



**Whaikaha**  
Ministry of  
Disabled People



Scan  
for NZSL  
name

# **Towards a non- disabling New Zealand**

**Annual Report from the  
Minister for Disability Issues to the  
House of Representatives on implementing  
the New Zealand Disability Strategy**

January 2024



**Te Kāwanatanga o Aotearoa**  
New Zealand Government

**ISSN 2537-7701 (Online)**

Towards a non-disabling New Zealand was presented to the House of Representatives in January 2024 by the Minister for Disability Issues under Schedule 1 of Pae Ora (Healthy Futures) Act 2022.

# Contents

Contents.....	3
Minister’s Foreword .....	5
Background.....	6
New Zealand Disability Strategy 2016-26 .....	6
Disability Action Plan 2019-2023 .....	6
Progress indicators and data.....	7
Section One: Key achievements contributing to disabled people’s wellbeing in 2023 .....	8
Section Two: Progress in the Strategy Outcome areas.....	9
Outcome One: Education .....	9
Ministry of Education – Te Tāhuhu o te Mātauranga .....	9
Tertiary Education Commission – Te Amorangi Mātauranga Matua .....	10
Indicators.....	13
Outcome Two: Employment and economic security .....	14
Ministry of Social Development – Te Manatū Whakahiato Ora .....	14
Indicators.....	15
Outcome Three: Health and wellbeing.....	16
Manatū Hauora – Ministry of Health .....	16
Office for Seniors – Te Tari Kaumātua .....	18
Sport New Zealand – Ihi Aotearoa .....	18
Whaikaha – Ministry of Disabled People .....	20
Indicators.....	21
Outcome Four: Rights protection and justice .....	22
Accident Compensation Corporation – Te Kaporeihana Āwhina Hunga Whara.....	22
Department of Corrections – Ara Poutama Aotearoa .....	22
Ministry of Justice – Te Tāhū o te Ture .....	24
Te Puna Aonui.....	25
Indicators.....	27
Outcome Five: Accessibility .....	28
Kāinga Ora – Homes and Communities.....	28
Ministry of Business Innovation & Employment – Hīkina Whakatutuki .....	29
Ministry of Housing and Urban Development – Te Tūāpapa Kura Kāinga.....	29
Ministry of Social Development – Te Manatū Whakahiato Ora.....	30
New Zealand Transport Agency – Waka Kotahi .....	31
Office for Seniors – Te Tari Kaumātua .....	31

Whaikaha – Ministry of Disabled People .....	32
Indicators .....	33
Outcome Six: Attitudes.....	34
Indicators .....	34
Outcome Seven: Choice and control .....	35
Accident Compensation Corporation – Te Kaporeihana Āwhina Hunga Whara	35
Manatū Hauora – Ministry of Health .....	35
Whaikaha – Ministry of Disabled People .....	37
Indicators .....	40
Outcome Eight: Leadership .....	41
Ministry of Social Development – Te Manatū Whakahiato Ora .....	41
Whaikaha – Ministry of Disabled People .....	41
Indicators .....	46
Disability Data .....	47
Disability data in Aotearoa New Zealand .....	47
2023 Census and Disability Surveys.....	47
Administrative data on disability.....	47
Disability Data and Evidence Advisory Group and Community of Practice ....	48
Analysis of disability data in the Integrated Data Infrastructure .....	48
Disability Data Framework.....	49
New Zealand’s International Obligations .....	50
The Government’s response to the Concluding Observations .....	50
Conference of States Parties .....	51
Appendix 1 – Disability Strategy Framework .....	52
Appendix 2 – Key data indicators across the New Zealand Disability Strategy outcomes .....	54
Appendix 3 – Key data on the characteristics of New Zealand’s disabled population .....	55
Appendix 4 – Key quantitative disability data sources .....	56

## Minister's Foreword

**Image Description:** *Hon Penny Simmonds, Minister for Disability Issues, stands facing the camera and smiling. She has medium length straight blonde hair with a fringe and is wearing a grey pantsuit with a light pink shirt*



I welcome the opportunity and responsibility, as Minister for Disability Issues, to progress the rights and opportunities of disabled people and their family/ whānau in New Zealand.

I want to acknowledge disabled people and their family/whānau, who continue to advocate for change and have been at the forefront of progress achieved.

The New Zealand Disability Strategy creates the expectation that progress for disabled people is the responsibility of all government agencies as well as those agencies that are specifically resourced to provide supports for disabled people.

While central government has an important role to play, I want to recognise progress is achieved through well supported family, community, local government, non-government organisations – and all New Zealanders.

This report is a record of across-government work in 2023 to progress the New Zealand Disability Strategy 2016-2026. This report reflects the work of the previous government. The Minister for Disability Issues is required to present this report annually to the House of Representatives. Uniquely this report is presented within four weeks of my appointment as Minister for Disability Issues.

I look forward to 2024 and beyond, and the opportunity to work with my colleague Ministers across government, with the disability community, and to be able to report on progress that is meaningful for disabled people and their families.

Hon Penny Simmonds  
Minister for Disability Issues

## Background

*"New Zealand is a non-disabling society – a place where disabled people have an equal opportunity to achieve their goals and aspirations, and all of New Zealand works together to make this happen."*

New Zealand Disability Strategy 2016-2026<sup>1</sup>

About 24% of the New Zealand population identified as being disabled in the 2013 Disability Survey<sup>2</sup>. Māori and Pacific peoples experience higher disability rates, with 32% of Māori and 26% of Pacific peoples identifying as disabled.

### New Zealand Disability Strategy 2016-26

The New Zealand Disability Strategy 2016-26 (the Strategy) guides the work of government agencies on disability issues. The Strategy represents New Zealand's approach for the progressive realisation of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) in the New Zealand context.

Every year, the Minister for Disability Issues provides an Annual Report to Parliament on the progress made to implement the Strategy. This report reflects the work of the previous government. It summarises activities and work programmes, underway or completed in 2023, that contribute to improving disabled New Zealanders' wellbeing through the realisation of their human rights.

### Disability Action Plan 2019-2023

The Disability Action Plan 2019-2023 (the Action Plan) aims to improve the wellbeing of disabled people through progressing the eight interconnected outcomes in the Strategy: education, employment and economic security, health and wellbeing, rights protection and justice, accessibility, attitudes, choice and control, and leadership.

The Action Plan includes a package of 29 work programmes, across 12 government agencies with a cross-agency response focussed on improving accessibility of services for disabled people, better administrative data, and increasing the employment of disabled people in the public service.

---

<sup>1</sup> New Zealand Disability Strategy 2016-2026: <https://www.odi.govt.nz/nz-disability-strategy/about-the-strategy/new-zealand-disability-strategy-2016-2026/>

<sup>2</sup> Disability Survey 2013: <https://www.stats.govt.nz/information-releases/disability-survey-2013>

The Action Plan is not static, and work programmes can be added as required. These are not business-as-usual disability programmes; they are intended to create a significant shift in outcomes for disabled people. Whaikaha – Ministry of Disabled People manages six-monthly status reporting against the Action Plan with the Disabled People’s Organisations (DPO) Coalition.<sup>3</sup>

The relationship between the UNCRPD, the Strategy and the Action Plan is illustrated in Appendix 1.

## **Progress indicators and data**

The Strategy’s Outcomes Framework outlines how progress against the Strategy is monitored.<sup>4</sup> It includes progress indicators organised under the Strategy’s eight outcome areas.

Information about these indicators is provided at the end of each outcome’s report section. This includes what the indicators measure, the most recently available data for each indicator, and when data was last collected and its source. Each measure compares data about disabled people’s experiences with that for either non-disabled people or the New Zealand population average. For example, in the Indicators table for Outcome One: Education on page 13, 3% of 12 to 19-year-old disabled youth are home-schooled compared to 1% of non-disabled youth in this age group.

The appendices also provide key data on indicators across the Strategy’s outcomes (Appendix 2), and the characteristics of New Zealand’s disabled population (Appendix 3). A list of current key quantitative data sources used by government is also provided in Appendix 4.

---

<sup>3</sup> Action Plan reports: <https://www.odi.govt.nz/disability-action-plan-2/dap-biannual-reports/>

<sup>4</sup> Measuring Progress: <https://www.odi.govt.nz/nz-disability-strategy/measuring-progress/>

## Section One: Key achievements contributing to disabled people's wellbeing in 2023

In 2023, Whaikaha – Ministry of Disabled People confirmed its organisational structure to set out how to do the work that Cabinet and Ministers have agreed. Contingency funding set aside in Budget 2022 was allocated to transform the disability support system, including the roll out of the Enabling Good Lives (EGL)<sup>5</sup> approach.

The Government agreed to an overall response to implement 51 out of 60 Concluding Observations that came from New Zealand's 2022 examination on its implementation of the UNCRPD by the United Nations Committee on the Rights of Persons with Disabilities.

Impactful work for disabled people, tāngata whaikaha Māori and whānau continued in 2023 on the Royal Commission of Inquiry into Abuse in State Care, and the Waitangi Tribunal Wai 2575 Health Services and Outcomes Inquiry.

While Whaikaha provides a focal point for disabled New Zealanders, all government agencies have a responsibility for removing barriers for disabled people. Achievements from across government detailed in this report include:

- Stats NZ – Tatauranga Aotearoa carried out the Household Disability Survey 2023.
- Department of Corrections – Ara Poutama Aotearoa launched its first Disability Action Plan 2023-2027.
- Kāinga Ora exceeded its 15% target of universal design homes (19%) built in 2023.
- Manatū Hauora – Ministry of Health published:
  - new guidelines for reducing and eliminating seclusion and restraint.
  - the Provisional Health of Disabled People Strategy.
- The International Symposium of Adapted Physical Activity was held in New Zealand for the first time.
- The NZSL Board allocated a total of \$1.8m funding to activities to maintain and promote NZSL and to community projects.

Achievements by Outcome Area of the Strategy are detailed over the following pages.

---

<sup>5</sup> Enabling Good Lives website: <https://www.enablinggoodlives.co.nz/>



## Section Two: Progress in the Strategy

### Outcome areas

#### Outcome One: Education

---

We get an excellent education and achieve our potential throughout our lives

---

#### Ministry of Education – Te Tāhuhu o te Mātauranga

The Ministry of Education remained focused on disabled people’s presence, participation, and progress in all levels of education as part of its 2023 work programme.

#### Progress in 2023

##### *Learning Support Action Plan*

Under the Learning Support Action Plan, funding has been secured for Learning Support coordination in Kaupapa Māori and Māori Medium education. This will enable Māori-led design and delivery of solutions to strengthen the capacity and capability of these schools and kura to plan and coordinate responses to the learning support needs of ākonga. The Inclusive Design Modules have also been launched and will build understanding of neurodiversity and sector capability for inclusive education. These modules are aligned to the suite of resources being developed to support school leaders and kaiako with the implementation of Te Mātaiaho – the refreshed NZ curriculum.

##### *Te Mātaiaho – the refreshed NZ curriculum*

Work has continued on Te Mātaiaho – the refreshed NZ curriculum, which is designed to be inclusive, clear, and easy to use. Te Mātaiaho emphasises the values of inclusion, through a focus on positive, inclusive relationships, a sense of belonging for every student, and the promotion of diversity as ordinary and expected. Learning progression in Te Mātaiaho is specific in saying that diversity in learning needs to be anticipated and valued and noting that students will progress in different ways at different times. Guidance for Te Mātaiaho (such as leadership, teaching and classroom resources) will reflect the diversity in the education sector and connect to supports that can help teachers strengthen their practice.

##### *Te Whakangārahu Ngātahi – Planning Together*

There is a new requirement in the Education and Training Act 2020 for schools to have a longer-term focus using three-year strategic plans. The strategic plans must set out the strategic goals and strategies the school intends to use to achieve the primary objectives set out in the Act. These objectives include

ensuring that schools are inclusive of and cater for students with differing needs. Schools need to include strategies for identifying and catering to students whose needs have not yet been well met, including disabled learners.

