



Attachments

General Meeting

**Wednesday 14 October 2026
at 6:30 PM**



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CORPORATE SUPPORT DIVISION

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COMMUNITY AND ENVIRONMENT DIVISION

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ATTACHMENT/S

REPORT NO. CS51/26

ITEM 2

- 1. HSC INVESTMENTS SUMMARY REPORT AUGUST 2026**
- 2. HSC BORROWINGS SUMMARY REPORT AUGUST 2026**



Investment Summary Report
August 2026

ATTACHMENT 1 - ITEM 2

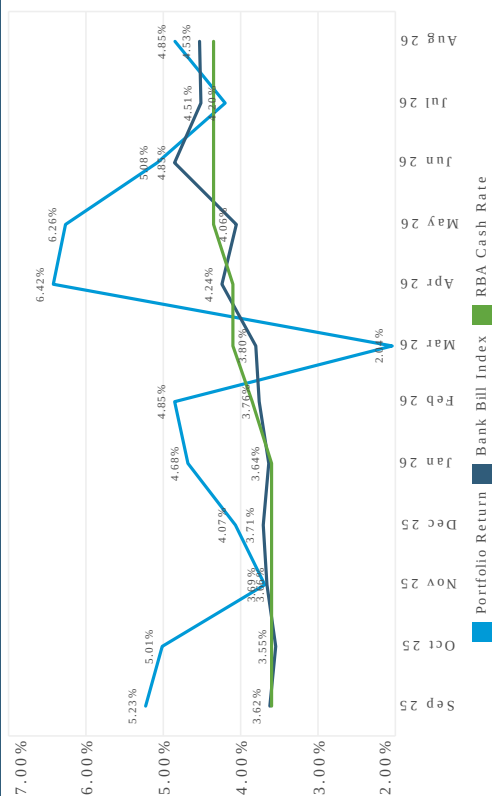
Hornsby Shire Council Executive Summary - August 2026



Investment Holdings

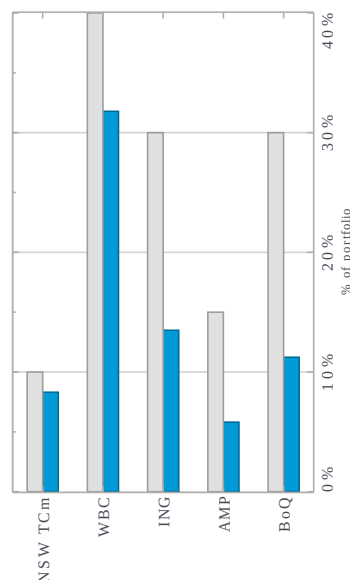
	Face Value (\$)	Current Value (\$)	Current Yield (%)	FYTD Yield (%)
Cash	75,927,690	75,927,690	4.5434	4.5632
Floating Rate Note	16,750,000	16,955,073	5.2090	5.1582
Managed Funds	27,731,211	27,731,211	5.7690	2.3849
Term Deposit	213,215,250	218,481,199	4.8966	4.7963
	333,624,151	339,095,173	4.8488	4.5239

Investment Performance

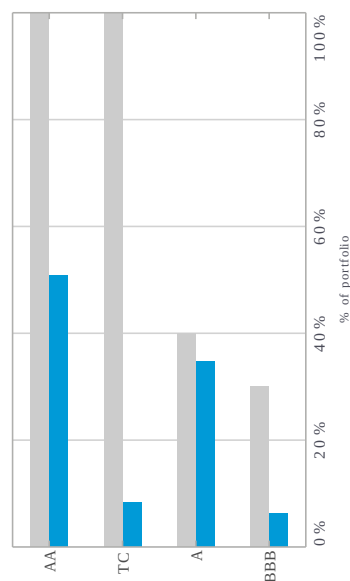


Investment Policy Compliance

Individual Institutional Exposures



Total Credit Exposure



Term to Maturities

	Face Value (\$)	Policy Max %
Between 0 and 0.25 years	115,177,690	35%
Between 0.25 and 1 years	43,715,250	13%
Between 1 and 2 years	76,000,000	23%
Between 2 and 5 years	63,000,000	19%
Between 5 and 10 years	35,731,211	11%
	333,624,151	25%

