (Waka Kotahi)
Name of Work Programme	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'.
Overall Status	On track – with minimal risks/issues
Programme Summary	<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"> • understanding of how services, current policies, and new policy developments are progressing the rights and opportunities of disabled people • effectively engaging disabled people and getting better disability data • making public information accessible • supporting the employment and effective support for disabled people in the public service.
Alignment	<p>Programme alignment with the UNCRPD</p> <p>The Joint Transport Disability Action Plan 2019-2023 (DAP) aligns with Article 9 – 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 February 2022 to provide feedback on our progression under the UNCRPD in the Internal Monitoring Mechanism's domestic examination, ahead of the international UNCRPD examination in August 2022.</p>

Programme alignment with the Disability Strategy and the Transport Sector Outcomes Framework

This work programme 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 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.

Programme alignment with Independent Monitoring Mechanism (IMM) reporting and recommendations

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.

Alignment with other agency programmes and partners

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).

Progress against Plan for the period

DAP Section 1: Understanding how services, current policies, and new policy developments are progressing the rights and opportunities of disabled people			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
<p>Review and update the Pedestrian Planning and Design Guide:</p> <p>A continuous improvement programme will be put in place to update and add new guidance as it becomes available.</p> <p>Consultation period with content online.</p>	<p>Final draft sections of content have now been uploaded and are live on the website</p> <p>Ratification and final approval of guidance likely mid 2023</p> <p>Four sector webinars have been held promoting the guidance and related multi-modal guidance. Details of the Webinars can be found at the link below: https://www.nzta.govt.nz/walking-cycling-and-public-transport/walking/walking-standards-and-guidelines/pedestrian-network-guidance/training-and-capability/.</p> <p>A continuous improvement programme is now in place.</p> <p>A related example being guidance on Inclusive cycling and planning and design guidance for people of all abilities has been commissioned and will be available soon.</p> <p>An on-going training and capability programme will also support the guidance.</p>	Nil	On track

	<p>Finalise drafts of guidance not yet on the Pedestrian Network Guidance website.</p> <p>The Ministry was asked by the review group to clarify if this guidance was available in Alternate Formats and this is their response "Having the Pedestrian network guidance as HTML web pages (versus presented as a PDF for example), means that the information can easily be zoomed in on, used with assistive technology and updated easily. The Pedestrian network guidance is a living document that is continually updated as best practice in the field evolves, so the way we present it currently delivers the best most accessible solution for our users and the best format for swift content updates. Due to the evolving nature of the document, providing certain forms of alternative formats is not feasible".</p>		
<p>Develop Public Transport Design Guidance</p>	<p>Bus stop guidance live on website.</p> <p>Further progress on other PTDG sections</p> <p>Introductory webinar delivered, plus further webinar on bus stop guidance delivered. Further training delivered via Safe System Engineering Workshop and more training is planned.</p> <p>Bus Stop Design and Battery Electric Bus Charging guidance will go live on the Public Transport Design Guidance website.</p> <p>Guidance for remaining sections (Public Transport Priority and Optimisation and Interchanges) will be progressed.</p>	<p>PTDG lead contracted covid and then long covid so has been working slightly reduced hours.</p>	<p>On track – with minimal risks/issues</p>

	An introductory webinar plus additional detailed webinars on Public Transport Design Guidance will take place with practitioners to 'embed' guidance.		
National Ticketing Solution (formerly Project NEXT):	<p>This project is an original action from our DAP and works towards the goal of technology playing a substantial role, in improving access to social and economic opportunities via transport choices. The system aims to embed system features that promote access outcomes and utilise best practice in accessibility.</p> <p>The contracts have been signed with a provider for the ticketing solution.</p> <p>The agreements have been signed with the Public Transport Agencies.</p> <p>The detailed service design phase for the National Ticketing Solution provider has commenced.</p> <p>A question was posed by the Review Group about the risks that needed to be managed, the response from the Ministry is "The risks being managed in the NTS programme are operational to the business and are not a reflection on any impacts on the disability scope of this work. Strategic risks are reviewed monthly by our Governance Board".</p>	Nil	On track – however managing a number of strategic risks.
Research project titled "Investigation of the external noise emitted from electric	<p>This research has been completed and the associated report published on the Waka Kotahi website in November 2022:</p> <p>Research Report 703 Investigation of the external noise emitted from electric buses in New Zealand and the need for</p>	Nil	Complete

<p>buses (e-buses) in NZ and the need for Acoustic Vehicle Alerting Systems (AVAS) to improve pedestrian safety”:</p>	<p>acoustic vehicle alerting systems to improve road user safety Waka Kotahi NZ Transport Agency (nzta.govt.nz)</p> <p>In brief, the research found that there were variable results by city, and the speed by which the bus was travelling. It was found that further research was needed to understand bus detectability and AVAS efficiency in different NZ soundscapes.</p> <p>The report will be published on our website and the results promulgated through normal channels.</p>		
DAP Section 2: Effective engagement of disabled people and better disability data			
<p>Research project titled “Essential Transport Costs”</p>	<p>Initial literature review, data analysis and qualitative interviews have been completed, quantitative phase being designed prior to going into field. NB this project does not relate specifically to disabled people, but it will contribute to better disability data.</p>	<p>Nil</p>	<p>On track – with minimal risks/issues</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</p>	<p>Completed. Research Report 700 published in November 2022.</p>	<p>Nil.</p>	<p>Complete</p>

<p>“incorporating distributional impacts in the cost-benefit appraisal framework”: progress report.</p>	<p>Research Report 700 Incorporating distributional impacts (equity) in the cost-benefit appraisal framework Waka Kotahi NZ Transport Agency (nzta.govt.nz)</p> <p>This research looks at different types of distributional and equity impacts that can arise from possible transport initiatives. It includes disability lens by including ‘population with disability’ as part of the scope of the analysis. The research identified possible ways in which considerations of equity can be incorporated into cost-benefit analysis.</p>		
<p>Research project “Disabled people's experiences of transport”, including in lockdown:</p>	<p>Research findings and final report due to be delivered early in 2022. The Research outputs will then be adapted and prepared for release in accessible formats.</p> <p>This document was published in accessible formats and presented at the Transport Conference held at the end of 2022.</p> <p>Research Report 690 Transport experiences of disabled people in Aotearoa New Zealand Waka Kotahi NZ Transport Agency (nzta.govt.nz)</p> <p>Research found that the problems faced by disabled people using transport in Aotearoa are broad, across multiple domains of transport, complex, and related to a variety of transport and non-transport sector reasons. It found that these problems are urgent and affected the wellbeing of disabled people and</p>	<p>Nil</p>	<p>Complete</p>