## **Looking forward to 2024**

In New Zealand's 2022 examination on its implementation of the UNCRPD the United Nations Committee on the Rights of Persons with Disabilities recommended developing an inclusive education strategy. The Government has accepted this recommendation with modifications. In 2024, the Ministry will be progressing its work on this.

The Ministry will continue to progress work to build towards a more inclusive education system, including the response to the Highest Needs Review.

## **Tertiary Education Commission – Te Amorangi Mātauranga Matua**

*Strengthening tertiary education responses to supporting disabled people's access, participation, and success*

The Tertiary Education Commission (TEC) has as its primary focus, equity of access, participation, and outcomes for all New Zealanders. Within this, particular attention is focused on the needs of disabled people, as they face a long legacy of being significantly underserved in the tertiary education system. The TEC is progressing work on several fronts to address these inequities.

The combined effect of initiatives under the disability work programme seeks to encourage and support tertiary education organisations (TEOs) to take a strong, proactive approach to improving outcomes for disabled and neurodiverse learners. The TEC's goal is to enable TEOs and the tertiary sector to better support disabled learners through greatly improved access to, participation in, and achievement in tertiary education for disabled persons.

All work being undertaken is in conjunction with/involving disabled people as lived experience experts.

*TEC operates under a living Disability Action Plan for the Commission*

The TEC Disability Action Plan (DAP) is TEC's documentation of its commitment to ensuring the best possible outcomes for disabled New Zealanders. The TEC's DAP is part of its day-to-day business practice.

Throughout 2023 TEC continued to engage with tertiary education organisations (TEOs) around their DAPs. The DAPs are required as part of TEOs Investment Plans.

A DAP is a strategy for changing those practices of TEOs which might result in discrimination against disabled and neurodiverse people and to improve outcomes for these learners in their education journey. A DAP helps an

organisation to identify appropriate practices and offer a blueprint for change. The DAP will sit within wider work on Learner Success Plans which is being undertaken by many TEOs.

TEC is developing a sector report on the outcomes of the DAPs for those submitted as part of investment plans in 2023, with recommendations for future work, and is looking to release this in early 2024. TEC will continue to work closely with the TEOs and the National Disabled Students Association in supporting the development of DAPs.

*TEC's DAP Guidance is supported by a toolkit for practice*

The Kia Ōrite Toolkit – A New Zealand code of practice to achieve an inclusive and equitable tertiary education environment for disabled learners provides current, New Zealand specific guidance to help TEOs to better support disabled learners. It includes both Management and Learning Support implementation toolkits to assist TEOs with the implementation of best practices and the development of their DAP, covering all aspects of learner's life.

The aim of the toolkit is to assist all staff to become more 'disability confident' and for managers and the wider institution to take responsibility for implementing the toolkit and DAP. Kia Ōrite is now a fully accessible website, which is supported by three free e-learning modules to support tertiary staff to become more disability capable. In 2023 TEC saw over 1500 certificates of completion across the three modules. An update to the toolkit to expand these resources with the addition of culturally specific guidance for supporting tāngata whaikaha Māori and disabled Pacific learners is on track to be available early next year.

*TEC has supported the creation of capability resources for underserved learners*

In 2023, TEC identified where best practice guides could help strengthen understanding of some underserved learners' experiences. Partnering with subject matter experts, guides have been released on care experienced learners, refugee-background learners, and Foetal Alcohol Spectrum Disorder (FASD) learners. Through engagements with the disabled and neurodiverse communities, TEC has identified capability resources can be strengthened further for FASD learners and learners who experience sensory processing sensitivities and plans to work with subject experts to produce this additional guidance.

*TEC is gathering more detailed data regarding supports for disabled learners in the tertiary system*

2023 is the 5th year TEC has collected detailed data from tertiary education institutions regarding the supports they provide for disabled learners. TEC requires all University, Wānanga and Te Pūkenga to report how they are spending equity funding for disabled learners. Analysis of this data is being used to help identify best practice, determine system gaps, and inform the design of

the new funding system for vocational education. TEC uses this data to develop a sector-wide report, which is published on its website annually. In 2024 this reporting requirement will extend to private training establishments who receive over \$5 million in TEC funding, further increasing understanding of the supports being provided for disabled learners across the tertiary sector.

### *Designing Tahatū with accessibility in mind*

Tahatū is the next generation online career planning solution that will replace the existing careers.govt.nz website. It will connect occupations, training, and study data to help connect employers, government agencies, learners and their whānau, schools and tertiary providers. Tahatū will provide free online information, tools, and advice to help build the skills and confidence of New Zealanders who are thinking about the next step in their learning or work journey.

The system will ensure that all New Zealanders, including those with disabilities, are able to use and get value from the site by designing and building Tahatū with Accessibility (AX) in mind, building to strict Web Content Accessibility Guidelines (WCAG) standards, and testing on varying devices including screen readers.

TEC has conducted user research interviews with disabled young learners and their support people during development and have also had representative participation on two further research studies, to ensure it is building a Tahatū experience with their needs in mind. TEC has also engaged with several organisations working in the disability space to explore how Tahatū can better serve their clients' information needs when making decisions about their careers.

TEC research has identified some accessibility issues that the team is working to fix for the launch of Tahatū. TEC is also aware that its language strategy of te reo Māori-first can be a challenging experience for screen reader users and some neurodivergent people and have included the goal of fully translating the website as one future improvement.

An initial pilot release of Tahatū is expected in April 2024, for secondary schools, and then a wider public release to follow.

## Indicators

Outcomes	Indicator	Disabled	Non-disabled	NZ average	Source
1.1 Disabled people and their whānau are welcomed at the education setting of their choice	3 or more non-structural school moves (5 to 11-year-olds) <sup>6</sup>	8%	2%		Ministry of Education, The Educational Experiences of Disabled Learners, 2020
	Home-schooling (12 to 19-year-olds)	3%	1%		
	3 or more stand-downs (12 to 19-year-olds)	5%	1%		
1.2 Disabled people participate and are included in the entire education system and extra-curricular activities	Enrolled in non-compulsory (post-school) education (15 to 64-year-olds)	5%	33%		Stats NZ, Household Labour Force Survey, 2023
1.3 Disabled people have positive experiences in education	Low levels of trust <sup>7</sup> in the education system (15 to 64-year-olds)	27%	13%		Stats NZ, General Social Survey, 2021
	Feeling like a part of school (Māori, 12 to 18-years)	73%	88%		University of Auckland, Youth19, Youth 2000 survey series, 2021
1.4 Disabled people achieve and progress in education	Post-graduate qualification or higher as the highest level of qualification (15 to 64-year-olds)	3%	11%		Stats NZ, Household Labour Force Survey, 2023
	No qualification (15 to 64-year-olds)	34%	14%		

<sup>6</sup> 'Structural' moves between schools are expected and occur at the beginning of the year and between different school types. 'Non-structural' moves are any other moves between schools.

<sup>7</sup> Rating of 0 to 4 on a 10-point scale (0 = No trust, 10 = Complete trust).

## Outcome Two: Employment and economic security

---

We have security in our economic situation and can achieve our full potential

---

### Ministry of Social Development – Te Manatū Whakahiato Ora

#### Minimum Wage Exemption

The Ministry of Social Development (MSD) leads this work with support from the Ministry of Business, Innovation and Employment (MBIE). This work programme aims to replace Minimum Wage Exemption (MWE) permits with a wage supplement. Consultation with the disability sector identified a wage supplement as the most feasible way to repeal section 8 of the Minimum Wage Act 1983 while protecting existing jobs.<sup>8</sup> Repealing section 8 is a commitment under the UNCRPD. Replacement of the MWE scheme is also an action in the Disability Action Plan 2020-2023.

As of 30 May 2023, there were 927 disabled employees named in MWE permits, which allow them to legally be paid below the minimum wage. This can be as low as \$1 per hour or less.

Work on this project was approved through Budget 2023 and MSD has been scoping potential options for the design of a wage supplement to replace MWE permits. The repeal of section 8 will be completed by MBIE; however, a wage supplement needs to be implemented before this can be done.

---

<sup>8</sup> Section 8 of the Minimum Wage Act 1983:

<https://www.legislation.govt.nz/act/public/1983/0115/latest/DLM74421.html>

## Indicators

Outcomes	Indicator	Disabled	Non-disabled	NZ average	Source
2.1 Disabled people and their whānau have economic security	Not enough money to meet everyday needs	15%	9%		Stats NZ, General Social Survey, 2021  (15 to 64-year-olds)
	Enough & more than enough money to meet everyday needs	60%	67%		
	Worrying about paying for kai/food items at home (12 to 18-year-olds)	35%		23%	Ministry of Social Development, Youth Health & Wellbeing Survey, 2021
2.2 Disabled people have equitable access to employment	Employment rate	39%	82%		Stats NZ, Household Labour Force Survey, 2023  (15 to 64-year-olds unless otherwise stated)
	Employment rate (Disability x Gender)	39% (male) 40% (female)	81% (male) 86% (female)		
	Labour force participation rate	44%	85%		
	Unemployment rate	11%	4%		
	NEET rate, not employed, education & training (15 to 24-year-olds)	44%	10%		
	Main activity for those not in labour force is own care due to sickness/injury/disability	33%	7%		
2.3 Disabled people are satisfied with their employment situation	Underutilisation rate	24%	10%		Stats NZ, General Social Survey, 2018
	Underemployed rate	8%	4%		
	Satisfied or very satisfied with their jobs in the last 4 weeks (employed, 15-years-old and over)	60%	77%		
2.4 Disabled people have equitable levels of income	Median income per week – all sources	\$474	\$1,086		Stats NZ, Household Labour Force Survey, 2023  (15 to 64-year-olds)
	Hourly wages and salaries	\$28	\$32		

## Outcome Three: Health and wellbeing

---

We have the highest attainable standards of health and wellbeing

---

### Manatū Hauora – Ministry of Health

#### Health of Disabled People Strategy

The Pae Ora (Healthy Futures) Act 2022 requires the Minister of Health to determine six health strategies, including a Health of Disabled People Strategy. As required by the Act, the Health of Disabled People Strategy must:

- contain an assessment of the current state of health outcomes for disabled people and the performance of the health sector in relation to disabled people and their families and whānau; and
- contain an assessment of the medium and long-term trends that will affect the health of disabled people and health sector performance; and
- set out priorities for services and health sector improvements relating to the health of disabled people, including workforce development.

The Health of Disabled People Strategy is the first dedicated, health system-led strategy for disabled people in Aotearoa New Zealand. It sets the direction and long-term priorities for achieving equity in disabled people's health and wellbeing outcomes over the next ten years.

Disabled people have poorer health and mental health outcomes, higher rates of mortality and lower life expectancy compared with non-disabled people. Disabled people are diverse and can experience compounding health-related disadvantage, including tāngata whaikaha Māori and whānau, Pacific disabled people, and people with intellectual disabilities.

A Provisional Health of Disabled People Strategy was published on 12 July 2023. It is provisional to allow for further targeted engagement with the disability community and further shaping of priorities.

The Provisional Health of Disabled People Strategy identifies five key priority areas for the health system to focus on to achieve pae ora – healthy futures for disabled people and their whānau:

- Priority 1: Embed self-determination of disabled people and their whānau as the foundation of a person and whānau-centred health system.
- Priority 2: Ensure the health system is designed by and accessible for disabled people and their whānau and provides models of care that suit their needs.



- Priority 3: Ensure the health system is part of a coherent cross-government system that addresses broader drivers of poor health and wellbeing.
- Priority 4: Build health workforce capacity and capability to meet the needs of disabled people and their whānau.
- Priority 5: Increase the visibility of disabled people in health data, research, and evidence as part of an active learning system.

These priority areas were developed through analysis of existing research and other evidence on disabled people's health status and health needs, engagement with disabled people, their whānau, and disability organisations, and consultation with other government agencies, including Whaikaha – Ministry of Disabled People.