* Council always retains the flexibility to invest as short as required by internal requirements or the economic outlook



ATTACHMENT 1 - ITEM 2



Hornsby Shire Council Investment Holdings Report - August 2026

Term Deposits							Credit Rating	Institution	Book Value (\$)	Current Value (\$)
Purchase Date	Maturity Date	Term Days	Face Value (\$)	Current Rate (%)						
5-Mar-25	9-Sep-26	553	5,000,000.00	4.6600%			A	ING Bank (Australia)	5,000,000.00	5,114,904.11
11-Sep-25	11-Sep-26	365	30,000,000.00	4.2100%			AA-	National Australia Bank	30,000,000.00	31,228,397.26
4-Feb-25	3-Feb-27	729	5,000,000.00	4.6300%			A	ING Bank (Australia)	5,000,000.00	5,132,557.53
11-Feb-26	10-Feb-27	364	5,000,000.00	4.9000%			A	ING Bank (Australia)	5,000,000.00	5,135,589.04
4-Mar-26	3-Mar-27	364	5,000,000.00	5.0700%			A	ING Bank (Australia)	5,000,000.00	5,125,708.22
29-Apr-26	29-Apr-27	365	165,250.00	5.0000%			AA-	Westpac Group	165,250.00	168,079.62
16-Aug-23	16-Aug-27	1461	8,000,000.00	5.1500%			AA-	ANZ Banking Group	8,000,000.00	8,016,931.51
22-Aug-26	22-Aug-27	365	50,000.00	5.1000%			AA-	Westpac Group	50,000.00	50,055.89
23-Aug-23	23-Aug-27	1461	5,000,000.00	5.2200%			A	ING Bank (Australia)	5,000,000.00	5,005,720.55
30-Aug-23	30-Aug-27	1461	8,000,000.00	5.2800%			AA-	Westpac Group	8,000,000.00	8,001,157.26
3-Sep-25	3-Sep-27	730	10,000,000.00	3.9000%			AA-	National Australia Bank	10,000,000.00	10,387,863.01
16-Dec-25	16-Dec-27	730	10,000,000.00	4.7700%			A	ING Bank (Australia)	10,000,000.00	10,338,473.97
6-Jan-26	6-Jan-28	730	5,000,000.00	4.7900%			A	ING Bank (Australia)	5,000,000.00	5,156,167.12
6-Feb-23	7-Feb-28	1827	10,000,000.00	4.1300%			AA-	Westpac Group	10,000,000.00	10,234,221.92
6-Feb-23	7-Feb-28	1827	5,000,000.00	4.1200%			AA-	Westpac Group	5,000,000.00	5,116,827.40
6-Feb-23	7-Feb-28	1827	10,000,000.00	4.0900%			AA-	Westpac Group	10,000,000.00	10,231,953.42
1-Apr-26	3-Apr-28	733	5,000,000.00	5.5100%			A	ING Bank (Australia)	5,000,000.00	5,115,483.56
28-Jul-23	28-Jul-28	1827	8,000,000.00	5.3200%			A-	Bank of Queensland	8,000,000.00	8,040,810.96
9-Aug-23	9-Aug-28	1827	8,000,000.00	5.2200%			A-	Bank of Queensland	8,000,000.00	8,025,170.41
4-Sep-23	4-Sep-28	1827	15,000,000.00	5.2800%			AA-	Westpac Group	15,000,000.00	15,785,490.41
4-Sep-23	4-Sep-28	1827	15,000,000.00	5.2800%			AA-	Westpac Group	15,000,000.00	15,785,490.41
19-Feb-25	19-Feb-30	1825	8,000,000.00	5.1500%			A	Rabobank Australia	8,000,000.00	8,218,980.82
6-Aug-26	6-Aug-30	1461	5,000,000.00	5.6800%			AA-	ANZ Banking Group	5,000,000.00	5,020,230.14
10-Aug-26	11-Aug-31	1827	5,000,000.00	5.6100%			A	Rabobank Australia	5,000,000.00	5,016,906.85
20-Aug-26	20-Aug-31	1826	10,000,000.00	5.6300%			A	Rabobank Australia	10,000,000.00	10,018,509.59
26-Aug-26	27-Aug-31	1827	5,000,000.00	5.4900%			AA-	Westpac Group	5,000,000.00	5,004,512.33
28-Aug-26	1-Sep-31	1830	8,000,000.00	5.7100%			A	Rabobank Australia	8,000,000.00	8,005,006.03
				213,215,250.00	4.8966%				213,215,250.00	218,481,199.34



