

3.1 Recognise the lived experiences and support considerations of people with physical disabilities

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| Kaupae Level | 3 |
| Whiwhinga Credit | 5 |
| Whāinga Purpose | <p>This skill standard is for learners working in a support setting. Learners will be able to describe physical disabilities and how they may have an impact on a person's daily life, recognise a range of key support considerations for a person with physical disability, and identify ways to promote access, social inclusion, and personal wellbeing for a person with physical disability.</p> <p>This skill standard aligns with the outcomes of the New Zealand Certificate in Disability Support (Level 3).</p> |

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

| Hua o te ako Learning outcomes | Paearu aromatawai Assessment criteria |
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| 1. Describe physical disabilities and how they may have an impact on a person's daily life. | a. Define physical disability using inclusive, strengths-based, and current terminology. |
| | b. Identify how physical disability can present for a person. |
| | c. Examine how physical disability may impact a person's daily life. |
| | d. Identify conditions that can co-occur with physical disability. |
| 2. Recognise a range of key support considerations for a person with physical disability. | a. Identify person-centred approaches that support a person's holistic needs. |
| | b. Describe support strategies that enhance access, independence, and wellbeing. |
| | c. Examine how mana-enhancing and culturally responsive approaches can support a person's identity, preferences, and self-determination. |
| 3. Identify ways to promote access, social inclusion, and personal wellbeing for a person with physical disability. | a. Acknowledge societal and environmental barriers that can affect access, inclusion, and wellbeing. |
| | b. Identify services, supports and networks that promote access, inclusion, and wellbeing. |

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| | c. Examine how relationships, networks, and community connectedness support access, inclusion, and wellbeing. |
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Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria

Assessment specifications:

For assessment purposes evidence provided for the assessment of this skill standard must be gathered:

- in a disability support setting.
- in accordance with workplace or organisational policies and procedures.

Definitions:

- *Disability support setting* – any environment where a disabled person receives support to meet their needs and goals. This may include, but is not limited to, residential support, home-based support, day services or centre-based support, community-based services, or through individualised funding models that enable the person to direct their own support.
- *Mana* - a Māori concept that refers to a person's inherent dignity, authority, and spiritual power. Mana comes from whakapapa (genealogy), personal integrity, and how a person is treated by others. In disability support, upholding a person's mana means recognising their value, supporting their autonomy, and promoting respect in all interactions.
- *Organisational policies and procedures* – are the policies, procedures and methodologies of organisation. They include legislative and regulatory requirements which may apply across an organisation, a specific site, or a workplace. Requirements are documented in organisational health and safety plans, contract work programmes, quality assurance programmes, policies and procedural documents.
- *Person* – a person accessing disability support services. Depending on the context, other terms that may be used include disabled person, tāngata whaikaha, tāngata whai ora, client, consumer, resident, patient, tūroto, or individual. Wherever possible, terminology should reflect the person's identity, preferences, and the principles of the social model of disability.
- *Physical disability* - refers to a long-term or permanent physical impairment that may affect a person's movement, coordination, strength, or mobility. Physical disabilities can be present from birth or acquired later in life and may be visible or invisible. They may impact how a person interacts with their environment, but do not define their potential, identity, or worth. In Aotearoa New Zealand, physical disability is understood through a social and rights-based lens. This means recognising that the barriers a physically disabled person faces are created not by their body, but by inaccessible environments, systems, and attitudes.
- *Support* – should aim to maximise a person's independence by utilising existing strengths and appropriate resources; but may include providing assistance to enable a person's health and wellbeing needs to be met.

Ngā momo whiwhinga | Grades available

Achieved.

Ihirangi waitohu | Indicative content

Could include, but is not limited to:

Understanding physical disability

- Definitions of physical disability, including inclusive and strengths-based terminology.
- Common causes and types of physical disabilities (e.g., cerebral palsy, spinal cord injury, muscular dystrophy, arthritis, limb difference).
- Diversity of experience

- congenital vs. acquired disabilities
 - fluctuating conditions
 - visible/hidden differences.
- The impact of physical disability on:
 - mobility and physical access
 - communication (e.g. speech, AAC use)
 - participation in education, work, recreation, and community
 - personal care
 - interpersonal relationships
 - decision-making
 - independence and interdependence.
- Co-occurring conditions and co-morbidities, including mental distress, neurodivergence, or additional physical, sensory, or cognitive needs, and their impact on a person's mobility, participation, and support needs.