The Government Policy Statement on Health (GPS) sets out the specific priorities and expectations for the health system over a three-year period. It is the key document for Government to set its priorities, confirm actions for entities and funding for the health system, and outline how success will be measured. The GPS will outline the 3-year focus for the health system, underpinned by the longer-term direction outlined by the six Pae Ora strategies. Manatū Hauora – Ministry of Health will explore how to best include priorities to improve the health outcomes of disabled people in the GPS. Te Pae Tata – the New Zealand Health Plan (Te Pae Tata) is a three-year national service plan that specifies the service priorities and areas for improvement that will achieve the Government's expectations in the GPS. Te Pae Tata will include more detailed plans for health services, programmes and enablers that show how the health entities will meet priorities within the funding available.

Manatū Hauora is now leading a work programme to develop a finalised Health of Disabled People Strategy. The finalised strategy is expected to be published in 2024. The strategy will guide the ongoing Manatū Hauora work programme to improve health outcomes for disabled people and their whānau. Manatū Hauora will work to ensure alignment of health sector priorities across the Strategy, the refreshed Disability Action Plan, and the recommendations of the Committee on the UNCRPD.

## **Office for Seniors – Te Tari Kaumātua**

### **Better Later Life – He Oranga Kaumātua**

As age increases, so does the likelihood of living with a long-term health condition, or a disability requiring ongoing support. The 2013 Disability Survey showed that people aged 65 or over were much more likely to be disabled (59 percent) than adults under 65 years (21 percent) or children under 15 years (11 percent). The Office for Seniors work programme therefore recognises the needs of older New Zealanders living with a health condition or disability.

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 Better Later Life – He Oranga Kaumātua Action Plan 2021-2024 supports the implementation of the Strategy and references the New Zealand Disability Strategy as an ongoing priority to help achieve the action area: Promoting healthy ageing and improving access to services.

#### *Looking forward to 2024*

The Office for Seniors will work with the Government to implement policies for older people, including those with a health and disability focus. The process of implementing any policies will involve engagement with relevant stakeholders.

## **Sport New Zealand – Ihi Aotearoa**

Over the past year Sport NZ – Ihi Aotearoa has developed a stronger relationship with Whaikaha. This includes contributing to the Disability Data Evidence Community of Practice and Enabling Good Lives, to demonstrate the value being physically active can have on a disabled person's life.

### **Partnering for impact**

Sport NZ initiatives and investment are enabling more disabled tamariki and rangatahi – children and young people to benefit from being physically active.

Healthy Active Learning supports over 900 schools and kura to create healthy and active learning environments and better connections to their local communities. The Healthy Active Learning workforce is supporting special schools and schools with units to provide inclusive and quality opportunities for disabled tamariki e.g., Healthy Active Learning at Sport Waitakere, and Holy Family School's Te Kāhui Whētu Angels at Nuku Ora. An online community of practice that focuses on disability and inclusion has been developed for the Healthy Active Learning workforce to share best practice and to learn from each other.

Since 2020, the Tū Manawa Active Aotearoa Fund, administered by Regional Sports Trusts has invested in 162 projects supporting disabled tamariki and rangatahi from across Aotearoa to participate in play, active recreation, and

sport. An example from Wellington East Girls' College is 20 students in its 'supported learning class, Te Aka' who have been exploring the great outdoors through day walks and overnight tramps as part of their Duke of Edinburgh Award. One autistic student who refused to walk on sand will now happily take part in beach activities, meaning her family can now enjoy the beach together.

### **Investment to create better opportunities**

This year, \$1.9m has been invested through the Sport NZ Disability Plan in organisations to improve access to opportunities for disabled tamariki and rangatahi. This has enabled:

- fourteen Parafeds and similar organisations to improve their ability to provide regional leadership and advocacy, leading to system change and the delivery of quality participation opportunities.
- seven National Disability Sports Organisations to extend their reach and increase their collaboration with others.
- sixteen Disability Inclusion Fund projects throughout New Zealand to increase opportunities for disabled tamariki and rangatahi to participate in play, active recreation, and sport.

### **Building a connected, collaborative, and capable sector**

Building system-wide capability is a key commitment of the Sport NZ Disability Plan. This year the International Symposium of Adapted Physical Activity was held in New Zealand for the first time. There were 225 attendees, of which 128 came from Aotearoa New Zealand. Through scholarships, Sport NZ supported 21 disability advocates from the play, active recreation, and sport sector to attend.

In September 2023, Sport NZ hosted Ko au, ko koe, ko tatou – Disability Hui Collaborating for Impact, where over 120 people from the sector came together over two days to connect, learn, and share. Sport NZ also provides quarterly Disability Virtual Connects for the play, active recreation, and sport workforce to connect and learn. The number of people attending the Disability Hui and the Virtual Connects continues to grow as more organisations consider how they are catering for disabled tamariki and rangatahi.

In September 2023, Sport NZ also launched the 'Inclusivity Hub', providing a range of resources to support the sector to progress their learning journey on diversity, equity, and inclusion.<sup>9</sup>

---

<sup>9</sup> Sport NZ Inclusivity Hub: <https://sportnz.org.nz/inclusivity-hub/inclusivity-hub/>

## Whaikaha – Ministry of Disabled People

### COVID-19

In 2023, Whaikaha continued to create opportunities for the disability community to identify challenges and issues COVID-19 might pose for disabled people, tāngata whaikaha Māori and whānau. Agency officials from across-government met with a disability network to answer questions and provide updates. Meetings were co-chaired by Whaikaha and a disability sector representative, and created an opportunity to hear from the community about what was going well, and what could be improved. The last formal meeting with the network was held on 31 March 2023.

Whaikaha, with support from Manatū Hauora – Ministry of Health, also worked to improve understanding of the impacts of COVID-19 on people receiving Disability Support Services (DSS) from Whaikaha. As disability is not recorded against a person's National Health Index (NHI) number, where most COVID-19 data and insights are obtained, it has been difficult to gain a full picture of the impact of COVID-19 on all disabled people.

The information gathered and analysed on case rates, hospitalisations and mortality rates was published on the Whaikaha website in March 2023.<sup>10</sup>

Agencies are committed to continuing to improve understanding of the impact of COVID-19 on disabled New Zealanders and tāngata whaikaha Māori.

---

<sup>10</sup> COVID-19 Disability Data review: <https://www.whaikaha.govt.nz/news-and-events/news/covid-19-disability-data-review/>

## Indicators

Outcomes	Indicator	Disabled	Non-disabled	NZ average	Source
3.1 Disabled people have equitable access to quality, inclusive and responsive health services, and information	Unmet need for GP visits due to cost	21%	12%		Ministry of Health, NZ Health Survey, 2022/23  (15 years and over)
	Unmet need for dental health care due to cost	52%	43%		
3.2 Disabled people have equitable physical and mental health outcomes	Meet sleep duration recommendations	50%	70%		Ministry of Health, NZ Health Survey, 2021/22
	Physically active	30%	48%		
	Fair or poor self-rated health	42%	11%		
	Mood and/or anxiety (diagnosed) (15 years and over)	40%	23%		Ministry of Social Development, Youth Health and Wellbeing Survey, 2021  (12 to 18-year-olds)
	Experience serious distress (scoring 13+ out of 24)	56%		28%	
	Sense of belonging (Mean rating out of 10)	7.3		7.9	
	Use of drugs that can cause a high or trip – excl. cannabis	16%		9%	
3.3 Disabled people have meaningful relationships in their lives	Face-to-face contact with friends at least once a week	62%	70%		Stats NZ, General Social Survey, 2021  (15 to 64-year-olds)
	Feeling lonely most or all the time	12%	3%		
	Feeling lonely none of the time	41%	56%		
3.4 Disabled people are satisfied with their lives	Low levels of life satisfaction <sup>11</sup>	42%	18%		
	Overall life satisfaction (Mean rating out of 10)	6.7	7.6		
	Good outcome in just one of four wellbeing aspects	29%	15%		

<sup>11</sup> Rating of 0 to 6 on a 10-point scale (0 = Completely dissatisfied 10 = Completely satisfied)

## Outcome Four: Rights protection and justice

---

Our rights are protected, we feel safe, understood, and are treated fairly and equitably by the justice system

---

### Accident Compensation Corporation – Te Kaporeihana Āwhina Hunga Whara

#### Huakina Te Rā – Our strategy for 2023-2033

In 2023, the Accident Compensation Corporation (ACC) launched its new organisational strategy, Huakina Te Rā, which identifies disabled people as a priority population, and is focused on achieving equity in access, experience, and outcomes for these groups. ACC is also developing a Mana Taurite – Equity Action Plan which will include disabled people as a priority population.

#### Accident Compensation (Access Reporting and Other Matter) Amendment Act 2023

In 2023, the Accident Compensation (Access Reporting and Other Matters) Amendment Act 2023 was passed. The Act requires ACC to report on access to the scheme by all injured people. This includes disparities in access, barriers to access and causes of disparities.

To support this, as well as achieving its goals under Huakina Te Rā and the Mana Taurite – Equity Action Plan, ACC is looking at potential methods to better understand disabled peoples' access to the Accident Compensation Scheme.

### Department of Corrections – Ara Poutama Aotearoa

The Department of Corrections – Ara Poutama Aotearoa seeks to ensure tāngata whaikaha Māori and disabled people's rights are upheld, are understood, and treated fairly and equitably by the corrections system.

#### Progress made in 2023

In February 2023, Ara Poutama Aotearoa launched its first Disability Action Plan 2023-2027. The plan presents a shift in thinking that emphasises independence, operates from a strengths-based approach and reflects the Ara Poutama Aotearoa commitment to, "Nothing about us without us." It sets the strategic direction for achieving oranga (wellbeing) in partnership with tāngata whaikaha Māori (Māori disabled) and disabled people managed by Ara Poutama Aotearoa.

Ara Poutama Aotearoa has made progress on its Disability Action Plan Immediate Actions for 2023/2024.

### *Ara Poutama Aotearoa continues to build our data, evidence, and insights*

To date, Ara Poutama Aotearoa Health Services has integrated the Washington Group Short Set of Questions (WGSSQ) into three of the four health assessment tools used. The WGSSQ is used to identify individuals who are at greater risk than the general population of experiencing restricted social participation because of difficulties undertaking some activities. This information alongside insights gathered from more informal sources about the experiences of tāngata whaikaha Māori and disabled people is used to inform policy development and service planning.

### *Improving accessibility*

Ara Poutama Aotearoa acknowledges improving accessibility is vital in supporting tāngata whaikaha Māori and disabled people to achieve fundamental human rights. As part of responsiveness to improving accessibility, Ara Poutama Aotearoa released the Disability Action Plan in alternate and accessible formats with a view to developing other key plans in these formats.

### *Ara Poutama Aotearoa has created new Social Worker Disability and Older Persons roles*

Ara Poutama Aotearoa has created new Social Worker Disability and Older Persons roles. These roles will facilitate tāngata whaikaha Māori, disabled persons, and older persons access to supports and services that aim to create better continuity of care while in prison and on their reintegration to the community.

### *Implementing a programme of work to improve the use of segregation in prisons*

Ara Poutama Aotearoa is implementing a long-term programme of work to improve the way prisoners experience segregation. This has included short-term actions to improve assurance and oversight processes, with substantive operational improvements planned for the longer term, including a review of the legislative framework for using segregation in prisons.

## **Looking forward to 2024**

Ara Poutama Aotearoa will continue to work on improving accessibility, rights, and understanding the needs of tāngata whaikaha Māori and disabled people by:

- forming a disability advisory group to support the implementation of the Disability Action Plan. This group will provide input into relevant projects, programmes, and initiatives to ensure visibility of the needs of tāngata whaikaha Māori and disabled people.
- developing an early intervention framework for working with tāngata whaikaha Māori and disabled people who have complex and interconnected needs to better support their reintegration into the community.

- starting work to ensure all new and existing frontline staff receive Disability Awareness Training so they have the necessary skills and knowledge to work with tāngata whaikaha Māori and disabled people effectively.

