**Accessibility Policy 2023-2025**

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# Prospect Park Productions’ Accessibility Policy 2023-2025

## Overarching Policy Statement and Vision

Prospect Park Productions believes that equitable access to the arts is a human right for both audience and practitioners regardless of disability status, ethnicity, gender, sexuality, religion, or income.

Prospect Park Productions recognises:

* The principles outlined in the NZ Disability Strategy 2016-2026
* The principles of Te Tiriti o Waitangi
* The principles of the Convention on the Rights of Persons with Disabilities
* That everyone – including d/Deaf, disabled, and Tāngata Whaikaha Māori practitioners and patrons have a right to access, participate, and work professionally in the arts.
* Access needs vary between individuals and across time.
* That everyone – regardless of their accessibility needs – deserves to be treated with dignity and respect and afforded autonomy in their decision-making; disabled people will be involved in decision-making that impacts them.
* The need to be as a non-disabling and culturally safe organisation as possible and is reasonable; responding constructively when practitioners and/or audience draw our attention to instances of inaccessibility and culturally unsafe instances in our information and processes and using a co-design approach to address and resolve these issues.

Prospect Park Productions’ overarching strategic goals and objectives are to:

1. Support new work development and produce new works in Ōtepoti–Dunedin.
* We support playwrights in developing new work through Ōtepoti Theatre Lab Playwrights Programme
* Engage creative professionals in the development of new work and professional practice
1. Create and provide accessible theatre and literature experiences for local audiences & community
* Live performance and public programmes accessibility
* Price accessibility
* Digital platform accessibility
* Venue accessibility where and when possible

### Who is this Policy for?

The Prospect Park Productions Accessibility Policy applies to both practitioners and audience across all our platforms and events including Ōtepoti Theatre Lab and Ōtepoti Writers Lab.

Mainstream frameworks and structures have not sufficiently served or represented the needs and identities of our arts communities In Aotearoa New Zealand, and more specifically Ōtepoti–Dunedin. To ensure a sustainable, equitable, and representative industry, it is imperative that we embed and implement the accessibility actions outlined in this policy.

### Policy Context

Prospect Park Productions’ Accessibility Policy and Action Plan 2023-2025 have been informed by research, mentoring, networking, auditing of systems, and trialling of initiatives and resources between June 2022 and January 2023.

The action plan covers four focus areas (see page 3) to be implemented over three years. The action plan will be reviewed at the end of each calendar year.

### Acknowledgements

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Friday 10th February 2023

Emily Duncan H-J Kilkelly

Co-director Co-director

Prospect Park Productions NZ Prospect Park Productions NZ

## Action Plan Focus Areas

From our analysis, Prospect Park Productions has identified four Accessibility Action Plan focus areas for 2023-2025:

|  |  |
| --- | --- |
| **Public Engagement, Media, and Communications*** Accessible marketing and publicity materials for events and programmes.
* Performance and event accessibility for audience and patrons who face cost barriers due to disability or income.
* Curation criteria amended to ensure we consider the interests and needs of all types of performers, crew, and audiences.
* Accessible audience options (incl. NZSL, audio described, and relaxed performances) as resourcing allows.
 | **Digital Accessibility*** Increased website accessibility.
* Open access professional development and practice resources.
* Closed captioning and transcription for podcasts (and other future digital media.
 |
| **Practitioner and Programme Participants*** Access Riders for all practitioners and facilitators engaged for programmes, productions, and projects across out platforms.
* Universal access and wellbeing stipends.
* Accessible application options.
* Programme materials created and distributed in a range of accessible formats
* Open-access professional development resourcing for local practitioners to support sustainable careers in the arts.
 | **Physical Site Accessibility*** Safe, healthy, accessible, and affordable workshop–rehearsal space for practitioners (incl. Air filtration and CO2 metres as funding allows).
* Work with 3rd party venues to address the accessibility needs of our creatives and audience.
* Venue accessibility features, and policy, will be advertised.
* Low sensory environment accommodations.
 |

NB: The detailed Action Plan is a separate document.