	<p>their families in serious ways.</p> <p>Recommendations include a review of the Total Mobility scheme to provide affordable, reliable and accessible transport options for more people in more places.</p>		
DAP Section 3: Accessible public information			
<p>Research into accessible fonts and other design elements continues with a view to developing guidelines for our document templates and PDFs.</p>	<p>Improvements have been made to our corporate templates, and the investigation continues re embedding an accessible font as the default for our systems. Progress has been slowed by availability of technical resource to investigate this within Waka Kotahi.</p>	Nil	Off track – but low risks/issues
<p>Champion accessibility for products and projects in technology (existing or new).</p>	<p>Conversations with Commercial Technology team/ vendor management to include accessibility requirements in contract agreements. No decisions or actions yet</p>	Nil	On track – with minimal risks/issues
<p>Ensure designs/wireframes meet accessibility standards for the projects we are assigned to, both</p>	<p>Accessibility annotation kit being used consistently for new designs/ mock-ups before handover to developers and testers. Example projects include Weigh Right and Tolling. Now embedded into the way the user experience/user interface team works.</p>	Nil	Complete

external and internal.			
Work closely with QA/testers on projects to ensure accessibility is covered in the technology delivery process from design to development and testing.	<p>Key projects worked on that were accessibility tested before launch:</p> <ul style="list-style-type: none"> • Journey Planner website enhancements • New search engine for the main Waka Kotahi website • General road code relaunch 	Nil	On track
Make sure our communication and correspondence are available in a range of accessible formats	<p>We have published a Writing and brand essentials guide to be used both internally and by our suppliers. This includes advice on producing accessible content and graphic elements, and how to present bilingual content.</p> <p>We have developed guidelines for providing alternate formats for video content. Our online and print forms are currently under review.</p>	Nil	On track
DAP Section 4: The employment and effective support for disabled people in the public service			
Build awareness of Diversity and Inclusion.	<p>The broader People Group will, as part of the Diversity and Inclusion Roadmap and the resulting implementation plan, initially be focussing on building awareness and buy-in for diversity and inclusion.</p> <p>Continued to promote occasions of significance such as International Day of Persons with Disabilities (IDPWD).</p>	Nil	On track

	<p>Published a series of stories about invisible disabilities featuring Waka Kotahi people sharing their personal experiences of having Autism, ADHD and a visual impairment.</p> <p>We remain committed to incorporating accessibility into the design of our new office building on Bowen Street.</p>		
<p>Collect information on diversity and inclusion and promote a diverse workforce.</p>	<p>Through the implementation of new People Technology, we will be encouraging our people to share more diversity information including disability. Our new HR Information System will go live in 2022 (date TBC) and will provide more options for people to self-report on disability, and to make changes to this at any time.</p> <p>We have increased our workforce data since the implementation of a new HR system, we do not yet have sufficient disability data to build a more accurate picture of our disabled workforce, and we are looking to improve this over time.</p> <p>We continue to work on providing the right support and tools for our disabled employees to ensure they are successful in their roles.</p>	Nil	On track – with minimal risks/issues

Narrative

Understanding how services, current policies, and new policy developments are progressing the rights and opportunities of disabled people: Waka Kotahi finished our review and update of the Pedestrian Planning Design Guide which provides guidance and best practice examples for the walking environment for all users, including those with disabilities that impair their ability to navigate the environment. It exists as a

living document that can be improved as consultation, research, and best practice evolve. Research into the noise emitted from electric buses was also completed, participants included those with vision and hearing impairments.

Effective engagement of disabled people and better disability data: Waka Kotahi continues to collect data across our services where possible. A variety of different research projects that included a disability lens were completed or progressed including a research report on Incorporating distributional impact in the cost-benefit appraisal framework, which included accessibility as measure, which was published in November 2022. The Disabled people's experiences of transport, including in lockdown was presented in accessible formats and presented at the Transport Conference at the end of 2022.

Accessible public information: Key projects were accessibility tested before launch as part of the standard project development lifecycle now embedded at Waka Kotahi. We have also published a writing and brand essentials guide for use internally and by our suppliers that includes advice on producing accessible content. In addition, guidelines for providing alternative formats for video content have been developed.

The employment and effective support for disabled people in the public service: Waka Kotahi continues to grow our Diversity and Inclusion programme, with an effort towards greater visibility around disabilities. For IDPWD, we launched a new Disability Awareness learning module which was developed in partnership with CCS Disability Action to help build our people's understanding and capability to create a more inclusive environment for disabled people.

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

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. We will continue to monitor the interaction between these pieces of work as we approach the 2023 requirement.

Impacts on inequities

Waka Kotahi published initial research on factoring inequities into the cost-benefit appraisal framework (*Incorporating distributional impacts (equity) in the cost-benefit*

<p><i>appraisal framework 2022</i>). Included in the recommendations was that a useful approach accounts for demand and the importance of accessibility to different socioeconomic groups.</p>
<p>Programme changes based on COVID-19 learnings</p>
<p>While some delays have occurred as a result of COVID-19, 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.</p>

<p>Next Steps</p>	
<p>Actions planned for the next 6 months (1 January 2023 – 31 June 2023)</p>	<p>Other key actions June 2023 onwards</p>
<p>DAP Section 1: Understanding how services, current policies, and new policy developments are progressing the rights and opportunities of disabled people</p>	
<p>National Ticketing Solution (formerly Project NEXT)</p> <ul style="list-style-type: none"> The National Ticketing Solution (NTS) has moved into service design phase. 	<ul style="list-style-type: none"> We are developing customer journeys for the National Ticketing Solution, which will understand when and how the customer will engage with the ticketing solution. We will work through the design for the core solution in Canterbury. We will be starting transition planning for Canterbury in the next six months.
<p>Develop Public Transport Design Guidance</p> <ul style="list-style-type: none"> Battery electric bus charging guidance to go live Ongoing sector capability building 	<ul style="list-style-type: none"> Interchanges guidance to go live Priority and optimisation guidance to go live
<p>DAP Section 2: Effective engagement of disabled people and better disability data</p>	

<p>Research project titled "<i>Essential Transport Costs</i>"</p> <ul style="list-style-type: none"> • Collection and analysis of data 	<ul style="list-style-type: none"> • Publication
<p>Collect analytical data on disabled people's access to the transport system to gain better understanding</p> <ul style="list-style-type: none"> • Continue to collect data. 	<ul style="list-style-type: none"> • Continue to collect data.
<p>DAP Section 3: Accessible public information</p>	
<ul style="list-style-type: none"> • Research into accessible fonts and other design elements continues with a view to developing guidelines for our document templates and PDFs • Continue to collaborate with Te Mātangi (Maori partnership team) on how to present bilingual content in an appropriate and accessible way e.g. bilingual signs. Project to be kicked off to include more Te Reo Māori on our main website landing pages. • Create a shareable version of our Design System (a library of accessible web components to use for digital products) by around mid 2023 	<ul style="list-style-type: none"> • Deliver an online version of our Design System by end of 2023 including accessibility guidance for components and patterns • Complete an accessibility review of the Drive website and a roadmap for remediation by end of 2023 • Heavy vehicle road code and Motorcycle road code rewritten and published using plain language and accessible content principles by end of 2023.
<p>DAP Section 4: The employment and effective support for disabled people in the public service</p>	
<ul style="list-style-type: none"> • Continue building awareness and buy-in to diversity and inclusion through comms, learning and resources to uplift people's capability to create an inclusive workplace. 	<ul style="list-style-type: none"> • Review progress and identify opportunities to create a more inclusive workplace. • Actively promote the MSD Lead Toolkit for increasing the employment of disabled people once the review and refresh of the toolkit has been completed.