ATTACHMENT 1 - ITEM 2

Hornsby Shire Council Investment Holdings Report - August 2026



Floating Rate Notes									
Purchase Date	Maturity Date	Term Days	Face Value (\$)	Current Rate (%)	Security Name	Credit Rating	Book	Value (\$)	Current Value (\$)
15-Sep-21	15-Sep-26	1826	4,250,000.00	4.9466%	SUN Snr FRN (Sep26) BBSW + 0.48%	AA-		4,250,899.98	4,294,972.89
23-Sep-21	23-Dec-26	1917	6,000,000.00	4.8789%	CBA Green Snr FRN (Dec26) BBSW + 0.41%	AA-		6,001,440.00	6,056,980.77
10-Feb-22	10-Feb-27	1826	1,500,000.00	5.5048%	NPBS Snr FRN (Feb27) BBSW + 1.00%	BBB +		1,502,385.00	1,506,671.94
11-Nov-22	11-Nov-27	1826	5,000,000.00	5.7393%	WBC Snr FRN (Nov27) BBSW + 1.23%	AA-		5,089,173.95	5,096,447.47
			16,750,000.00	5.2090%				16,843,898.93	16,955,073.07

Cash Accounts				
Face Value (\$)	Current Rate (%)	Institution	Credit Rating	Current Value (\$)
26,707.82	4.9500%	Westpac Group	AA-	26,707.82
496,375.25	4.1500%	Bendigo and Adelaide Bank	A-	496,375.25
1,749,017.77	4.6500%	Macquarie Bank	A +	1,749,017.77
19,385,101.32	5.0000%	AMP Bank	BBB +	19,385,101.32
21,476,114.99	4.3500%	Bank of Queensland	A-	21,476,114.99
32,794,372.56	4.4000%	Westpac Group	AA-	32,794,372.56
75,927,689.71	4.5434%			75,927,689.71

Managed Funds						
	Face Value (\$)	Current Rate (%)	Institution	Credit Rating	Funds Name	Current Value (\$)
	27,731,211.29	5.7690%	NSW T-Corp (MT)	TCm	Medium Term Growth Fund	27,731,211.29
	27,731,211.29	5.7690%				27,731,211.29

Total Investments		Face Value (\$)	Current Value (\$)
		333,624,151.00	339,095,173.41