Person-centred support considerations

- Principles of rights-based and person-directed support.
- Recognising holistic needs: physical, cultural, emotional, social, and spiritual.
- The importance of supporting identity, communication preferences, and autonomy.
- Enabling Good Lives.
- Common adaptations and supports, such as:
 - assistive equipment (e.g. wheelchairs, hoists, mobility aids)
 - environmental modifications (e.g. ramps, accessible bathrooms)
 - support roles (e.g. personal care assistants, physio, OTs).
- Strategies that uphold dignity and independence.
- Risk and safety - supporting informed choice and dignity of risk while enabling participation.
- Understanding and respecting tāngata whaikaha perspectives and cultural approaches to disability.

Promoting access, inclusion, and wellbeing

- Social and physical barriers to access (e.g. inaccessible transport/buildings, ableist attitudes, policy/system gaps).
- Impacts of exclusion on mental health, confidence, and sense of belonging.
- Role of social networks and peer support in wellbeing and resilience.
- The importance of community participation, whānau involvement, and trusted relationships
- Rights, legislation, and protections:
 - NZ Disability Strategy 2016–2026
 - Code of Health and Disability Services Consumers' Rights
 - UNCRPD
 - Human Rights Act
 - Te Tiriti o Waitangi.
- Services and supports available in Aotearoa New Zealand:
 - NASC organisations
 - disability information and advice services
 - peer-led organisations (e.g. CCS Disability Action, Workbridge)
 - equipment providers
 - mobility funding schemes
 - ACC (if relevant)
 - legal services.
- Inclusive and mana-enhancing communication:
 - cultural responsiveness
 - use of plain language
 - visual aids
 - supported communication
 - respecting communication choices and accessibility preferences.

Rauemi | Resources

Recommended resources:

- Enabling Good Lives. *Enabling Good Lives*. <https://www.enablinggoodlives.co.nz/>. Retrieved July 25, 2025.
- Health and Disability Commissioner. (1996). *Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996*. <https://www.hdc.org.nz/your-rights/about-the-code/code-of-health-and-disability-services-consumers-rights/>. Retrieved July 25, 2025.
- Ministry of Health. (2016). *New Zealand Disability Strategy 2016–2026*. <https://www.whaikaha.govt.nz/assets/About-us/Disability-Strategy/pdf-nz-disability-strategy-2016.pdf>. Retrieved July 25, 2025.
- New Zealand Government. (1990). *New Zealand Bill of Rights Act 1990*. <https://www.legislation.govt.nz/act/public/1990/0109/latest/whole.html>. Retrieved July 25, 2025.
- New Zealand Government. (1993). *Human Rights Act 1993*. <https://www.legislation.govt.nz/act/public/1993/0082/latest/whole.html>. Retrieved July 25, 2025.
- New Zealand Government. (2001). *Health and Disability Services (Safety) Act 2001*. <https://www.legislation.govt.nz/act/public/2001/0093/latest/DLM119975.html>. Retrieved July 25, 2025.
- New Zealand Ministry of Justice. *Convention on The Rights of Persons with Disabilities (CRPD)*. <https://www.justice.govt.nz/justice-sector-policy/constitutional-issues-and-human-rights/human-rights/international-human-rights/crpd/>. Retrieved July 25, 2025.
- Standards New Zealand. (2021). *Ngā Paerewa Health and Disability Services Standard (NZS 8134:2021)*. <https://www.standards.govt.nz/shop/nzs-81342021>. Retrieved July 25, 2025.
- Waitangi Tribunal. (n.d.). *Māori and English versions of the Treaty*. Retrieved May 28, 2025, from <https://www.waitangitribunal.govt.nz/en/about/the-treaty/maori-and-english-versions>. Retrieved July 25, 2025.

Pārongo Whakaū Kōunga | Quality assurance information

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| Ngā rōpū whakatau-paerewa Standard Setting Body | Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council |
| Whakaritenga Rārangi Paetae Aromatawai DASS classification | Community and Social Services > Health, Disability, and Aged Support > Supporting People with Disabilities |
| Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR | 0121 |

| Hātepe Process | Putanga Version | Rā whakaputa Review Date | Rā whakamutunga mō te aromatawai Last date for assessment |
|-----------------------------------|--------------------------|-----------------------------------|--------------------------------------------------------------------|
| Rēhitatanga Registration | 1 | DD MM YYYY | N/A |

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| Kōrero whakakapinga Replacement information | This skill standard replaces the following unit standard: Describe physical disability and the support needs of a person with a physical disability [16871] |
| Rā arotake Planned review date | 31 December 2029 |

Please contact Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council at qualifications@toitutewaioara.nz to suggest changes to the content of this skill standard.

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