<ul style="list-style-type: none"> • Continue collecting workforce diversity data to build a more accurate picture of our disabled workforce. 	<ul style="list-style-type: none"> • To be confirmed pending the collection and analysis of disability data as the information will help us identify future needs.
<ul style="list-style-type: none"> • Support the establishment of a Neurodiversity employee-led network to create a community for neurodiverse staff and understand how we can effectively support neurodivergent individuals at work. 	<ul style="list-style-type: none"> • Continue to actively support new and existing employee-led networks.

DAP Reporting Template – Kāinga Ora Accessibility Work Programme

Name of Agency	Kāinga Ora – Homes and Communities
Name of Work Programme	Kāinga Ora Accessibility work programme
Overall status	<p>On track - with minimal risks/issues</p> <p>The DPO Coalition and officials review group requested that this report be changed to Off Track with Significant Issues (red). Kāinga Ora disagree and have provided further information to clarify why their report should remain at On Track with Minimal risks/issues.</p>
Programme Summary	<p>The Kāinga Ora Accessibility work programme has three key components:</p> <ul style="list-style-type: none"> • Increasing the number of our public housing homes that meet universal design standards. • Developing modifications for our existing properties. • Improving the information we have about our customers’ needs and the accessibility of our properties.
Alignment	<p>The Kāinga Ora Accessibility work programme aligns with the 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 refresh of the Accessibility Policy is reflected as a key deliverable in the Kāinga Ora Urban Development Strategy (UDS) - Implementation Plan under Strategic Priority 1: Grow housing choices and supply by increasing the supply of build ready land (Action 4: Ensuring that housing in developments we support or deliver meet the needs of diverse communities, including the provision of public housing in developments, wherever possible).</p> <p>The Kāinga Ora Accessibility work programme overlaps or aligns with these other external programmes:</p> <ul style="list-style-type: none"> • MSD’s Accelerating Accessibility programme. • MSD Office for Seniors’ He Oranga Kaumatua Better Later Lives Strategy 2019-2034.

	<ul style="list-style-type: none"> • Human Rights Commission’s Decent Home Guidelines. • Manatū Hauora’s Healthy Aging Strategy. • Manatū Hauora’s Enabling Good Lives transformational programme. • Auckland Council’s initiative: “Age Friendly Auckland”. • New Zealand Green Building Council Homestar Programme. <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>
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Progress against Plan for the period

Actions that were planned for the period	Actions completed in the period	Note any impact from COVID-19	Status
<p>Stakeholder engagement:</p> <p>We continue to engage with stakeholders and confirm our stakeholder engagement approach.</p>	<p>Engagement with stakeholders over the period included:</p> <p>The Kāinga Ora Accessibility 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 2019 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 Government agencies.</p> <p>We participated in the all of government report back to the United Nations on the UNCRPD. Our contribution focused on the activities underway through our accessibility work programme to improve housing accessibility. It included an</p>	<p>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</p>	<p>On track or ahead</p>

	<p>update on progress made against the target to increase universally designed new social housing and the cross agency housing modifications process improvement initiative.</p> <p>Kāinga Ora, with HUD, met with NZDSN to discuss its recommendations to improve provision of accessible housing. One of these recommendations was for Kāinga Ora to increase the number of universally designed homes and discussion included some of the more practical challenges associated with implementing universal design.</p>		
<p>Improving information about our customers' needs.</p>	<p>The Customer Programme has now closed and our service delivery model stood up. The model will provide more dedicated service support for our customers.</p> <p>We continue to explore ways to improve our information and understanding of our Customers.</p> <p>As part of the Accessibility Policy review, we expect to improve the disability and accessibility information we hold about our Kāinga Ora customers. This will include undertaking a data matching exercise to better align our customer data with Manatū Hauora data so that we can better understand the number and nature of particular disabilities present within our customer base. This information will ensure we are in a better position to be able to support our customers to live well in their homes and communities including helping us to identify any "unmet" accessibility needs.</p>	<p>Nil</p>	<p>On track - with minimal risks/issues</p>

<p>Performance requirements:</p> <p>Review performance requirements for new build properties in light of the Accessibility Policy.</p>	<p>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 (fUD) and accessible design categories as it applies to Kāinga Ora. These design standards are now in use within the delivery programme.</p> <p>In-flight projects are supported on an ongoing basis (BAU) to understand the performance requirements and incorporate these into projects.</p> <p>Universal design indicators are under review as part of the Accessibility Policy Review.</p> <p>A cross-organisational project (cultural sensitivities in design) was initiated to scope and identify opportunities for improved cultural responsiveness in our design programme. This may result in changes to standard design requirements and/or universal design indicators</p>	<p>Nil</p>	<p>On track</p> <p>Kāinga Ora want this showing as On Track or ahead. Originally this was showing as On track with Minimal risks/issues. I think the review group would disagree with this.</p>
<p>Asset data:</p> <p>Collecting of asset information about accessibility features within Kāinga Ora systems.</p>	<p>We continue to collect information about the accessibility features of Kāinga Ora properties, as noted in the previous reporting round.</p>	<p>Nil</p>	<p>On track or ahead</p>
<p>'At least 15%' target:</p> <p>We continue recording against the 'at</p>	<p>Kāinga Ora anticipates being able to deliver 15% of eligible (new built) homes to meet fUD in 2022/23. As at the end of December 2022 around 47 (13.5 %) fUD homes had been delivered. We anticipate having reached fifteen percent by year</p>	<p>Covid-19 has impacted this work during this six-month</p>	<p>On track - with minimal risks/issues</p>

<p>least 15% target' and monitoring and reporting of the target within Kāinga Ora systems.</p>	<p>end. This is already double what we achieved in the previous financial year (23 delivered in 2021/22), making a total of 70 fUD homes.</p> <p>To support the delivery of our universal design commitments we have enhanced our peoples understanding of the Kāinga Ora full Universal Design criteria including a training and awareness campaign, which includes video, Infographic (visual guides), interactive online learning module and Practical training sessions. A number of staff have attended the workshop or completed eLearning.</p> <p>We have also adjusted performance indicators, made process and documentation improvement and are establishing dashboard reporting.</p>	<p>reporting period, with labour and material supply shortages affecting delivery.</p>	
<p>Modifications:</p> <p>Kāinga Ora, Manatū Hauora, Ministry of Social Development and 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</p>	<p>Since our previous report:</p> <p>In October 2022, a draft report consolidating the findings and feedback from the various workshops held earlier in the year was submitted to the cross agency working group for finalisation. The draft report identified a range of challenges for our customers and for those seeking to support them to access modifications. The draft report identifies six priority areas of focus that would greatly improve the current housing modifications processes for disabled customers and their whānau.</p> <ul style="list-style-type: none"> • Next steps in this cross-agency initiative involves recognising the importance of aligning interagency work undertaken to date and ensuring the system changes that have taken place within 	<p>Nil</p>	<p>On track - with minimal risks/issues</p>

<p>housing modifications.</p> <p>Kāinga Ora is leading this work on behalf of the joint cross-government group.</p>	<p>government are considered along with Whaikaha priorities.</p> <p>At the same time, Kāinga Ora is undertaking a strategic planning process, to inform the design of the short and long-term housing modification initiatives and work has begun on a deep dive analysis of the minor modifications processes to better understand the number, nature and national breakdown of all minor modifications undertaken on Kāinga Ora properties throughout the year.</p>		
Narrative			
<p>The key focus for Kāinga Ora over the period has been the review of its 2019 Accessibility Policy and activity arising from that including stakeholder engagement. We have continued to work with other agencies to progress the modification work.</p> <p>We note that some of the activity already underway also supports the IMM UN convention recommendations.</p> <p>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:</p> <ul style="list-style-type: none"> • Working to implement our Supported Housing Strategic Plan - that was endorsed by the Kāinga Ora Board in June 2022. 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. • Working to implement the MSD Lead-Tool Kit. • Working to build internal capability around disability awareness and responsiveness. 			
Risks/Issues that are impacting or may impact progress and mitigations			
<p>Risk</p> <ul style="list-style-type: none"> • 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. 			