## Ministry of Justice – Te Tāhū o te Ture

### Progress made in 2023

Te Tāhū o te Ture has progressed work on initiatives that seek to improve rights, enhance wellbeing, and protect vulnerable people and communities, including disabled people, through the:

- Sexual Violence Legislation Act 2021 – work continues to operationalise the changes. These changes allow for alternative ways to give evidence (such as Audio-Visual Link), and the requirement for the Secretary for Justice to make all reasonable efforts to ensure appropriate facilities are available for sexual violence victims when they attend court. This will improve support and accessibility for disabled people. The New Zealand Crime and Victims Survey shows that disabled adults have a higher lifetime prevalence rate of sexual assault and intimate partner violence than non-disabled adults.
- Family Court (Supporting Children in Court) Legislation Act 2021 – work continues to support its implementation in Family Dispute Resolution services through eight Child Specialist roles and the development of a quality practice framework. Once fully implemented, it is anticipated that these changes will support all children, including disabled children, to participate in decisions that affect them.

Transformational programmes that will see improvement to accessibility and justice services for disabled people have also progressed over 2023, including:

- Te Ao Mārama – a judicially led kaupapa to ensure justice services best serve each community’s specific needs. Te Ao Mārama continued to build relationships with local iwi in Gisborne, Kaitiāia and Hamilton. It is also working closely with the Ministry’s Disability Network to establish relationships with disability sector leaders and disabled communities in the design and scoping phase of Te Ao Mārama in each site.
- Young Adult List – a key pillar of Te Ao Mārama which supports participants between 18-25 years old to meaningfully participate in proceedings. Solutions for strengthening how the Young Adult List Court identifies and responds to neurodiversity have continued to be explored.
- Foundational family violence and sexual violence training for the court-related workforce – this training has been designed and tested to improve understanding of and response to the dynamics of family violence and



sexual violence. The training will be delivered to the court-related workforce from November 2023.

### *The New Zealand Crime and Victims Survey*

The New Zealand Crime and Victims Survey provides detailed insights and analysis of crime and victimisation in New Zealand. This is the only comprehensive source of data about victims of crime that includes unreported crimes. It is a valuable resource for understanding the nature and level of victimisation in Aotearoa New Zealand.

The New Zealand Crime and Victims Survey represents interviews with more than 35,000 New Zealanders. The cycle five report was published in June 2023 and continued to look at the experiences of disabled people in New Zealand through an expansion of analyses and reporting on perceptions of safety.

### **Looking forward to 2024**

Many of Te Tāhū o te Ture's work programmes that contribute to outcome four of the disability strategy are continuing into 2024, including:

- publishing a mixed methods research report to expand upon the findings of the New Zealand Crime and Victims Survey, including examining the victimisation experiences of disabled people.
- publishing cycle six of the New Zealand Crime and Victims Survey.
- testing solutions to improve how the Young Adult List Court identifies and responds to neurodiversity.
- continuing delivery of training to the court-related workforce to improve understanding of and response to the dynamics of family violence and sexual violence.
- continuing the growth of Te Ao Mārama, and the Young Adult List, by partnering with iwi and communities.

## **Te Puna Aonui**

### **Progress in 2023**

Te Aorerekura – the National Strategy for the Elimination of Family Violence and Sexual Violence, was launched in December 2021. This was supported by an Action Plan which set out the specific actions being advanced in support of Te Aorerekura.

The current Action Plan (2022 to end of 2023) includes Action 5, "Engage and value communities in collective monitoring, sharing & learning". In 2022, Te Puna Aonui contracted the Disabled People's Assembly (DPA) to carry out a disabled person led engagement process to co-design an enduring engagement platform between disabled people and Te Puna Aonui. Engagement included

interviews, workshops, and hui. DPA reported-back in May 2023 with recommendations and the key theme from the report is that there needs to be “multi-level” engagement with tāngata and whānau whaikaha Māori, Deaf, Tāngata Turi and disabled people, including engagement at local, regional, and national levels.

It identified components that would support sustainable engagement. These included, for example, building disability capacity within Te Puna Aonui. Following the report, Te Puna Aonui consulted with DPA to work through the prioritisation and relative phasing of the report’s recommendations. As an initial step, Te Puna Aonui worked via the Human Rights Commission and convened an interim disability reference group which met to consider key pieces of work being progressed.

In addition, the Ministerial Leadership Group on Disability Issues met on 27 July 2023 and received an update on the disability engagement project and discussed the recommendations contained in the DPA report.

Action 28 of the Action Plan relates to safeguarding responses for adults at risk in locations of readiness. This action has been added to the Disability Action Plan and will be led by Whaikaha – Ministry of Disabled People. During 2022, Te Puna Aonui funded a 12-month project to expand the ‘Safeguarding Adults from Abuse’ multi-agency response in the Waitematā and an evaluation of this project that will inform the wider implementation of Action 28 and the Safeguarding Framework. Through Budget 2023, a new national team was funded to extend the approach in Waitematā to other locations.

### **Looking forward to 2024**

In 2024 Te Puna Aonui expects to finalise the second Action Plan. The Action Plan will continue making progress towards the vision of Te Aorerekura which will include addressing the needs of those disproportionately affected by Family Violence and Sexual Violence such as disabled people.

## Indicators

Outcomes	Indicator	Disabled	Non-disabled	NZ average	Source
4.1 Disabled people have the support and accommodations needed when interacting with the justice system	Low levels of trust in Courts <sup>12</sup>	33%	13%		Stats NZ, General Social Survey, 2021  (15 to 64-year-olds)
	Low levels of trust in Police (ratings 0 to 4)	17%	9%		
	Poor quality of service using 111	5%	2%		Public Service Commission, Kiwis Count, 2016-2019
4.2 Disabled people feel safe in their homes and communities and are safe from violence and abuse	Victimisation rates	40%		31%	Ministry of Justice, NZ Crime and Victims Survey, 2018-2022 <sup>13</sup>  (15 years and over unless otherwise stated)
	Victim of offending by family members	7%		2%	
	Victimisation rates – Youth (15 to 29-year-olds)	57%	35%		
	Victimisation rates – Māori	44%	36%		
	Victimisation rates – living alone	23%	27%		
	Victimisation rates – rural area	31%	25%		
	Feeling safe or very safe when using public transport at night (15 to 64-year-olds)	26%	52%		Stats NZ, General Social Survey, 2021
	Family involvement with Oranga Tamariki	25%		17%	Ministry of Social Development, Youth Health and Wellbeing Survey, 2021  (12 to 18-year-olds)
	Yelling/swearing from adults at home	62%		46%	
	Bullying in last 12 months)	50%		37%	
Unwanted sexual contact	32%		19%		
4.3 Disabled people’s right to make their own decisions is upheld and they are supported, if required	Uptake of supported decision making and assistive technology to communicate				

<sup>12</sup> Rating of 0 to 4 on a 10-point scale (0 = No trust, 10 = Complete trust).

<sup>13</sup> A dataset combining five years of survey data (Cycles 1, 2, 3, 4 and 5).

## Outcome Five: Accessibility

---

We access all places, services, and information with ease and dignity

---

### Kāinga Ora – Homes and Communities

#### Progress in 2023

Kāinga Ora – Homes and Communities has been working to build more accessible homes. To date, Kāinga Ora has built 425 public housing new build properties that meet its full universal design standards. The Kāinga Ora Accessibility Policy sets a target of at least 15% of public housing new build properties meeting full universal design standards. In 2022/23 Kāinga Ora delivered 19% of its new build properties meeting full universal design standards.

In addition, Kāinga Ora has delivered 33 full universal design homes within its Te Mātāwai (Greys Ave) development that will be used for non-public housing customers, which will help deliver more accessible homes to the private housing rental market.

Refreshing its Accessibility Policy to ensure it is fit for purpose has been a key focus for Kāinga Ora in 2023. This has involved Kāinga Ora conducting a current state assessment of progress under the current 2019 Accessibility Policy, and identifying future opportunities and outcomes to commit to in its refreshed policy that will ensure Kāinga Ora customers can live well in their homes.

Extending on its commitments to universal design, Kāinga Ora is also working to increase accessibility through master-planning and community development initiatives. Draft universal design guidelines have been developed for master-planning that will help to create more accessible communities.

Improving the information Kāinga Ora has about its customers accessibility needs and how it uses this information to deliver better accessibility outcomes was a priority in 2023. Kāinga Ora has also been improving the information held about its existing properties, modifications, and internal processes to allow it to match customers to a property that meets their needs.

#### Looking forward to 2024

The main priorities for Kāinga Ora moving into 2024 will include engaging on and publishing the refreshed Kāinga Ora Accessibility Policy, establishing an implementation plan for the refreshed policy, and ensuring that it hears the voices of its customers with experience of disability in the work that it does. Kāinga Ora will also be focusing on working with key partner agencies to improve the modifications process for its customers.

## **Ministry of Business Innovation & Employment – Hīkina Whakatutuki**

During 2023, the Ministry of Business Innovation & Employment (MBIE) accessibility work programme focused on creating a robust engagement process to deliver on key elements of the Ministry's Strategic Roadmap on accessibility. MBIE created a Disabled People's Advisory Group (DPAG) to facilitate regular communication with, and input from, people with experience of disability. MBIE is initially engaging with industry stakeholders through its Building Advisory Panel (BAP) and is also engaging with relevant government agencies including the Ministry for Housing and Urban Development, Whaikaha, Kāinga Ora, and the Office for Seniors.

This engagement process will first consider accessibility issues relating to 'public buildings' i.e., those listed in Schedule 2 of the Building Act 2004. In line with the Committee on the UNCRPD's 2022 recommendations, it will then consider accessibility issues relating to private housing which currently lies outside the scope of the accessibility provisions in building regulation. Problem identification and evidence gathering were well advanced by the end of 2023.

A separate but related engagement on fire alerting for people who are Deaf and Hard of Hearing was also initiated in January 2023. On this issue MBIE has been engaging with a group of representatives from the Deaf and hard of hearing communities and officials from Fire and Emergency New Zealand. It has resulted in clear problem identification and evidence gathering, and identification of a potential solution. This work will feed into a broader review on fire safety.

## **Ministry of Housing and Urban Development – Te Tūāpapa Kura Kāinga**

### **Progress in 2023**

In 2023, the Ministry of Housing and Urban Development – Te Tūāpapa Kura Kāinga (HUD) has sought to increase accessibility across the housing system, including by developing and publishing the:

- Public Housing Design Guidance for Community Housing Providers and Developers which includes guidance on accessible housing.
- Code of Practice for Transitional Housing which sets out the basic rights and responsibilities of those using or providing transitional housing. The Code came into effect on 1 July 2023 and includes standards for the accommodation, covering health, safety, and accessibility.

As part of its broader system leadership role, HUD has recently published indicators to track progress towards the housing and urban system's long-term outcomes. Where there is available information, HUD intends to report on progress towards these outcomes for disabled people.

To promote longer-term system transformation and support more effective system improvements, HUD published its Long-Term Insights Briefing which promotes discussion on the criticality of dwellings being built to mitigate the effects of compromised mobility, limited sight and hearing or cognitive issues and enhance functional capacity.

## **Looking ahead to 2024**

In line with UNCRPD commitments, HUD intends to progress work to understand the conditions necessary to expand the Kāinga Ora full universal design target above 15 percent.

## **Ministry of Social Development – Te Manatū Whakahiato Ora**

### **Accessibility Charter**

The public sector remains in a leadership role in recognising accessibility as an enabler of inclusion, with increased accessibility across several areas including, but not limited to print and digital accessibility, accessible recruitment, accessible procurement and building accessibility. As the need for accessibility functions has widened and increased, it is recognised that the scope and the intent of the Accessibility Charter will not be sufficient to drive forward the full extent of the changes required. It is proposed that these previous functions are incorporated into the wider all-of-government accessibility work programme supported by Whaikaha.

The Ministry of Social Development has continued to work with Disabled People's Organisations to develop accessible government information in alternate formats, with over 1000 print-based translations produced in the 2022/23 year, continuing the increasing demand for this support across government agencies. This ongoing demand has continued to meet the needs of emergency events such as ongoing changes within COVID-19 protocols, measles, pandemics, and the weather events of early 2023 along with the ongoing provision of government information across multiple agencies. In the past year, alternate formats were provided for the first time in Te Reo to support an inclusive and accessible Census 2023 and general election. A monthly Accessible Information training programme which provides education around the use of accessible print and digital information continues to have high uptake by public sector staff.