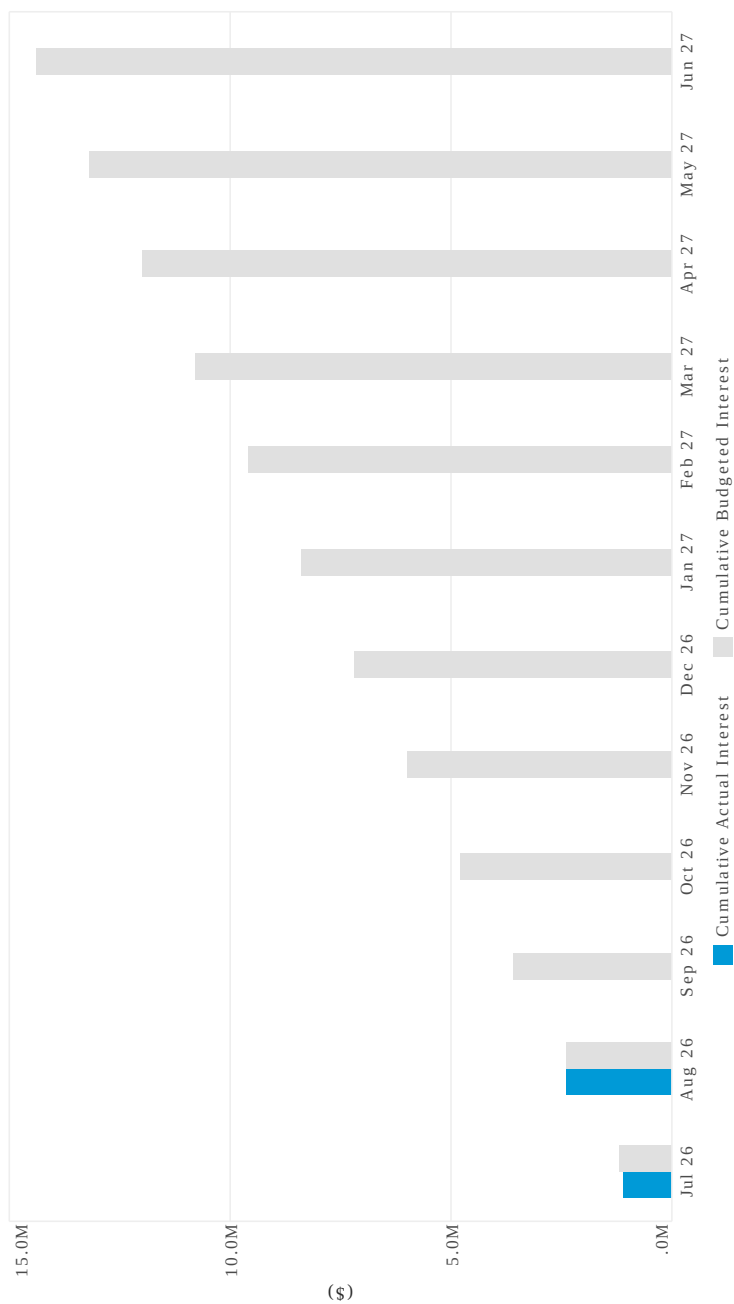
ATTACHMENT 1 - ITEM 2



Hornsby Shire Council Investment Budget Report - August 2026

Budgeted vs Actual Returns

	Cumulative Actual Income	Cumulative Budgeted Income
July 2026	1,096,523	1,199,859
August 2026	2,385,305	2,399,719
Budget Target		14,398,313



ATTACHMENT 1 - ITEM 2

Hornsby Shire Council Environmental Commitments Report - August 2026



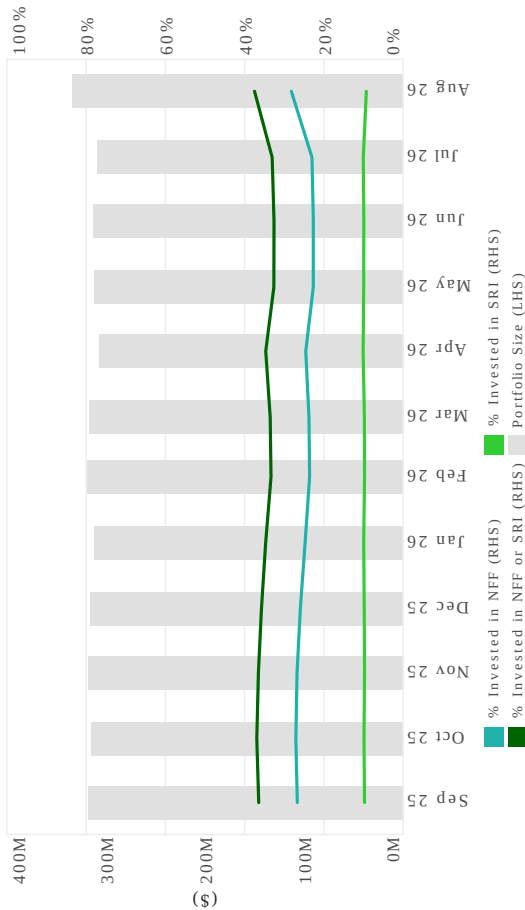
Current Breakdown

ADI Lending Status *	Current Month (\$)	Previous Month (\$)
Fossil Fuel Lending ADIs		
ANZ Group	13,000,000	8,000,000
ING Bank Australia	45,000,000	45,000,000
Macquarie Bank	1,749,018	1,742,138
National Australia Bank	40,000,000	64,700,000
Westpac Group	81,036,330	59,501,390
	180,785,348	178,943,528
	54 %	58 %
Non Fossil Fuel Lending ADIs		
AMP Bank	19,385,101	19,303,129
Bank of Queensland	37,476,115	37,397,063
Bendigo and Adelaide Bank	496,375	494,632
Newcastle Greater Mutual Group	1,500,000	1,500,000
Rabobank Australia	31,000,000	8,000,000
Suncorp Bank	4,250,000	4,250,000
	94,107,592	70,944,824
	28 %	23 %
Other		
NSW T-Corp (MT)	27,731,211	27,599,426
	27,731,211	27,599,426
	8 %	9 %
Socially Responsible Investment		
CBA (Green)	6,000,000	6,000,000
Westpac Group (Green TD)	25,000,000	25,000,000
	31,000,000	31,000,000
	9 %	10 %
	333,624,151	308,487,777