- Competing agency priorities have delayed progress to finalise our cross-agency work to streamline current housing modification processes. We are aiming to review and re-phase this work by end of June 2023.
- As delivering to 15 percent universal design is an end of financial year target predicting, 6 months in advance, the outcome does pose a minimal risk, especially with the volatility in the construction market.
- As at end of December, we are predicting we have enough homes coming through our pipeline that are meeting full universal design requirements to allow us to meet this target. We are regularly monitoring our progress to deliver full universally designed homes and continue to review and improve our processes where needed to improve our delivery.
- We continue to work on reviewing the customer data we hold and clearly understanding how we can use this. The next steps on how we use this data is planned to be completed within the next 6 months.

Issue

We did not meet our 15% universal design target in the 2021/2022 financial year.

Impacts on inequities

- We acknowledge the proportion of Māori and Pasifika families in our homes in general and those Māori and Pasifika families with disabled family members.
- As we have noted elsewhere in this report, we have initiated cultural sensitivities design review, to scope and identify opportunities for improved cultural responsiveness in our design programme.

Programme changes 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 January to 30 June 2023

- A key focus for the coming months is completing the review and refresh of the Kāinga Ora Accessibility Policy, subject to final consultation with stakeholders and Board approval.

- Minor modifications review will be progressed and a major modifications review begun with our partners ACC and Whaikaha. We are aiming to review and re-phase this work by the end of June 2023
- Work to better understand our customers and their needs will be progressed, through stakeholder mapping.
- 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”.

DAP Reporting: Improve Accessibility Across the New Zealand Housing system.

Name of Agency	Te Tūāpapa Kura Kāinga – Ministry of Housing and Urban Development (HUD)		
Name of Work Programme	Improve accessibility across the New Zealand housing system		
Overall Status	Off track		
Programme Summary	This work programme aims to increase accessibility across the housing system. As part of HUD’s stewardship role, HUD both leads and advocates for change to achieve this.		
Alignment	<p>This work programme aligns with:</p> <p>the Independent Monitoring Mechanism’s recommendation that housing is a key issue to be addressed for disabled people.</p> <p>The New Zealand Disability Strategy, Outcome Five – Accessibility.</p> <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>		
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
Explore options for incentivising the provision of accessible rental properties.	Made progress across all components of this action (see below for more detail).	Nil	Off track with minimal risks/issues. The DPO Coalition had this as RED, HUD believes

		it should be Orange
Narrative		
<p>As part of the DAP 2019 – 2023, Cabinet agreed that HUD’s work programme would be to improve accessibility across the New Zealand housing system. HUD’s action over this period was to consider ways to incentivise the provision of accessible rentals, which included:</p> <ol style="list-style-type: none"> 1) Providing more information on universal design and housing modifications and making it easier for disabled people to find existing rentals. 2) Examining housing modification funding mechanism. 3) Exploring options to incentivise landlords to provide accessible rentals. <p>Since 2020, HUD’s work to progress this action has included:</p> <ol style="list-style-type: none"> 1) <i>More information on universal design and housing modifications and making it easier for disabled people to find existing rentals.</i> <p>MBIE updated its Tenancy Services website to raise awareness among landlords and tenants on how to provide accessibility features in their rental properties.</p> <p>The website was also updated to provide information about recent changes to tenancy law. From February 2021, landlords can’t decline a tenant’s request to make changes to their rental property as long as the change is minor. This can make it easier for disabled tenants to make minor changes to their properties.</p> <p>MBIE and HUD met with Trade Me to explore options to help disabled people find existing accessible rentals, including whether information on accessible features would be included in the property listings. This did not progress further.</p> <ol style="list-style-type: none"> 2) <i>Examine housing modification funding mechanism.</i> <p>HUD met several times with other agencies (including MoH and ACC) who own the relevant levers associated with housing modification funding settings. However, HUD’s work with these agencies did not progress.</p> <ol style="list-style-type: none"> 3) <i>Options to incentivise landlords to provide accessible rentals.</i> <p>As a part of Kāinga Ora reviewing its accessibility policy including a review of their full Universal Design (fUD) standards, HUD and Kāinga Ora are progressing work to understand the experience from incorporating fUD into the Kāinga Ora new build programme. This will inform work to understand the conditions necessary to expand the Kāinga Ora fUD target above 15 percent (as per the Government’s manifesto commitment to deliver 25 percent) and the implications of a change.</p> <p>HUD has encouraged accessible rentals through its own funds and programmes, including:</p>		

- Changes to KiwiBuild policy settings made in July 2022. This gave Ministers authority to approve delivery of homes which meet accessibility/universal design standards above the standard KiwiBuild price caps.
- HUD’s Affordable Housing Fund: Affordable Rental Pathway, encourages applications that offer accessibility and universal design features. HUD has received several applications where the target cohort includes people with accessibility requirements.
- Publishing *Public Housing Design Guidance for Community Housing Providers and Developers* with guidance on accessible housing. This sets expectations that stakeholders work together to deliver more universally designed homes.
- Consulting on a *Code of Practice for Transitional Housing* which will set out the basic rights and responsibilities of those using or providing transitional housing. It will include standards for the accommodation itself, covering health, safety and accessibility. The Code will come into effect on 1 July 2023.

Other work to progress change across the system

HUD continues to both lead and advocate for change in relation to accessibility. As system lead, HUD has:

- Published the Government Policy Statement for Housing and Urban Development (GPS-HUD) and *Implementing the GPS-HUD*. These long and near-term direction-setting documents reinforce accessibility as a cross-cutting priority across the system.
- Published indicators to track progress towards the long-term outcomes set out in the GPS-HUD and MAIHI Ka Ora, which will include information on people living with disabilities where this is available.
- Developed a Long-Term Insights Briefing which promotes discussion on dwellings being built to mitigate the effects of compromised mobility, limited sight, hearing or cognitive issues. A final Briefing is due to be published in March/April 2023.

HUD’s current focus in relation to our DAP action also includes developing responses for groups at-risk of experiencing homelessness, including disabled people.

Additionally, HUD is staying connected to MBIE’s work around how accessibility can be improved through the building regulatory system. MBIE is currently consulting with the disability and seniors sectors.

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

A number of levers relevant to incentivising the provision of accessible rentals are owned by other agencies. In those cases, HUD does not have direct control over what work does and doesn’t progress, and at what pace. HUD is continuing to engage with key stakeholders to influence and advocate for change.