## Guiding Strategies and Principles

### NZ Disability Strategy 2016-2026

The vision of the [New Zealand Disability Strategy](https://www.odi.govt.nz/nz-disability-strategy/) is: ‘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.’

### NZ Disability Strategy & Te Tiriti o Waitangi

#### NZ Disability Strategy 2016-2026 Principles & Approaches

The principles of both Te Tiriti o Waitangi and the Convention [UNCRPD, see below] will be reflected in the way [the NZ Disability] Strategy is implemented; they are for everyone and apply to Māori and non-Māori, disabled people and non-disabled people. The principles are a framework for building a positive relationship between disabled people and the Government.

#### Principles of Te Tiriti o Waitangi

The [NZ Disability] Strategy will be guided by the principles of Te Tiriti o Waitangi as the founding document of our country.

The principles of the Treaty are:

**Partnership:** Māori and the Crown have a relationship of good faith, mutual respect and understanding, and shared decision-making.

**Participation:** The Crown and Māori will work together to ensure Māori (including whānau, hapū, iwi and communities) participate at all levels of decision-making. This includes the right to seek opportunities for self-determination and self-management.

**Protection:** The Crown actively contributes to improving the wellbeing of Māori, including support for independent living and the protection of Māori property and identity, in accordance with Māori values. Māori have the same rights and privileges as other citizens.

### Principles of the United Nations Convention on the Rights of Persons with Disabilities ([UNCRPD](https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html))

The principles of the Convention are:

* Respect for inherent dignity, individual autonomy including the freedom to make one’s own choices, and independence of persons
* Non-discrimination
* Full and effective participation and inclusion in society
* Respect for difference and acceptance of disabled people as part of human diversity and humanity
* Equality of opportunity
* Accessibility
* Equality between men, women, and gender diverse people
* Respect for the evolving capacities of disabled children and respect for the right of disabled children to preserve their identities.
* Ensuring disabled people are involved in decision-making that impacts them

## Glossary and Key Definitions

#### Ableism

*Ableism* is a set of stereotypes and practices that devalue and discriminate against people with disabilities. It assumes that the bodies and minds of non-disabled people are the “default,” placing value on them based on society’s perceptions of what’s considered “normal.”

Source: [Disability & Philanthropy Forum](https://disabilityphilanthropy.org/resource/what-is-ableism/)

#### Access Rider

An *access rider* is a document that outlines an individual’s access needs to let people they work with know how to ensure the individual has equal access to work.

#### Accessibility

*Accessibility* is the practice of making information, activities, and/or environments sensible, meaningful, and usable for as many people as possible.

Source: [See Write Hear](https://www.seewritehear.com/learn/what-is-accessibility/)

‘Accessibility is [also] what we should expect to be in place for disabled people without asking or planning. Accommodation is for adaptations that cannot be reasonably anticipated.’ (NZ Disability Strategy)

#### Co-design

*Co-design* is the process of policy design in which the community and stakeholders that will be impacted by the policy are involved in the design process as experts in their own lives and experience.

#### Cultural Safety

*Cultural safety* is recognising and respecting the cultural identities of others, and safely meeting their needs, expectations, and rights, contributing to the achievement of positive health outcomes and experiences.

Source: [Health Quality & Safety Commission NZ](https://www.hqsc.govt.nz/our-work/leadership-and-capability/kaiawhina-workforce/health-literacy-equity-cultural-safety-and-competence/#:~:text=Cultural%20safety%20is%20recognising%20and,needed%20to%20achieve%20cultural%20safety.)

#### Disability

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) defines a *disability* as any long-term physical, mental, intellectual or sensory impairment which, in interaction with various barriers, may hinder the full and effective participation of disabled people in society on an equal basis with others.

The experience of disability is influenced by the nature of a person’s impairment. Gender, age, ethnicity, and culture can also have a profound and sometimes compounding effect on an individual’s experience of disability.

#### Disability Identity

*Disability identity* describes a person’s sense-of-self as a person with a disability. Some people’s identities are focused primarily on themselves as individuals, and sometimes they are related to the emotional, social, and political connections people share with other people – including other disabled people and disability communities.