## **New Zealand Transport Agency – Waka Kotahi**

### **Progress in 2023**

#### *Public Transport*

The New Zealand Transport Agency (NZTA) Waka Kotahi has continued to develop its Public Transport Design Guidance as part of its work to promote safe and user-centric public transport infrastructure. In 2023, capability building was delivered including advice supporting inclusive public transport design (e.g., safe, obvious, and step-free access).

#### *Research*

NZTA Waka Kotahi continues to engage the disability sector and collect better disability data regarding the accessibility of the transport network. In 2023, a new research project was initiated that hopes to provide insights from other countries' experiences of paratransit (transportation services that supplement fixed-route mass transit by providing individualized rides without fixed routes or timetables). This will inform the review of Total Mobility and New Zealand's overall approach to ensuring mobility for disabled people.

#### *Accessibility of Public Information*

NZTA Waka Kotahi continued the process updating regulatory manuals, guides, and web pages in line with accessibility and plain language guidelines. This year it included providing accessible formats of the Motorcycle Road Code and the New Zealand guide to temporary traffic management.

### **Looking ahead to 2024**

For 2024, NZTA Waka Kotahi has commissioned work on Inclusive Cycling Planning and Design Guidance – Making cycle networks accessible to people of all abilities. The guidance is being drafted with engagement with a wide range of stakeholders intended to inform the planning, design, and auditing of streets and cycle facilities to achieve accessibility by people of all needs and abilities.

NZTA Waka Kotahi also intends to launch the NZTA Waka Kotahi mobile app. This represents a step change for how users of the transport network connect and interact with the agency by moving key functions online. Accessibility and useability testing is happening at every stage of development.

## **Office for Seniors – Te Tari Kaumātua**

### **Age Friendly**

New Zealand is an affiliate of the World Health Organisation's Global Network for Age-friendly Cities and Communities. The Office for Seniors leads this programme and is responsible for promoting and fostering an age friendly approach and reporting annually to the World Health Organisation (WHO) on

progress. An age-friendly community responds to the growing diversity of older people, which includes disability. Key milestones of this national programme include:

- establishing and building a national network of over 30 age friendly city and district councils.
- administering the Age friendly fund grants scheme to assist communities in developing or delivering an age friendly plan.
- providing advice, support, and toolkits on topics such as developing an age friendly plan, urban planning and becoming an age friendly business.
- supporting and disseminating research and best practice.

#### *Looking forward to 2024*

The Age-Friendly Cities and community work supports older disabled people to stay connected; stay active and healthy; live with dignity and be treated with respect. Working with over 30 'Age Friendly' Local Councils, provides a broad reach across New Zealand and the potential to expand further.

## **Whaikaha – Ministry of Disabled People**

### **Accessibility for New Zealanders Bill**

Cabinet agreed to introduce the Accessibility for New Zealanders Bill in March 2022. The Bill aims to create an accessibility framework that takes a progressive approach to identifying, preventing, and removing barriers to participation for disabled people, tāngata whaikaha Māori and their families and whānau, and others with accessibility needs in New Zealand.

Responsibility for progressing the Bill transferred from the Ministry of Social Development to Whaikaha when the Social Services and Community Select Committee provided its report on the Bill in June 2023<sup>14</sup>. The Select Committee recommended, by majority, that the Bill be passed. Next steps on the Bill will be considered by the new government.

---

<sup>14</sup> Final Report of the Social Services and Community Committee:  
<https://selectcommittees.parliament.nz/v/6/1b12f033-3624-4fa9-e9a4-08db72a0a40a>



## Indicators

Outcomes	Indicator	Disabled	Non-disabled	NZ average	Source
5.1 Disabled people have equitable access to all places, services, and information	Health professional listened to them (rate ratio – below 1 is less likely than non-disabled)	0.97			Health Quality & Safety Commission, Patient Experience Survey, May 2023
	Able to get health care from a GP or nurse every time they wanted to in the last 12 months (rate ratio)	0.91			
	Access to the internet	77%	92%		Stats NZ, Census, 2018
	Unable to access to public services and activities due to accessibility	52%			Be. Lab, Access 2020
	Easy or very easy getting to a doctor	79%	88%		Stats NZ, General Social Survey, 2018
	Easy or very easy getting to a supermarket or dairy	85%	93%		
	Good quality service when applied for, used, or asked for information about a building permit	53%	63%		Public Service Commission, Kiwis Count, 2019
5.2 Government takes the lead in raising accessibility across all areas	Signed up to the Accessibility Charter			50 Govt Agencies & Crown Entities 3 Local Govt	Ministry of Social Development, December 2023

## Outcome Six: Attitudes

We are treated with dignity and respect

### Indicators

Outcomes	Indicator	Disabled	Non-disabled	NZ average	Source
6.1 Disabled people are treated with dignity and respect by everybody	Discrimination in the last 12 months	30%	23%		Stats NZ, General Social Survey, 2021  (15 to 64-year-olds)
	Low trust in New Zealanders <sup>15</sup>	27%	10%		
	Others are patronising towards me because of my disability	51%			Be. Lab, Access 2020
	Others feel sorry for me because of my disability	48%			
6.2 Disability is portrayed positively in the media	Low trust in the media (ratings 0 to 4)	62%	41%		Stats NZ, General Social Survey, 2021  (15 to 64-year-olds)
6.3 Disabled people are recognised as citizens in their own right	Feel very comfortable about a new neighbour with a disability or long-term health condition	87%	84%		
	Easy to express my identity (Mean rating out of 10)	6.2		7.3	Ministry of Social Development, Youth Health and Wellbeing Study 2021
	I am proud of who I am (Mean rating out of 10)	5.7		7.1	(12 to 18-year-olds)

<sup>15</sup> Rating of 0 to 4 on a 10-point scale (0 = No trust, 10 = Complete trust).

## Outcome Seven: Choice and control

---

We have choice and control over our lives

---

### **Accident Compensation Corporation – Te Kaporeihana Āwhina Hunga Whara**

#### **Living My Life**

The Accident Compensation Corporation (ACC) conducted a review of its Living My Life service, which is designed to give participants choice and control over their own life, with the aim of achieving quality of life, independence, and participation goals for clients with complex injuries.

This evaluation found that clients overwhelmingly thought Living My Life had made a significantly positive difference to their lives. Most tāngata whaikaha Māori said Living My Life had given them choices and options and helped them achieve some measure of independence.

An analysis of clients' perspectives indicate that Living My Life is contributing to four outcomes of the New Zealand disability strategy: outcome 7 choice and control, outcome 3 health and wellbeing; outcome 5 accessibility; and outcome 6 attitudes.

#### **Peer Support Service for the Spinal Cord Impaired (SCI) community**

ACC is supporting a nationally consistent Peer Support Service to extend the peer support that spinal cord injury clients receive as patients of the Burwood and Auckland Spinal Units into communities across the country.

Adjusting to such a major injury can be a highly traumatic time. The Spinal Peer Support Service provides ongoing support to clients when they return to their hometowns from the spinal units, to help them adjust to their new circumstances following injury.

### **Manatū Hauora – Ministry of Health**

#### **Progress to repeal and replace the Mental Health Act**

Manatū Hauora is leading work to repeal and replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 (the Act) in line with the recommendation in He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction.

In December 2022 and July 2023, Cabinet agreed to the suite of policy proposals for new mental health legislation. The proposals will support a more rights-based and recovery approach and enable care in line with a te ao Māori world view.

New legislation is intended to ensure Manatū Hauora better meets the needs of people when they need urgent intervention, and that legislation is only used as a last resort. The legislation will place tāngata whaiora at the centre of their mental health care. The proposals recognise tāngata whaiora decision-making capacity and support them to make their own decisions and choices, enabling greater self-determination and autonomy in their lives.

The development of the policy proposals has involved careful consideration and balancing of a range of information sources. This includes feedback received through public consultation and feedback from an Expert Advisory Group established to assist with the testing and refining of policy proposals.

Parliamentary Counsel Office is drafting a Bill. Once Cabinet has agreed to the Bill it will go through the Parliamentary stages, which includes select committee consideration. Work on implementation planning is progressing alongside the development of the Bill.

However, Manatū Hauora does not need to wait for new legislation to start shifting practice and services in line with the policy direction for new legislation. Wider work has continued on changing practice in mental health services. In early 2023, the workforce centre Te Pou launched training and resources for health professionals who provide treatment under the current Act. This training supports a shift towards improving services, and has a greater focus on human rights, Te Tiriti o Waitangi, and least restrictive and person-centred practice.

## **Seclusion and restraint**

Work is underway to reduce and eventually eliminate seclusion and restraint in Aotearoa New Zealand.

The Ngā Paerewa Health and Disability Services Standards NZS 8134:2021 defines seclusion as a type of restraint where a person is placed alone in a room or area, at any time and for any duration, from which they cannot freely exit.

There are longstanding concerns about the use of seclusion and restraint in New Zealand in mental health inpatient facilities, with Māori secluded at a greater rate than non-Māori.

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 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.

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 Te Tāhū Hauora, mental health services, and Te Pou.

Developing new legislation and guidelines with respect and protection of human rights at the centre will assist the progression of Outcome 3 (health and wellbeing), Outcome 4 (rights protection and justice), Outcome 6 (attitudes), and Outcome 7 (choice and control).

In April 2023, Manatū Hauora published new Guidelines for Reducing and Eliminating Seclusion and Restraint Under the Mental Health (Compulsory Assessment and Treatment) Act 1992.

The new guidelines focus on preventing, safely reducing, and eliminating seclusion and restraint using person-centred, culturally appropriate approaches that are grounded in Te Tiriti o Waitangi and human rights obligations.

They were developed with advice and insight from people with lived experience of restrictive practices, Māori, and clinical advisors, to ensure the guidelines support the needs of people receiving compulsory mental health services.

The guidelines align with the requirements of the Ngā Paerewa Health and Disability Services Standard NZS 8134:2021 in relation to the use of seclusion and restraint, which requires service providers to work towards being seclusion free.

## **Whaikaha – Ministry of Disabled People**

### **Transforming the disability support system**

#### *Progress in 2023*

A Transformation Management Office has been established to oversee and support the implementation of initiatives funded through Budget 2022 for disability support system transformation.

Using insights from community engagement, evaluations of Enabling Good lives and a review of the National Disability Insurance Scheme (NDIS) in Australia, Whaikaha developed a three phased approach for transformation.

The first phase is underway and focuses on building the infrastructure for transformation including governance (see Partnership arrangements section on page 45), data and insights, fiscal strategy, and improvements to practice.

Building local disability leadership and community capacity to be welcoming and inclusive is also critical to supporting system transformation. Initiatives already underway include:

- My Home, My Choice which aims to re-shape the \$1 billion annual spend and create alternatives to residential care – see below.
- My Time, My Choice which helps disabled people to participate meaningfully in everyday life, including work.
- Building independent voice mechanisms including the expansion of peer-to-peer monitoring.

### *Looking forward to 2024*

Planning has started for the second phase, which will start from July 2024 onwards, focussing on:

- improving safeguards for those at risk of abuse and neglect (and responding to the Royal Commission of Inquiry into Abuse in Care, see page 44)
- continuing to transform existing supports, including implementing changes to other services such as Home and Community Support, Equipment, Home and Vehicle Modifications, and Child Development Services
- extending the Enabling Good Lives approach into two historically underserved areas, adding aspects of personal budgets (e.g., facilitation) to support people to plan for the lives they want.

### **My Home My Choice**

The My Home My Choice programme focuses on work needed to transform the way people in residential services are assisted so they have more choice and control over their lives. This includes developing options and alternatives for people who are considering entry into, or exit out of, residential services.

This means supporting disabled people and tāngata whaikaha Māori to live everyday lives in everyday places, and to be citizens with opportunities for learning, working, having somewhere to call home, and fully participating in their community just like anyone else.