Impacts on inequities

Around a quarter of New Zealanders have disabilities. However, research estimates that few homes in New Zealand meet basic levels of physical access and usability for disabled people. This results in inadequate and unsafe living situations, leading to negative impacts on disabled people’s wellbeing.

This work programme aims to increase accessibility across the housing system. As part of HUD’s stewardship role, HUD works with stakeholders and partners in the housing system to consider how housing initiative can be used to support the needs of disabled people.

Programme changes based on COVID-19 learnings.

None

Next Steps

Over the next few months HUD’s focus will be on further progressing the DAP actions, with a particular focus on exploring options for incentivising landlords to modify their properties to meet the needs of disabled people or use universal design for new builds.

Addendum to HUD’s DAP July – December 2022 report

Revised Editor’s Note. HUD were concerned that their original DAP report was considered by me to be off track with serious risks/issues. I met with HUD to go over their report and this was followed by a meeting with the full DPO Coalition, then the review by DPO members and officials from various government agencies involved in the DAP work. Initially, the below addendum was written after I first met with HUD to further explain their report. Since the latter two meetings outlined above, HUD have updated their report, which is the one that appears above. At this stage, I have left the original addendum in place, even though it shares many similarities with the report above. I await the comments of the DPO coalition to determine whether we keep the addendum as a record of progress or whether we remove all or part of it from this final report.

This addendum provides additional information about progress made against HUD’s action to ‘Explore options for incentivising the provision of accessible rental properties’.

Background

As part of the DAP 2019 – 2023, Cabinet agreed in October 2019 that HUD’s work programme would be to ‘improve accessibility across the New Zealand housing system.

HUD’s action over this period was to consider ways to incentivise the provision of accessible rentals. The Cabinet paper included that:

- 1) HUD officials have begun work with the Ministry of Business, Innovation and Employment (MBIE) to include more information on universal design and housing modification funding settings for the Tenancy Services website and expect this to be completed in September 2019. Officials also intend to explore ways to make it easier for disabled people to find where existing rentals are.
- 2) In the next six to twelve months, HUD officials will work with Manatū Hauora (MoH) and the Accident Compensation Corporation (ACC) to ensure the funding mechanism delivers housing modifications to approved households in a timely manner.
- 3) In early 2020, HUD will develop options for incentivising landlords to modify their properties to meet the needs or use universal design for new builds.

Summarised below is the range of work that has been undertaken in line with this action.

Progress against the action

Since 2020, HUD’s work to progress this action has included:

- 4) *More information on universal design and housing modifications and making it easier for disabled people to find existing rentals*

MBIE updated its Tenancy Services website to raise awareness among landlords and tenants on how to provide accessibility features in their rental properties.

The website was also updated to provide information about recent changes to tenancy law. From February 2021, landlords can’t decline a tenant’s request to make changes to their rental property as long as the change is minor. This can make it easier for disabled tenants to make minor changes to their properties.

MBIE and HUD met with Trade Me to explore options to help disabled people find existing accessible rentals, including whether information on accessible features would be included in the property listings. This did not progress further.

- 5) *Examine housing modification funding mechanism*

HUD met several times with other agencies (including MoH and ACC) who own the relevant levers associated with housing modification funding settings. However, HUD’s work with these agencies did not progress.

6) *Options to incentivise landlords to provide accessible rentals*

As a part of Kāinga Ora reviewing its accessibility policy including a review of their full Universal Design (fUD) standards, HUD and Kāinga Ora are progressing work to understand the experience from incorporating fUD into the Kāinga Ora new build programme. This will inform work to understand the conditions necessary to expand the Kāinga Ora fUD target above 15 percent (as per the Government's manifesto commitment to deliver 25 percent) and the implications of a change.

HUD has encouraged accessible rentals through its own funds and programmes, including:

- Changes to KiwiBuild policy settings made in July 2022. This gave Ministers authority to approve delivery of homes which meet accessibility/universal design standards above the standard KiwiBuild price caps.
- HUD's Affordable Housing Fund: Affordable Rental Pathway, encourages applications that offer accessibility and universal design features. HUD has received several applications where the target cohort includes people with accessibility requirements.
- Publishing *Public Housing Design Guidance for Community Housing Providers and Developers* with guidance on accessible housing. This sets expectations that stakeholders work together to deliver more universally designed homes.
- Consulting on a *Code of Practice for Transitional Housing* which will set out the basic rights and responsibilities of those using or providing transitional housing. It will include standards for the accommodation itself, covering health, safety and accessibility. The Code will come into effect on 1 July 2023.

Other work to progress change across the system

HUD continues to both lead and advocate for change in relation to accessibility. As system lead, HUD has:

- Published the Government Policy Statement for Housing and Urban Development (GPS-HUD), and *Implementing the GPS-HUD*. These long and near-term direction-setting documents reinforce accessibility as a cross-cutting priority across the system.
- Published indicators to track progress towards the long-term outcomes set out in the GPS-HUD, which will include information on people living with disabilities where this is available.
- Developed a Long-Term Insights Briefing which promotes discussion on dwellings being built to mitigate the effects of compromised mobility, limited sight, hearing or cognitive issues. A final Briefing is due to be published in March/April 2023.

HUD's current focus in relation to our DAP action also includes developing responses for groups at-risk of experiencing homelessness, including disabled people.

Additionally, HUD is staying connected to MBIE's work around how accessibility can be improved through the building regulatory system. MBIE is currently consulting with the disability and seniors sectors.

Outcome Seven – Choice and Control

DAP Reporting - Disability Support System Transformation

Name of Agency	Whaikaha Ministry of Disabled People
Name of Work Programme	Disability Support System Transformation
Overall Status	On track - with minimal risks/issues
Programme Summary	<p>Whaikaha, the Ministry of Disabled People manages an annual appropriation of \$2.03 billion from Vote Social Development to support disabled people in Aotearoa New Zealand. Approximately 43,000 eligible disabled people are provided with long-term supports 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, approximately 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"> • multiple eligibility, assessment and planning processes for accessing different types of support from several government agencies resulting in duplication of processes for disabled people • people being allocated existing contracted services, not necessarily what works best for them which means the funding is not being used as effectively as it could be

	<ul style="list-style-type: none"> • disability services being the 'hub' of their lives and placing restrictions on people, rather than helping them to connect to support available to everyone in the community and enabling them to access greater opportunities. <p>Work has been underway for over a decade to transform the disability support system, in partnership with the disability community, based on the 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>EGL principles are the foundation of an approach to system transformation and all aspects of service delivery in the future</p> <p>There are multiple mechanisms being developed to support the understanding of an Enabling Good Lives approach including developmental evaluation against the principles, education and the embedding of practice expectations in all contracts. Outcomes of all service delivery, service development and commissioning will be measured against Enabling Good Lives principles and disabled led monitoring evaluation analysis and learning (MEAL).</p>
<p>Alignment</p>	<p>This work programme responds to Outcome 7 - Choice and Control, in the New Zealand Disability Strategy 2016-2026.</p> <p>It also responds to the following recommendations from IMM Making Disability Rights Real report that:</p> <ul style="list-style-type: none"> • recommended that the Government advance innovative models of funding for integrated and flexible disability support, and provide adequate resourcing of those models, so that disabled people can enjoy the highest attainable standard of health, including but not limited to accelerating equitable access nationally to an EGL approach • noted IMM hui participants concern about progress on national rollout and whether there is sufficient funding to enable people to live independently