#### Identity-First Language

*Identity-first language* begins with describing the disability first when speaking about a person. For example, you might say “an autistic person” rather than “a person with autism.” People who prefer identity-first language argue that it acknowledges a core part of their identity.

#### Impairment

An *impairment* can be intellectual, psychiatric, physical, neurological, or sensory, and can be temporary, intermittent, or ongoing. People may acquire an impairment through an accident or illness, and/or a person may be born with an impairment. Multiple impairments are common, especially with increasing age.

Impairments are often considered to be the disability. However, under the Social Model of Disability, there is a distinction between the two concepts.

#### Inclusive Design

*Inclusive design* considers the full range of human diversity with respect to ability, language, culture, gender, age and other forms of human difference.

Three dimensions in inclusive design methodology identified by the [Inclusive Design Research Centre](https://idrc.ocadu.ca/) include:

1. Recognise, respect, and design with human uniqueness and variability.
2. Use inclusive, open, and transparent processes, and co-design with people who represent a diversity of perspectives.
3. Realise that you are designing in a complex adaptive system, where changes in a design will influence the larger systems that utilise it.

#### Medical Model of Disability (vs. Social Model)

The *medical model of disability* views disability as a defect within the individual, that disability is an aberration compared to normal traits and characteristics. In order to have a high quality of life, these defects must be cured, fixed, or completely eliminated. Health care and social service professionals have the sole power to correct or modify these conditions under the medical model.

#### Non-Disabling

Removing the barriers in society that disable people with impairments, which is more impactful and meaningful than ‘enabling’, which will only help disabled people get around barriers rather than remove them completely.

#### Person-First Language

This form of language sees phrases such as “person with disability” or “person living with disability” being used to centre the person rather than the disability.

#### Preferred Language

Honouring and respecting how an individual disabled person wishes to be referred to.

#### Reasonable Accommodation & Accessibility

*Accessibility* is what we should expect to be in place for disabled people without asking or planning. *Accommodation* is for adaptations that cannot be reasonably anticipated. They are different for everyone. *Reasonable accommodation* is any adjustment that makes it possible for an individual to access and perform the essential functions of and enjoy the equal benefits and privileges of citizenship.

Examples of reasonable accommodation include flexible hours or part-time hours in employment, ramps for access, a New Zealand Sign Language (NZSL) interpreter for meetings or events, additional time for tests and examinations in educational settings, and many more.

#### Social Model of Disability (vs. Medical Model)

The *social model of disability* specifies that individuals do not have disability – it lies in society. The experience of disability occurs when people with impairments are excluded from places and activities most of us take for granted. It happens when our infrastructure and systems do not accommodate the diverse abilities and needs of all citizens.

#### Tāngata Whaikaha Māori

Māori disabled people. ‘Māori experience disability at a much higher rate (32%) than the overall New Zealand population (24%). As tāngata whenua, Māori have explicit rights and the Crown has explicit responsibilities under both the Treaty of Waitangi and Te Tiriti o Waitangi.’

Source: [Office of Disability Issues](https://www.odi.govt.nz/disability-toolkit/things-you-should-know-definitions-concepts-and-approaches/)

#### Universal Design

*Universal Design* is the design and composition of an environment so that it can be accessed, understood, and used to the greatest extent possible by all people regardless of their age, size, ability, or disability. Simply put, universal design is good design.

The 7 principles of Universal Design are:

1. Equitable Use
2. Flexibility in Use
3. Simple and Intuitive Use
4. Perceptible Information
5. Tolerance for Error
6. Low Physical Effort
7. Size and Space for Approach and Use

Source: [Universal Design](https://universaldesign.ie/what-is-universal-design/)

For further definitions and concepts see:

[Office of Disability Issues](https://www.odi.govt.nz/disability-toolkit/things-you-should-know-definitions-concepts-and-approaches/)

[Disability Libraries & Toolkit](https://cedi.unc.edu/dl-toolkit-disabilityidentity/)