My Home My Choice is informed and guided by the:

- Tiriti o Waitangi
- UNCRPD
- United Nations Deinstitutionalisation Guidelines<sup>16</sup>
- Enabling Good Lives principles and approach<sup>17</sup>
- Learnings and experiences shared at the Royal Commission of Inquiry – Abuse in Care
- Waitangi Tribunal report Wai 2575 – the Health Services and Outcomes Inquiry
- New Zealand Disability Strategy

---

<sup>16</sup> CRPD/C/5: Guidelines on deinstitutionalization, including in emergencies (2022): <https://www.ohchr.org/en/documents/legal-standards-and-guidelines/crpd5-guidelines-deinstitutionalization-including>

<sup>17</sup> Enabling Good Lives Principles: <https://www.enablinggoodlives.co.nz/about-egl/egl-approach/principles/>

- Te Aorerekura National Strategy to Eliminate Family Violence and Sexual Violence (Whaikaha has responsibility for Action 28).

My Home My Choice works in partnership with disabled people, tāngata whaikaha Māori, family and whānau, and providers, so changes are guided by their voices and experiences.

#### *Progress made during 2023*

Sir Robert Martin KNZM and Gary Williams MNZM were appointed as the patrons of this work programme to provide leadership. A steering group was appointed to guide the programme, alongside the Patrons and the Sponsor. Extensive engagement with disabled people, tāngata whaikaha Māori, Pacific people, family/whānau, and service providers has taken place in 2023 with this discovery phase expected to be completed in December 2023.

#### *Looking forward to 2024*

The insights and information gathered from the community and service provider engagement will inform the design phase and the development of a work programme to deliver the programme objectives. The objectives include:

- Prioritise approaches to enable more choice and control to people who are considering entry into or exit out of residential services in 2024.
- Introduce new contracting terms and conditions based on an assistance model that aligns to the UNCRPD and EGL Principles.
- Offer a safe environment in response to the lessons of the Royal Commission of Inquiry into Abuse in State Care.

## Indicators

Outcomes	Indicator	Disabled	Non-disabled	NZ average	Source
7.1 Disabled people have and maintain control over decisions about their lives	Low ratings of sense of control <sup>18</sup> (15 to 64-year-olds)	41%	24%		Stats NZ, General Social Survey, 2021
	High sense of control <sup>19</sup> (Māori, 15 to 54 years)	64%	82%		Stats NZ, Te Kupenga, 2018
7.2 Disabled people and their whānau have choice and control over government funded services that address their needs	I have real choices about the kind of support I receive, and where and how I receive it	No current measures	No current measures	No current measures	Enabling Good Lives Outcomes and Principles in Action
7.3 Disabled people and their whānau have control over who provides services	I am in control of planning my support, and I have help to make informed choices if I need and want it	No current measures	No current measures	No current measures	

<sup>18</sup> Rating of 0 to 6 on a 10-point scale (0 = No control 10 = Complete control)

<sup>19</sup> Rating of 7 to 10 on a 10-point scale (0 = No control 10 = Complete control)



## Outcome Eight: Leadership

---

We have great opportunities to demonstrate our leadership

---

### Ministry of Social Development – Te Manatū Whakahiato Ora

#### Lead Toolkit

The Ministry of Social Development continues to champion the use of the Lead Toolkit across government to foster an inclusive and welcoming environment for disabled people, and to reduce and remove barriers to their employment in the Public Service. As part of this commitment, the Lead Toolkit is undergoing a refresh to provide additional guidance for supporting the needs of neurodivergent employees, tangata whaiora and those living with mental health and addiction challenges, and employees with age-related disability. The Ministry has continued to support the introduction of Reasonable Accommodations policies for disabled people within employment by working across government to provide exemplars of best practice and policy.

### Whaikaha – Ministry of Disabled People

#### Nominations Database

Whaikaha administers a Nominations Database for disabled people who are interested in governance positions on government-appointed boards, committees, and advisory groups. The purpose of this work is to increase the representation of disabled people on boards, and in turn, to build capacity among the disabled community in the areas of leadership and governance. This is in accordance with Outcome Eight of the Strategy. The aims of this outcome are disabled people will:

- fill leadership roles across society.
- be consulted with, and actively involved in the development and implementation of legislation and policies concerning them.
- be seen as experts within their own lives.

It is envisioned that disabled people will be represented at all levels of leadership and governance within the Public Sector. As of 6 November 2023, there are 252 people registered on the Whaikaha Nominations Database. Of these, 216 are disabled people. The remainder of the participants are family/whānau of disabled people, and people who have not fully completed the registration process.

The total number of disabled people registered with the Nominations Database in 2022 was 194, up from 178 in 2021. The increase in people registering for the database can be attributed to the Office of Disability Issues, that formerly

managed the database, becoming part of Whaikaha – Ministry of Disabled People. The creation of Whaikaha captured the interest of disabled people seeking opportunities to become involved in governance and leadership of their communities. Whaikaha has also supported the growth of the Nominations Database by promoting participation via the Whaikaha website and social media.

Of the 216 disabled people on the database, 49.5% are women, 47.5% are men, 2% identified as gender-diverse, (1% did not complete this question). When measuring primary ethnicity, 6.5% identify as Māori, 1% as Pacific peoples, 0.5% as Chinese, 91% as New Zealand European, (1% preferred not to say). While gender balance has been achieved, Whaikaha needs to recruit more gender-diverse individuals, and more people from ethnic minorities, particularly tāngata whaikaha Māori and Pacific peoples.

Since the start of 2023, nominations have been made to over 63 boards, committees, advisory groups, and tribunals. This is down from the 2022 figure of 89 across all categories. Nominations slowed down dramatically from July 2023 onwards, which can be attributed to the General Election.

This year, Whaikaha has worked with the other four population agencies, The Ministry for Women, The Ministry for Ethnic Communities, The Ministry of Pacific People, and Te Puni Kōkiri to deliver training and resources to its combined membership. Several lunchtime training sessions have been delivered and governance resources have been compiled and posted to a Governance Learning Hub hosted by the Ministry for Women.

Whaikaha has continued to work in partnership with Be. Lab to provide an Institute of Directors accredited Leadership in Governance Course tailored for disabled people. Whaikaha has also initiated a relationship with the Institute of Directors, to increase the representation of disabled people in governance.

The five population agencies have been working with the Public Service Commission on a new Future Directors programme where a 'trainee' director will serve on a board for twelve months, without voting rights, and be mentored by a more experienced board member. One appointment has been made to this programme so far. Whaikaha hopes to announce more successful candidates in early 2024.

This year, the Whaikaha nominations team began work to have 'Disability Status' included in the annual board stocktake, alongside gender and ethnicity. A briefing paper on this policy was presented to the Minister for Disability Issues. However, given the proximity to the election, it was decided to delay writing a Cabinet Paper until after the October general election.

## **New Zealand Sign Language (NZSL)**

4,599 deaf people (Census 2018, Stats NZ) use NZSL as their primary form of communication and approximately 23,000 people in total who use NZSL.

The NZSL Board (the Board) promotes and maintains NZSL by ensuring the development, preservation, and acquisition of the language, and provides expert advice to government and the community on NZSL. The Board has up to 10 members in total, all of whom are NZSL users, with the majority being Deaf NZSL users.

In 2022, the Board commissioned a national survey to gather data about the NZSL community's satisfaction with NZSL in relation to the five language priorities from the NZSL Strategy. The survey results were published in 2023.<sup>20</sup>

The Board allocates a \$1.645m per annum fund to activities designed to maintain and promote NZSL. In 2023, the Board awarded the following one-off and ongoing contracts:

- Deaf Aotearoa has been contracted \$660,000 for promoting NZSL across the country for three years, from 2024-2026, by engaging with hearing and Deaf communities. Deaf Aotearoa will be running 7 Minutes of Signing challenges, media training, and bi-monthly podcasts engaging social media influencers and content creators to ensure a broad reach across New Zealand.
- The Research Trust, Victoria University of Wellington has been contracted a total of \$601,013.00 over three years (2023-2026) for ongoing development of the NZSL dictionary's functionality, and its vocabulary in English and Te Reo Māori.
- Ackama NZ Limited has been contracted \$268,987.25 over three years (2023-2026) to host and maintain the NZSL Dictionary web application.
- \$6,000 (a one-off payment) was awarded to support four young Deaf people to attend the World Federation of the Deaf Youth Section Camp in Jeju, South Korea in July 2023.
- The New Zealand Sign language Teachers Association (NZSLTA) received funding to support:
  - Strengthening NZSLTA's infrastructure and leadership capabilities – \$160,000 (over two years from 2023 to 2025).
  - Committee meetings and website cost – \$50,100 (over three years from 2023 to 2026).
  - Merge New Zealand received \$35,000 (one year) to deliver NZSL Professional Learning Development workshops for advanced, Level 2 and above, NZSL Tutors nationwide. Merge NZ will deliver workshops to NZSL Tutors in three different locations covering suitable teaching pedagogies for Level 2 and Level 3 NZSL learners.

---

<sup>20</sup> NZSL Community Survey Results 2022: <https://www.odi.govt.nz/nzsl/news/nzsl-community-survey-results-2022/>

Six NZSL community projects have also been approved for grants from the NZSL Fund, totalling \$175,241.00. A wide range of community groups, from Deaf clubs to parent groups, will complete projects that:

- promote opportunities for Deaf children and adults to learn and use NZSL together.
- document NZSL through archiving or NZSL video recordings.
- bring Deaf youth and NZSL users together.

### **Royal Commission of Inquiry into Abuse in Care**

The Royal Commission of Inquiry into Abuse in Care (the Royal Commission) was established in 2018 to inquire into and report on agencies' responses to allegations of historical abuse towards children, young people, and adults at risk (including Deaf people and disabled people) in state care and faith-based institutions between 1950-2000. The inquiry will make recommendations to the Governor-General in March 2024.

Whaikaha has contributed to the Royal Commission through Briefs of Evidence and appearances at the Institutional Hearings and a series of Notices to Produce (NTP). Whaikaha has also responded to a wide range of questions on its current and intended work that is directly relevant to the issues investigated by the Commission.

A significant focus of Whaikaha information and evidence provided to the Royal Commission to date, relates to the funding, quality, monitoring, and review of Disability Support Services (DSS) funded by Whaikaha and the rollout of the Enabling Good Lives approach to service transformation. A safeguarding approach is fundamental to DSS system transformation. This protects and promotes disabled people's rights, culture, identity, and wellbeing, and prevents and responds to violence, abuse, and neglect.

### **Wai 2575 Health Services and Outcomes Kaupapa Inquiry (Stage Two, Phase One)**

Wai 2575 is a Waitangi Tribunal (the Tribunal) inquiry into health services and outcomes for Māori. Wai 2575 is proceeding over three stages, with stage two proceeding over two phases.

#### *Progress made during 2023*

Phase one of stage two has heard claims concerning grievances relating to disabled Māori (tāngata whaikaha Māori) over eight hearing weeks. The final claimant hearing week was held in November 2023.

Manatū Hauora – Ministry of Health is leading the overall Crown response to Wai 2575. Whaikaha is participating as the lead agency on disability issues for stage two, phase one. Whaikaha is working with Manatū Hauora and other participating agencies to prepare Crown evidence.

### *Looking forward to 2024*

Crown evidence for this phase will be heard over two hearing weeks in 2024. The first Crown hearing will be held from 18 to 22 March 2024 and the second hearing will be held from 27 to 31 May 2024 if sufficient resourcing is identified.

Whaikaha and other participating Crown agencies will consider the Tribunal's recommendations for addressing the claimants' grievances when its report is released.

Whaikaha, together with other participating Crown agencies, will engage with tāngata whaikaha Māori on the Tribunal's findings and recommendations.

### **Partnership arrangements**

Whaikaha has a Cabinet-mandated role to lead the partnership between the disability community, tāngata whaikaha Māori me o rātou whānau., and the Government.