	<ul style="list-style-type: none"> noted that the Mana Whaikaha Whānau Ora Interface Group have been talking to Te Pūtahitanga o Te Waipounamu about aligning system transformation with the Whānau Ora approach noted that Mana Whaikaha has a more systematic approach to supported decision-making, including dedicated resources for independent paid support for decision-making, but that this may only benefit a small number of disabled people initially. <p>System transformation 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"> the education work programme the <i>Disability Employment Action Plan</i> supported decision-making work work on improving access to quality healthcare and health outcomes funded family care work work to reduce the use of seclusion and restraint the <i>Play, Active Recreation and Sport Action Plan</i> work related to accelerating accessibility the cross-cutting action to involve disabled people in decision-making.
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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
Continue Mana Whaikaha, prototype of a transformed	Budget 2021 provided for baseline funding for the three EGL regions, meaning they are no longer operating as pilots. All staff have permanent contracts	Minimal	Complete

<p>system in Midcentral DHB region, EGL Christchurch, and EGL Waikato.</p>	<p>and have transferred to the Ministry of Disabled People (now Whaikaha) to become part of one team.</p> <p>The current state reflects the needs and priorities of each local population – An EGL approach is not a one size fits all and so sites will vary as to what they offer and who they target for support.</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>Whaikaha, via a contract with PWC, have been working with the Community Reference Group and Better Outcomes Partnership Group to:</p> <ul style="list-style-type: none"> • create an operating framework for the transformed disability support system • create an implementation plan for the transformed disability support system • create governance, advisory and partnership structures, and • identify key risks for the implementation/functioning of the transformation. <p>Officials also plan or continue to work, with the community, on the following workstreams:</p> <ul style="list-style-type: none"> • workforce • monitoring and evaluation • disabled people and whānau capability. <p>The National EGL Leadership Group (NEGL) identified to the Minister in the previous reporting period that monitoring and evaluation, and disabled people and whānau capability building, are priorities.</p>	<p>Minimal</p>	<p>On track - with minimal risks/issues</p>

	<p>Key tools to support national scaling have been endorsed by the community. These include:</p> <ul style="list-style-type: none"> • Connector Guide • Managing Personal Budgets • EGL is for Everyone. 		
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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 2021 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 EGL. 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.

Considerable work in the reporting period has been undertaken to explore the options required for drawdown. This was conducted in partnership with communities as directed by the government in the 2022 announcement and cabinet paper. While this takes time there is confidence that drawdown will occur and progress will be reported in the next reporting cycle.

In September 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 - Whaikaha. Following the establishment of Whaikaha on 1 July 2022, Whaikaha has continued to progress work to extend the EGL approach to more of the disabled population and their whānau, progressing towards a national rollout of the EGL approach. In November 2022, Whaikaha contracted with PWC to assist with drawing down the tagged contingency funding to implement the EGL approach nationally. This work includes outlining:

- an operating framework for the transformed disability support system
- an implementation plan for the transformed disability support system
- how the contingency funding will be used to further the implementation and/or design of the transformed disability support system
- governance, advisory and partnership structures
- key risks for the implementation/functioning of the transformation.

This work is progressing alongside the Community Reference Group and the Better Outcomes Partnership Group. These groups include members from NEGL, the DPO Coalition, groups representing tāngata whaikaha Māori and whānau (Te Ao Marama

Aotearoa and Whānau Ora Interface Group), Pacific disability community, parent/whānau and rangatahi (youth). Permanent partnership structures have not yet been established for Whaikaha nor system transformation.

The operational design and delivery team also continues to work on improving disability support services in line with EGL and system transformation. This includes working on personal budgets, residential support, workforce, safeguarding, Māori and Pacific leadership development, monitoring, quality and assurance framework, developing tools, working with NASC, and community capability and capacity building.

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

There is a risk that significant emergency events impacting Aotearoa New Zealand, such as flooding and cyclones, 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 Community Reference Group and Better Outcomes Partnership Group and creating consistent communications from Whaikaha to the wider community will help to mitigate this risk.

Impacts on inequities

Evaluations to date have been described and the work plan has identified the need for an increased focus on tangata whaikaha Maori and Pacific peoples that is led and defined by those communities. This builds on the evidence presented to give a more clear picture. Work in the next period will plan to identify an approach to a more detailed baseline of the equity gap and how to build on the next stage of the plan over future years.

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 EGL 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 Monitoring, Evaluation, Analysis and Learning workstreams include the development of approaches designed and delivered by tāngata whaikaha Māori and Pacific disabled people.

Programme changes based on COVID-19 learnings

Flexibility of disability supports is an important component of system transformation. During COVID-19 we introduced flexibility in individualised funding and carer support 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.
- Complete the contingency drawdown plan for implementation and begin gradual scaling of the EGL approach.
- Key tools to support national scaling of EGL (i.e. Connector Guide, Managing Personal Budgets, and EGL is for Everyone) will be reviewed by the EGL sites and released once the contingency plan for implementation has been confirmed.

DAP Reporting Template - Supported Decision-Making: Guidance Resources

Name of Agency	Office for Disability Issues, Whaikaha – Ministry of Disabled People (moved from Ministry of Social Development)
Name of Work Programme	Supported Decision-Making: Guidance Resources
Overall Status	Off-track – but low risks/issues
Programme Summary	<p>This is a project reset that builds on work completed by the Ministry for Social Development to draft a guidance document "<i>Introduction to Supported Decision-Making - An outline for decision makers, their supporters, and organisations</i>" that is available but was not published.</p> <p>There remains some final editing of the document to be done, as requested by some in the advisory group for this project.</p> <p>The next stage of the project will be re-engagement with the advisory group to finalise the document and the Whaikaha Enabling Good Lives (EGL) service design and delivery team.</p> <p>It is proposed that the reset 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"> 1. a resource for family/whanau 2. a resource for service providers 3. a resource for tangata whaikaha Māori <p>However, the specific requirements for this project's deliverables will be agreed with the reference group.</p> <p>The project tasks:</p> <ol style="list-style-type: none"> 1. Re-set the project and re-establish Disability Action Plan reporting. 2. Re-establish the advisory group – co-chairing and secretariat support and terms of reference, with a strong focus on how the project will work and project deliverables. 3. Establish a project plan, with dates – for sign off under the Disability Action Plan.

