

## Disability confidence



*"I feel encouraged and supported to make my own choices."*

---

### Ahakoā he aha te rākau he hua kei roto

---

No matter the type of tree all bear their unique fruits

---

#### Intent

We aim to be a disability confident organisation that respects and supports the rights of people with disabilities as reflected in the [Convention on the Rights of Persons with Disabilities](#).

We value lived experience of disability amongst our kaimahi and their assistance with making our organisation more accessible and responsive to people of all abilities. Likewise, the feedback and input of tangata whaikaha (disabled people) as service users.

We comply with the law, make reasonable accommodations and support people of all abilities to exercise choice and control to the extent they can.

#### Responsibilities

**The board** will support disability confident leadership across the organisation.

**Management** will actively promote accessibility and inclusion across our services (eg through staff training, induction).

**Kaimahi** will participate in disability confidence training and demonstrate a commitment to responsive and inclusive practice.

## Requirements

- Strategies, such as training, will be used to help grow organisational confidence and skills in working with people with a range of abilities (see Cultural Responsiveness policy).
- [Reasonable accommodations](#) will be made for kaimahi who are impacted by [disability](#) to support them to undertake their work (eg use of flexible work arrangements; access to communicative assistance).
- Accessible venues, products and communication approaches will be used with a continual emphasis on improvement.
- Kaimahi and volunteers will be supported to build and participate in networks (eg with disability advocates and support groups) as part of their own professional development and support of people with a range of abilities.
- Feedback will be sought from disabled staff and other tāngata whaikaha (eg surveys, feedback and complaints processes) about ways to increase our accessibility, inclusiveness and the effectiveness of strategies we implement for this purpose (see [Quality assurance and improvement](#)).
- Recruitment and selection processes will be monitored so that we become better at involving and recruiting those with diverse abilities at all levels of our organisation.
- Tāngata whaikaha/disabled people will be supported to participate in services they access including by:
  - encouraging them to involve support people as and when they choose
  - respecting their choice of support people
  - providing information in ways appropriate to their ability(ies)

## Compliance

Social Sector Accreditation Standards- Level 3, Client-centred services 1.0

Social Sector Accreditation Standards- Level 2, Client-centred services 1.0-4.0; Quality improvement 1.0-3.0

NZS 8134:2021 Our Rights, 1.4; Workforce and Structure 2.1.6; My Pathway to wellbeing 3.2.6

Human Rights Act 1993

Cornerstone, Diversity, Indicator 4.1

## Helpful links

[Cultural Responsiveness](#)

["Nothing about us without us": Rights of Persons with Disabilities](#)

[The benefits of being a disability confident organisation](#)

Office for Disability Issues, [Resources and tools for employer, business owner, government agency](#)

[Inclusive business and employers](#)

[Learning cloud: Disability Awareness – Working with People with Disabilities](#)

## Review

Date: December 2021

Next review: November 2023