In 2023 Whaikaha commenced planning for the initial partnership arrangements that will be implemented from December 2023 onward. These are the:

- Transformation Management Board: providing governance for the transformation work programme as part of the Whaikaha Executive Leadership Team meeting cycle.
- Strategic Advisory Group: providing strategic advice on major work items including policy work, strategic intentions, Cabinet papers, and the impact of change on the lives of disabled people.
- Insights Alliance: overseeing the monitoring and evaluation of the Enabling Good Lives system transformation and the implementation of the Monitoring, Evaluation, Analysis and Learning (MEAL) framework.
- Rangatahi/Young people's network: providing a forum to engage with young disabled people about removing barriers to them leading good lives.
- Family/Whānau Network: representing family and whānau interests in enabling disabled people and tāngata whaikaha Māori to lead good lives.
- Transformation project groups: oversee and inform the design, implementation, and evaluation of Whaikaha projects.

Work is also underway to develop more Regional Leadership Groups to strengthen community capacity and capability to support system transformation.

## Indicators

Outcome	Indicator	Disabled	Non-disabled	NZ average	Source
8.1 Leadership in the disability sector is effective	Sector groups have a strong mandate from the people they represent	No current measures	No current measures	No current measures	Whaikaha
8.2 Disabled people are represented in leadership roles across society	Proportion of disabled Board members	No current measures	No current measures	No current measures	Public Service Commission
	Proportion of disabled public servants	6%		No current measures	Public Service Commission, Public Service Census, 2021
	Feel accepted as a valued team member	67%	80%	No current measures	
8.3 Government demonstrates good leadership on disability issues	Trust in ODI and Whaikaha				Whaikaha
	Satisfaction with the work of ODI [and Whaikaha] rating out of 10	7.5			ODI, Stakeholder Engagement Survey, 2022

## Disability Data

### Disability data in Aotearoa New Zealand

The Crown has been working to meet its obligations under Article 31 (Statistics and data collection) of the UNCRPD. Over the last 5-6 years, the Office for Disability Issues (integrated into Whaikaha on 1 August 2023) and the cross-agency Disability Data and Evidence Working Group (DDEWG) co-chaired by Whaikaha and Stats NZ advocated for Government-funded surveys to include the Washington Group Short Set (WGSS) of questions that measure six areas of functional impairment. Notwithstanding the known limitations of the WGSS, this has enabled more data to be collected for reporting and monitoring purposes.

### 2023 Census and Disability Surveys

This year has been marked by the 2023 Census and post-censal Household Disability Surveys being collected, and the Crown hearing claimant evidence on the quality and availability of disability data from the Royal Commission of Inquiry into Abuse in Care (the Inquiry), and the Waitangi Tribunal Health Services and Outcomes Kaupapa Inquiry (Wai 2575). Disability measurement in general is maturing in New Zealand. The call for more data on tāngata whaikaha Māori is a consequence of disability in general not having been prioritised as an area for monitoring.

Of 21 publicly available disability data sources, most of which are survey-based, fifteen measure and report on tāngata whaikaha Māori. Often, analyses focus on disabled vs non-disabled and Māori vs non-Māori outcomes. When intersectional data is presented, it is done by cross-tabulating disability indicators and ethnicity indicators, not by applying a te ao Māori perspective of disability. Te Kupenga is currently the only source of information on factors that strengthen Māori identity that disaggregates by disability. As post-censal surveys, Te Kupenga and the Disability Survey now alternate on a census cycle, meaning that there is no simultaneous view across both surveys to draw a deeper understanding of outcomes for tāngata whaikaha Māori. In addition, sampling frames drawn from the census are impacted by lower participation rates by Māori in the census.

### Administrative data on disability

In parallel to survey data, administrative data collections of disability have been identified as an area for improvement across Government Agencies by the DDEWG, and in the Waitangi Tribunal's Haumarū COVID-19 Priority Report (2021). Disability is not a standard demographic variable in agency administrative data sets akin to ethnicity, age, and gender across agencies. This is partly due to the complex nature of disability measurement, which is an interplay of individual impairment, activity limitations (the latter is captured by

the Washington Group Questions), and context-dependent needs and identity. Identification as a disabled person is not a robust measure on its own.

Most of the administrative disability data currently available looks at people allocated services intended for disability e.g., the Ministry of Social Development's Supported Living payment, Education's Ongoing Resource Scheme, and Whaikaha Disability Support Services (DSS). Some guidance for agencies on disability measurement is provided online in the previous Office for Disability Issues' website. Some government agencies are making progress in collecting their own administrative data to look at outcomes for disabled people.

Efforts to develop an administrative data set on disability include the Te Whatu Ora Patient Profile and National Health Index Project (PPNHI) that aims to identify all disabled people and their access needs in health datasets by a National Health Index (NHI) identifier. If successful, this will enable health entities and Whaikaha to identify and monitor outcomes for the broader disabled population and tāngata whaikaha Māori and enhance service responsiveness and accessibility at an individual-level.

## **Disability Data and Evidence Advisory Group and Community of Practice**

Following the establishment of Whaikaha, DDEWG revisited its Terms of Reference in June 2023. A smaller Advisory Group continues to meet quarterly to make decisions about the direction of the group, while a larger Community of Practice meets monthly to enable connectivity between colleagues in government agencies who work in disability measurement and outcomes monitoring.

## **Analysis of disability data in the Integrated Data Infrastructure**

To better identify and support need using existing data, the Social Wellbeing Agency is analysing disability data in the Integrated Data Infrastructure (IDI) looking at characteristics and outcomes of disabled people and tāngata whaikaha Māori. Phase one of this project, underway since September 2023, involves the exploration of the lives of those currently receiving DSS. Phase two in 2024 will look at the wider disabled population.

The research will examine how experiences differ for tāngata whaikaha Māori and Pacific disabled people, disabled children, people with different impairment types, and those with short-term vs long-term disability. An advisory panel brings together experts, half of which have lived experience in disability, and all of which have expertise in research on outcomes of disabled people.

Results will be shared with the disability sector, government agencies, and service providers. Feedback will be sought through the Disability Data and



Evidence Advisory Group and Community of Practice to validate the findings and incorporate them into future activity.

## **Disability Data Framework**

The Crown accepted the 2022 UN recommendations to improve monitoring for disabled people and tāngata whaikaha Māori, including the development of a disability data framework by Stats NZ. Stats NZ has prepared a draft multi-year approach to the development of a national disability framework.

The proposed approach will allow strong foundations to be built, best practice to be identified, and ensure engagement with stakeholders and partners throughout the framework's development. Broader engagement on its proposed approach will begin in early 2024.

## **New Zealand's International Obligations**

In August 2022 New Zealand's progress on implementing the UNCRPD was examined by the Committee. This periodic international examination by a committee of disability rights experts is an important check on how well signatories to the UNCRPD are upholding the rights of disabled people in their respective jurisdictions. This is New Zealand's second examination, the first being in 2014, and was attended in Geneva by a New Zealand delegation led by the Minister for Disability Issues, the Hon. Poto Williams.

The Committee formally commended key areas of progress including the:

- formation of Whaikaha – Ministry of Disabled People.
- development of Enabling Good Lives.
- work of the Royal Commission on Abuse in Care.

The Committee also provided 60 "Concluding Observations", framed as recommendations on how New Zealand can improve its implementation of the UNCRPD. It is important to note that the Committee's considerations, while drawn from international disability perspectives and priorities, are also informed by a wide range of New Zealand civil society and agency reporting, providing an important domestic understanding of disabled people's experiences.

## **The Government's response to the Concluding Observations**

The Government noted that the Concluding Observations were timely and provided Government with a strong direction to make more progress on implementing the UNCRPD. The Government also noted that all the Concluding Observations were important, no matter whether they were policy or operational observations, and regardless of the number of disabled people impacted.

Whaikaha supported and worked with other Government agencies to identify which agencies would lead on implementing the Concluding Observations. Whaikaha conducted a six-week consultation process with other Government agencies inviting them to indicate whether they agreed with the Concluding Observations and to commit to an implementation planning process. During this consultation phase the proposed responses to the Concluding Observations were shared with the Independent Monitoring Mechanism (IMM).

Cabinet agreed to an overall Government response based on implementing 51 out of the 60 Concluding Observations.

The Minister for Disability Issues will report back to Cabinet on agencies' implementation progress and seek Cabinet agreement to an appropriate monitoring mechanism. This will likely be in 2024.

The Government has also agreed to hold a public Domestic Forum process with the disability community by December 2027. This provides an opportunity halfway through implementation to ensure that progress is being made and ensures that agencies have an opportunity to improve implementation should they need to.

This links to the New Zealand Disability Strategy because the Strategy and Action Plan are the practical ways in which the UNCRPD is implemented in Aotearoa New Zealand.

## **Conference of States Parties**

A small delegation from Whaikaha also attended the 16th Conference of States Parties (COSP) at United Nations Headquarters in New York in June 2023. This delegation was led by Whaikaha Chief Executive, Paula Tesoriero. The COSP provides an opportunity for countries that have ratified the Convention to consider ways in which its implementation could be improved on a global level. Attending COSP enabled Whaikaha and the Commonwealth Secretariat to co-lead a discussion on best practices for improving employment outcomes for disabled people. It also enabled New Zealand to take part in conversations around extending the use of easy-to-understand communications on a global level and on sexual and reproductive health for disabled people. Paula Tesoriero also made a brief general statement on progress and future challenges in implementing the UNCRPD to other nations.

# Appendix 1 – Disability Strategy Framework

The Disability Strategy Framework (Figure 1 and text description) outlines the relationship between the UNCRPD, the Strategy and the Action Plan.

Figure 1 – Disability Strategy Framework

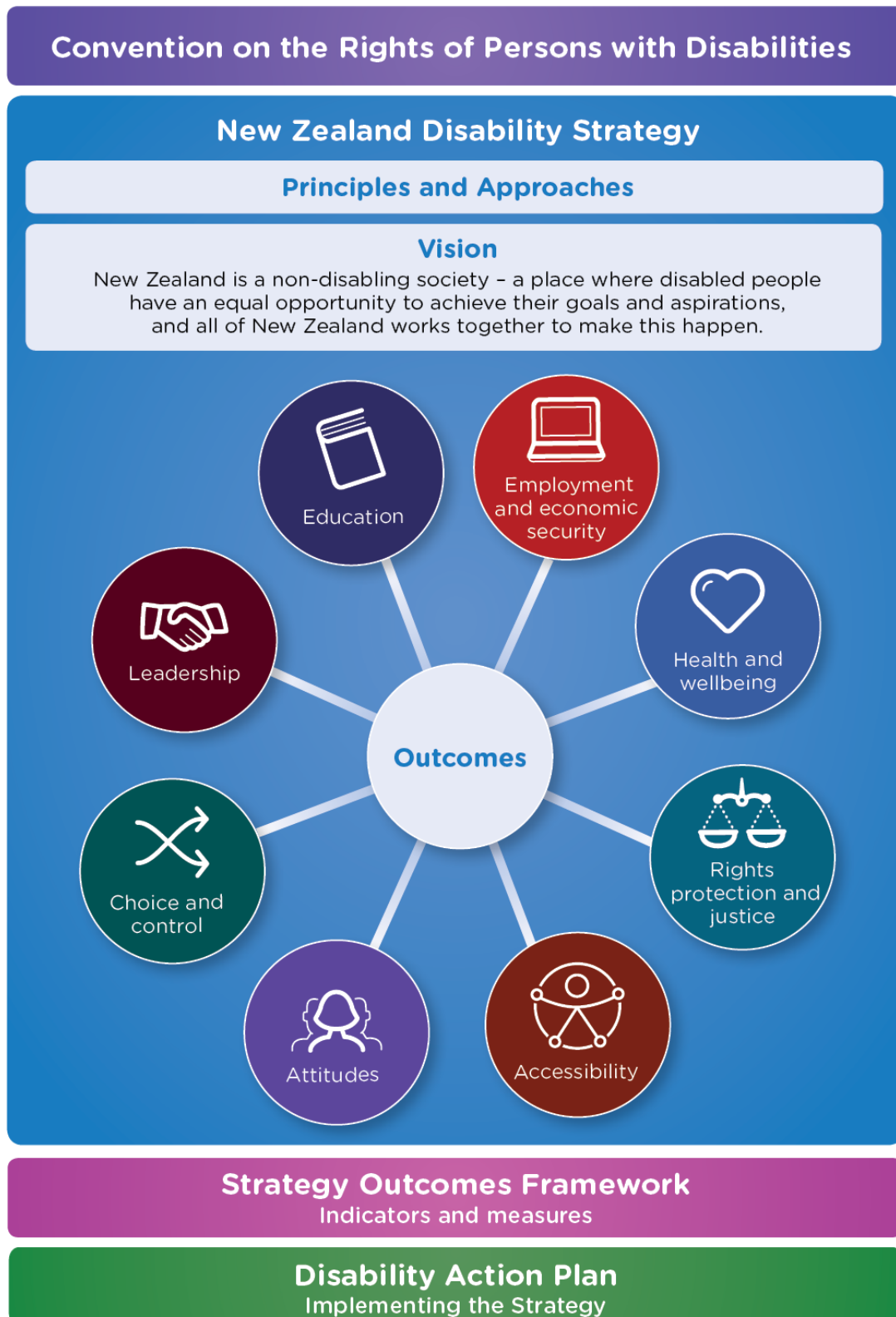


Figure 1 shows the different components of the Strategy on a single page.