	<p>4. Finalise the “Introduction to Supported Decision-Making” as a published /accessible source document.</p> <p>5. Establish a Whaikaha team to support this work.</p> <p>6. Establish a relationship with Te Ao Marama on the kaupapa Māori approach required.</p> <p>7. Work with the EGL service design group and advisory groups.</p> <p>8. Establish procurement for the fully accessible online/web-based family/whanau resource; and the service provider resource (there is a need to link with service provider network on this).</p> <p>Out of scope:</p> <p>1. Te Aka Matua o te Ture - Law Commission review of how the law should respond when an adult’s decision-making is affected.</p>		
<p>Alignment</p>	<p>This work aligns to Outcome 4 (Rights protection and justice) and 7 (Choice and Control) of the Disability Action Plan and New Zealand Disability Strategy and proposes a parallel tangata whaikaha Māori approach.</p> <p>There are no IMM recommendations that this work aligns with.</p>		
<p>Progress against Plan for the period</p>			
<p>Actions that were planned for the period</p>	<p>Actions completed in the period</p>	<p>Note any impacts from COVID-19</p>	<p>Status</p>
<p>Project Initiation</p> <p>Re-set the project and re-establish DAP reporting.</p> <p>Establish a project plan.</p> <p>Establish a Whaikaha team to support this work.</p>	<p>A budget for this project has been approved and the first DAP progress report that included an initial overview of a project plan was submitted for the January to June 2022 period.</p> <p>Staffing for project start up activities and secretariat for the advisory group has been provided from the Office for Disability Issues team at Whaikaha. However, resource pressures toward the end of 2022 delayed the first meeting of the re-established advisory group to the beginning of 2023.</p>	<p>Nil</p>	<p>Complete</p>

<p>Advisory Group</p> <p>Re-establish the advisory group.</p> <p>Identify the DPO Coalition lead(s).</p>	<p>The Advocacy National Director of the Personal Advocacy and Safeguarding Adults Trust was invited to co-chair the advisory group with Whaikaha. The approach to reconvening the advisory group was agreed and the membership list was reviewed and updated. A decision was made to hold the first advisory group meeting early in the new year due to time pressure at the end of 2022.</p>	<p>Nil</p>	<p>Off track - but low risks/issues</p>
<p>Revise SDM Guidance</p> <p>Finalise the "Introduction to Supported Decision-Making" guidance document.</p>	<p>Revision of the guidance document is dependent on input from the advisory group. This will take place early in 2023.</p>	<p>Nil</p>	<p>Off track - but low risks/issues</p>
<p>Tangata whaikaha Māori</p> <p>Establish a relationship with Te Ao Marama for the kaupapa Māori work.</p>	<p>This is also dependent on input from the advisory group and will take place early in 2023.</p>	<p>Nil</p>	<p>Off track - but low risks/issues</p>

Narrative

Key project initiation activities were completed during this period that were primarily focussed on re-establishing the advisory group. This is considered critical to the success of this project reset due to the need to reflect the groups' feedback on the guidance document previously drafted.

Some pressure on resources at the end of 2022 created minor delays in convening the advisory group for an initial meeting and this is now planned to take place in early

2023. This should have a relatively minor impact on the timeline for this project's completion.
Risks/Issues that are impacting or may impact progress and mitigations
The success of the procurement process.
Impacts on inequities
Relevant to all sectors and especially children. Looking at media 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 on supported decision-making particularly, the importance of supported decision-making in addressing misinformation around the COVID-19 vaccine.
Next Steps
<p>Actions planned for next six months (1 January 2023 – 30 June 2023)</p> <ol style="list-style-type: none"> 1. Complete the re-establishment of the advisory group, including: <ol style="list-style-type: none"> a. revising the Terms of Reference to reflect the group's preferred way of working. b. identifying DPO Coalition lead(s). 2. Establishment of a relationship with Te Ao Marama on the kaupapa Māori approach required. 3. Establish a subgroup of the advisory group to work with ODI, Whaikaha in advising on procurement and monitoring resource development. 4. Revise the guidance document with input from the advisory group as a basis for informing procurement of services. 5. Procurement for the fully accessible online/web-based family/whanau resource; and the service provider resource. 6. Provide support and advice as required for tangata whaikaha.

Outcome Eight - Leadership

DAP Reporting Template – Nominations Database

Name of Agency	Office for Disability Issues, Whaikaha Ministry of Disabled People
Name of Work Programme	Nominations Database of disabled people for Government boards / advisory groups
Overall Status	On track with minimal risks/issues
Programme Summary	<p>Increasing diversity on government boards is a priority of the current government. Part of Whaikaha’s remit is to ensure that diversity includes disabled people.</p> <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 promote greater diversity on public sector boards/advisory groups. Essentially, the goal of this work programme is to make sure that greater numbers of disabled people are aware of and are given the opportunity to apply to serve on government-appointed boards. Whaikaha aims to ensure that the agencies managing the appointments process receive applications from a wider pool of diverse candidates by including disabled candidates as nominees wherever possible.</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.</p> <p>Increasing the diversity of public sector boards is not simply a matter of putting forward disabled candidates. It is also important that disabled people are upskilled so they can take on board positions. Therefore, Whaikaha is also involved in capacity building projects.</p>

	<p>Finally, to know whether Whaikaha is succeeding in nominating an increasing number of disabled people onto boards, there needs to be some baseline data about the number of disabled people serving on boards now. This data needs to be collected annually so that progress can be monitored. As a result, ODI is working on a Cabinet paper proposing inclusion of disability data in the Public Sector Boards Annual Stocktake, starting in January 2024 or 2025.</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>Alignment</p>	<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 will be incorporated into the operations, products, services and supports these boards oversee.</p> <p>Additionally, as outlined in Article 29 of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), Participation in Political and Public 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 furthermore, states/parties should encourage disabled people’s participation in public affairs”.</p> <p>At New Zealand’s most recent appearance (August 2022) in front of the United Nations Committee on the Rights of People with Disabilities, the committee recommended to New Zealand that: ‘The Committee is concerned about the lack of support for persons with disabilities to form their own sustainable organisations and build their capacity to represent persons with disabilities, and in particular the lack of organizations to represent Māori persons with disabilities, Pasifika persons with disabilities, lesbian, gay, bisexual, transgender and intersex persons with disabilities, children with disabilities and women and girls with disabilities’. The most relevant part, in terms of this work, is the need for disabled people to build their own capacity</p>

	<p>to represent themselves in public life and the need to recognise the intersectionality of disabled people.</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 Manatu 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 (PSC) and many of the appointing agencies through MAGNet (Monitoring, Appointments and Governance Network).</p>		
Progress against Plan for the period			
Actions that were planned for the period	Actions completed in the period	Note any impacts from COVID-19	Status
Ongoing maintenance of the database and updates to ensure the data is current.	One Senior Advisor and an Advisor are primarily responsible for the Nominations Database with some technical support being provided by an administrator. These contributions form only part of their wider roles in the Office for Disability Issues.	Nil	On track or ahead
Contacting Database members.	We contacted all database members who have not provided ODI with a copy of their CV. While all members have been emailed at least twice, a small project is also underway to phone all members and encourage them to provide a CV as it is almost impossible to nominate a person for a position without a CV.	Delayed due to IT issues and ODI staff sickness.	Off track with minimal risk/issues
Ongoing promotion of the database to government	This work continues each time ODI communicates with a nominating agency and puts forward the names of disabled candidates for positions.	Nil	On track with minimal risk/issues

<p>agencies who manage appointments to boards / advisory groups.</p>	<p>Going forward, (January to June 2023) it would be useful to meet with nominating agencies to understand any concerns they have about appointing disabled people and what can be done to mitigate these.</p> <p>The database has not been promoted to individuals in the past six months. This is something we will work on in 2023.</p>		
<p>Build a new database tool based on the Ministry for Women system.</p>	<p>The All of Government Board Appointment Data Information System (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 while links are made with the development of other talent-finding systems within the PSC. The project was due to restart in early 2023 but remains paused. This work is outside of ODI's control and will not be reported on further until further action is taken by the PSC.</p>	<p>Nil</p>	<p>Off track with minimal risk/issues</p>
<p>Provide ongoing professional development opportunities for disabled people to acquire the skills they need to become board members.</p>	<p>In conjunction with other population agencies, ODI has offered two further sessions on 'Producing a Governance CV'.</p> <p>More sessions are planned for 2023. The topics and timing will be determined by the population agencies early in 2023.</p> <p>Along with the other population agencies, ODI works with the PSC which is developing a training package for prospective board personnel. The population agencies and their project team meet regularly to discuss progress.</p>	<p>Nil</p> <p>Nil</p> <p>Nil</p>	<p>On track</p> <p>On track</p> <p>On track</p>

	<p>Work on this training has not progressed noticeably over the last six-month reporting period, although it is due to be launched in June 2023. Currently, this work is outside the remit of ODI, but ODI will be involved during the reporting period January to June 2023.</p> <p>ODI is funding Be Leadership to provide a five-day leadership and governance course to disabled people. The course will align with the one provided by the Institute of Directors.</p> <p>The first course ran in late 2022 with all 20 participants completing the course. Since the course finished eight graduates have requested a mentor and these have been recruited from the Institute of Directors. A Facebook group has been established to keep course participants connected.</p> <p>Recruitment for the second course (starting in March 2023) started in late 2022. The course has been advertised to disabled people on the ODI Nominations Database. A full list of participants will not be confirmed until shortly before the course begins.</p> <p>ODI has also been working alongside other population agencies on a Ministry for Women (MfW)-funded project which is focussing on creating an accessible web-based resource of governance training resources. The population agencies are acting in an advisory capacity to this project. Work on this project is due to finish by June 2023.</p> <p>Te Pou offers a number of grants to support workforce and leadership</p>	<p>Nil</p> <p>Nil</p> <p>Nil</p>	<p>On track with minimal risks/issues.</p> <p>On track</p> <p>On track</p> <p>On track</p>
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	development across mental health, addiction and disability.		
Write a Cabinet paper to include disability in the annual board stocktake.	<p>Work is underway to write a Cabinet paper requesting that 'Disability' is included in the annual board stocktake that takes place in January each year. The first step was to convene a focus group of people to support this process. This group has been convened and is made up of representatives from Whaikaha, the MfW (which oversees the stocktake each year), the PSC and the Department for the Prime Minister and Cabinet.</p> <p>The next step is to write a scoping paper to take to Whaikaha's Executive Leadership Team (ELT) to gain approval to write the cabinet paper. This has been drafted and an executive summary will be prepared for ELT. If agreed, the Cabinet paper will then be completed.</p>	Nil	On track with minimal risks/issues
Narrative			
<p>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 included and adding new members. Currently, there are 212 people on the Database. Of these, 197 are disabled people, two are disabled but have not fully completed their registration and 13 are family/whānau of disabled people. Family/whānau members are not usually put forward for a position unless, the appointing agency is specifically looking for family/whānau voice.</p> <p>In this period, ODI sent out opportunities for people to be nominated to 45 boards, some with multiple positions available. To our knowledge (and bearing in mind it can often take nine months from nomination to appointment) five people from the Nominations database have successfully gained places on a board/advisory group in the last six months. Two of these people have gained two different positions.</p> <p>Between July and December 2022, ODI was pleased to note that all four of its nominations for New Years' Honours were successful.</p>			

Between July and December 2022, two short courses about creating a governance CV were run in collaboration with the other four population agencies. Several of our members attended these courses and updated their CVs accordingly. However, there were comments from some participants, particularly those with sensory impairments, that the trainer we used did not respond well to requests for making materials accessible. If this topic is to be delivered again, a new provider will be sought.

Seven people from the Nominations Database were selected to take part in the first Be Leadership 'Leadership and Governance' course which took place late last year. More candidates have put their names forward for the course commencing in 2023.

Work is ongoing with the PSC and the MfW to help them create training programmes and resources on leadership in governance type courses. Often this work involves contributing ideas about opportunities, engaging with members of the Nominations Database about the work and testing the accessibility of ideas, documents, and websites.

A small working group was established in late 2022 to work on the development of a Cabinet paper to include disability in the annual Board Stocktake. The group met twice in this reporting period, and it was decided that a scoping paper should be written. Drafting of this paper started in late 2022.

It was noted by the DPO and Officials joint review group that there was no plan to address the recommendation (60b) in the Concluding Observations from the Committee on the Rights of Persons with Disabilities to: "Allocate adequate resources, including financial support to the Disabled People's Organisations Coalition to enable it to effectively fulfill its mandate as one partner of the IMM." This is correct however, this is not part of the programme and therefore is not something that can be reported on as part of this work.

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

There have been eight instances in the past six months where information about nominations has not been sent to candidates. This has occurred for reasons including:

- No one on the database had the required skillset for the position.
- Lack of capacity to manage the Nominations work, particularly during late September and mid-November 2022.
- The 'nomination' presented a conflict of interest with the underlying values of Whaikaha, Ministry of Disabled People.

Impacts on inequities

Of the current 212 disabled members on the database 101 are male, 104 are female, three people identify as gender diverse, and four people preferred not to say.

In terms of ethnicity, 13 people are Māori (compared with nine at the last reporting timepoint), four identify as Pacific People (compared with two last time), two as Chinese, one as Middle Eastern and 178 as New Zealand European. The remainder (14) preferred not to reveal their ethnicity. Note these figures are based on primary ethnicity only.

Of the people who were successful in obtaining board positions, four were female and one was male. All were New Zealand European.

Programme changes based on COVID-19 learnings

Covid-19 has had some impact on the work conducted in the nomination space in the past six months. The two staff responsible for Nominations contracted Covid-19 at the end of September and some nominations were missed during this period. Another seven people out of 16 in the office were ill with Covid-19 at that same time. Covid-19 was also partly responsible for a delay in contacting all people on the database who haven't submitted a CV.

Next steps

ODI will continue to nominate people for government boards and advisory committees.

ODI as part of Whaikaha, Ministry of Disabled People will put forward candidates for New Year's Honours 2024.

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, four more governance training courses will be run by the population agencies and ODI will continue to work with the MfW and the PSC on various projects regarding governance training. This will include nominating participants to take place in the new Governance Short Course being run by Victoria University of Wellington.

ODI will continue to work collaboratively with the MfW, the PSC, and the Department for the Prime Minister and Cabinet to include disability in the annual board stocktake. The next steps are to deliver a paper to Whaikaha's Executive Leadership Team, write a Cabinet paper and secure a time prior to the election in October 2023 for the paper to be considered by Cabinet.

ODI is also working on some materials to upskill board chairs about basic disability equity and responsiveness and is linking in with the PSC to achieve this.

ODI will begin contacting nominating agencies specifically to talk to them about board diversity from a disability perspective.

ODI will contact everyone on the database with regards to providing an updated CV.