Sitting across the top is the Convention on the Rights of Persons with Disabilities.

Underneath the Convention sits the New Zealand Disability Strategy which has three main components:

- First are the Principles and Approaches
- Second is the Vision which states: New Zealand is a non-disabling society – a place where disabled people have an equal opportunity to achieve their goals and aspirations, and all of New Zealand works together to make this happen.
- And third are the eight outcome areas which are shown as a diagram.

In the middle of this diagram is a circle with the word Outcomes in it. There are eight circles which are connected to this central circle by spokes, like on a wheel.

The eight circles represent each of the eight outcome areas. Each circle contains an icon representing the outcome area, and its title. In clockwise fashion they are:

- Education – this has a book as its icon
- Employment and economic security – this has a computer as its icon
- Health and wellbeing – this has a heart as its icon
- Rights protection and justice – its icon is a set of old-fashioned scales
- Accessibility – this has the United Nations symbol for accessibility as its icon (this is a stick figure representing a person with circles for hands and feet that are all connected by an outer circle)
- Attitudes – this has head and shoulder outlines of three people as its icon. The centre person is heavily outlined and the two behind sit behind their left and right shoulders
- Choice and control – this has two curved lines that cross over in the middle, and they both have arrows that point to the right (to the centre of the diagram) as its icon
- Leadership – this has a handshake as its icon.

This diagram is intended to demonstrate that there is no hierarchy to the outcomes, they are all equally important.

Sitting underneath the circle of outcomes sits the Strategy Outcomes Framework which includes indicators and measures.

And then right at the bottom of the figure sits the Disability Action Plan which is the mechanism for implementing the strategy.

Source: <https://www.odj.govt.nz/nz-disability-strategy/>

## Appendix 2 – Key data indicators across the New Zealand Disability Strategy outcomes

Outcome	Data indicator	Source
One: Education	<p>Post-graduate qualification: 3% disabled vs 11% non-disabled.</p> <p>No qualification: 34% disabled vs. 14% non-disabled.</p>	<p>Stats NZ, Household Labour Force Survey, 2023</p> <p>(15 to 64-year-olds)</p>
Two: Employment and economic security	<p>Employment rate: 39% disabled vs 82% non-disabled. NEET rate: 44%.</p> <p>Participation in labour force: 44% disabled vs 85% non-disabled. Of these, 50,000 are employed, 6,000 are unemployed. 71,000 disabled people are not in the labour force.</p> <p>Median salary of disabled people increased from \$960 in 2022 to \$1,055 in 2023 (\$95 increase) while non-disabled people's wages and salaries increased from \$1,200 to \$1,280 (\$80 increase).</p>	<p>Stats NZ, Household Labour Force Survey, 2023</p> <p>(15 to 64-year-olds)</p>
Three: Health and wellbeing	<p>Unmet need for primary healthcare: 42% disabled vs. 27% non-disabled (15 years and over).</p> <p>Low levels of life satisfaction: 42% disabled vs 18% non-disabled (15 to 64-year-olds).</p>	<p>Ministry of Health, NZ Health Survey, 2020/21</p> <p>General Social Survey, 2021</p>
Four: Rights protection and justice	<p>Victimisation: 40% disabled vs 31% non-disabled (Māori disabled 44% vs Māori non-disabled 36%).</p> <p>Lifetime sexual assault and intimate partner violence: 48% disabled vs 30% non-disabled.</p> <p>(15 years and over)</p>	<p>Ministry of Justice, NZ Crime and Victims Survey, 2018-2022</p>
Five: Accessibility	<p>Access to the internet: 77% disabled vs 92% non-disabled (75% Māori disabled vs 86% Māori non-disabled).</p>	<p>Stats NZ, Census, 2018</p>
Six: Attitudes	<p>Discrimination experience: 30% disabled vs 23% non-disabled (15 to 64-year-olds).</p>	<p>Stats NZ, General Social Survey, 2021</p>
Seven: Choice and control	<p>Low ratings of sense of control: 41% disabled vs 24% non-disabled (15 to 64-year-olds).</p>	<p>General Social Survey, 2021</p>
Eight: Leadership	<p>Disabled public servants: 6%.</p>	<p>Public Service Census, 2021</p>

## Appendix 3 – Key data on the characteristics of New Zealand’s disabled population

Characteristics	Data	Source
Number of disabled people in Aotearoa	<p>In 2013, a total of 1.1 million people (24%) were identified as disabled.</p> <p>380,000 are Deaf/Hard of Hearing.</p> <p>168,000 are Blind/Vision impaired.</p> <p>Most common impairments are mobility (13%), hearing (9%); agility (7%), psychiatric/psychological (5%), learning (5%), vision (4%), memory (4%), speaking (3%), and intellectual (2%).</p>	2013 Disability Survey, Stats NZ.
Causes of impairment	<p>Disease or illness (41%), accident or injury (31%), ageing (28%), and existing from birth (14%).</p> <p>More females reported disease or illness and ageing as the causes of disability. More males reported accidents or injury and existence at birth as the causes of disability.</p>	2013 Disability Survey, Stats NZ.
Disability by ethnicity	<p>842,000 NZ European; 176,000 Māori; 60,000 Asian; and 51,000 Pacific.</p> <p>After accounting for differences in age, disability rates are highest for Māori (32%) followed by Pacific (26%), European (24%), and Asian (17%).</p> <p>Māori have the highest disability rates across the 0-14, 15-44 and 45-64 age brackets. More than two-fifths of 45-64-year-old Māori are disabled (1.5 times the disability rate of NZ Europeans).</p> <p>Pacific elderly (65+ years) have the highest disability rates.</p>	2013 Disability Survey, Stats NZ.
Age cohorts	<p>0-14 years (11%), 15-44 years (16%), 45-64 years (28%), 65+ years (59%).</p> <p>All ages (24%).</p>	2013 Disability Survey, Stats NZ.
Age cohorts by Gender	<p>0-14 years: 13% males, 8% females</p> <p>15-44 years: 16% males, 16% females</p> <p>45-64 years: 28% males, females</p> <p>65+ years: 58% males, 60% females.</p> <p>Younger males are more likely to be disabled compared to younger females. However, there was little difference in disability rates for men and women (aged 15 years and over).</p>	2013 Disability Survey, Stats NZ.
NZSL users	<p>In 2018, 23,000 people were using NZSL (including parents of Deaf children), of whom 4,600 were Deaf.</p> <p>1,410 people were using NZSL as their only language. 12,930 people were using English and NZSL.</p>	2018 Census, Stats NZ.

## Appendix 4 – Key quantitative disability data sources

### Census (Stats NZ)

Data about disabled people and tāngata Whaikaha Māori is collected as part of the census. Data is population survey-based and collected every 5 years (2018, 2023). Data from the 2023 Census will start to be released from May 2024.

The most recently available data is from Census 2018 at:

<https://www.stats.govt.nz/2018-census/>

### Disability statistics (Stats NZ)

Stats NZ's Disability topic webpage (<https://www.stats.govt.nz/topics/disability>) provides information about disabled people living in New Zealand based on a range of data sources it collects including the Disability Survey, General Social Survey, and Labour market statistics.

### Disability Survey (Stats NZ)

Collected data on characteristics of disabled people, the nature and cause of impairments, support needs, and how well disabled people are faring. Data is sample survey-based (post-censal survey) collected every 10 years; this is the only accurate source of disability and tāngata whaikaha prevalence data.

Data collected in 2023 is yet to be published. The Disability Survey 2013 is online at <https://www.stats.govt.nz/information-releases/disability-survey-2013>

### General Social Survey (Stats NZ)

Wellbeing statistics give a picture of social wellbeing in the New Zealand population. Wellbeing data is collected from the General Social Survey (GSS) and is sample survey-based (representative sample) and collected every two years.

The most recently available Wellbeing data is from the 2021 General Social Survey (GSS): <https://www.stats.govt.nz/information-releases/wellbeing-statistics-2021/>

### Household Labour Force Survey (Stats NZ)

Labour market statistics (disability) provide comparisons between labour market measures for disabled and non-disabled people in New Zealand. Data is sample-based and reported annually.

The most recently published data is for the June 2023 quarter:

<https://www.stats.govt.nz/information-releases/labour-market-statistics-disability-june-2023-quarter/>



### **Kiwis Count (Public Service Commission)**

The Kiwis Count survey measures the trust and confidence of New Zealanders in the Public Service. Data is survey sample-based and reported on a quarterly basis at: <https://www.publicservice.govt.nz/research-and-data/kiwis-count/>

### **New Zealand Crime & Victims Survey (Ministry of Justice)**

The New Zealand Crime and Victims Survey (NZCVS) collects information about New Zealanders' experience of crime. Data is sample survey-based (representative sample) and run every year from 2018.

All survey results are published at: <https://www.justice.govt.nz/justice-sector-policy/research-data/nzcvsv/#survey-results>

### **New Zealand Health Survey (Manatū Hauora)**

The New Zealand Health Survey (NZHS) provides information about the health and wellbeing of New Zealanders. Data is sample-based and reported annually.

All NZHS statistics are published at: <https://www.health.govt.nz/nz-health-statistics/surveys/new-zealand-health-survey>

### **Patient Experience Surveys (Health Quality and Safety Commission)**

National patient experience surveys collect and measure patient feedback on health care for quality improvement. Data is sample-based and collected quarterly, with Covid data collected on an unplanned basis.

Patient-reported measures are published at: <https://www.hqsc.govt.nz/our-data/patient-reported-measures/>

### **Te Kupenga (Stats NZ)**

Te Kupenga collects data on the social, cultural, and economic wellbeing of Māori in New Zealand, including information from a Māori cultural perspective. Data is sample survey-based and collected every ten years, most recently in 2018.

- Te Kupenga: 2018 (whakamutunga) – Te reo Māori: <https://www.stats.govt.nz/information-releases/te-kupenga-2018-whakamutunga-te-reo-maori/>
- Te Kupenga: 2018 (final) – English: <https://www.stats.govt.nz/information-releases/te-kupenga-2018-final-english/>

### **Te Taunaki Public Service Census (Public Service Commission)**

Te Taunaki Public Service Census is a survey of public servants focused on diversity, inclusion and wellbeing at work, a unified Public Service and strengthening Māori Crown relationships. Data is survey-based and reported on every 3 years with the inaugural survey taking place in 2021.

Public Service workforce data on disability is published at:

<https://www.publicservice.govt.nz/research-and-data/workforce-data-diversity-and-inclusion/workforce-data-disability/>

### **Youth Health and Wellbeing Survey (Ministry of Social Development)**

The Youth Health and Wellbeing Survey (called What About Me?) surveys young people years 9 to 13 in their schools every three years.

The survey was last carried out in 2021 and the results are published at:

<https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/consultations/youth-health-and-wellbeing-survey-results/index.html>