* source: Marketforces

Percentages may not add up to 100% due to rounding

Historical Portfolio Exposure to NFF Lending ADIs and SRIs



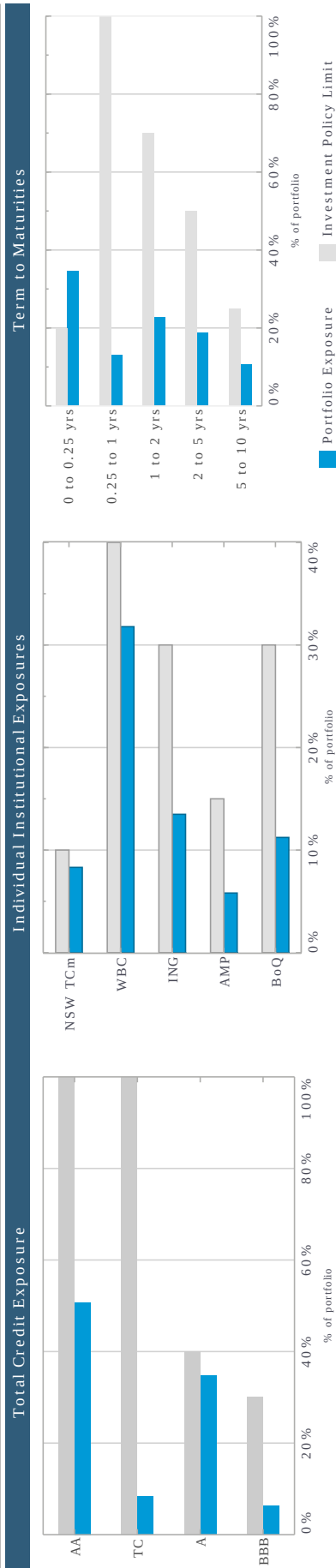
Green Products Summary

	Current Month (\$)	Previous Month (\$)
AMP Bank	19,385,101	19,303,129
Bank of Queensland	37,476,115	37,397,063
Bendigo and Adelaide Bank	496,375	494,632
CBA (Green)	6,000,000	6,000,000
Newcastle Greater Mutual Group	1,500,000	1,500,000
Rabobank Australia	31,000,000	8,000,000
Suncorp Bank	4,250,000	4,250,000
Westpac Group (Green TD)	25,000,000	25,000,000
	125,107,592	101,944,824
	37 %	33 %
	333,624,151	308,487,777



ATTACHMENT 1 - ITEM 2

Hornsby Shire Council Investment Policy Compliance Report - August 2026



Credit Rating Group	Face Value (\$)	Policy Max
AA	169,286,330	51% 100% a
TC	27,731,211	8% 100% a
A	115,721,508	35% 40% a
BBB	20,885,101	6% 30% a
	333,624,151	

Institution	% of portfolio	Investment Policy Limit
NSW T-Corp (TCm)	8%	10% a
Westpac Group (AA-)	32%	40% a
ING Bank Australia (A)	13%	30% a
AMP Bank (BBB+)	6%	15% a
Bank of Queensland (A-)	11%	30% a
Rabobank Australia (A)	9%	30% a
National Australia Bank (AA-)	12%	40% a
ANZ Group (AA-)	4%	40% a
Commonwealth Bank of Australia (AA-)	2%	40% a
Suncorp Bank (AA-)	1%	40% a
Macquarie Bank (A+)	1%	30% a

	Face Value (\$)	Policy Max *
Between 0 and 0.25 years	115,177,690	35% 20%
Between 0.25 and 1 years	43,715,250	13% 100%
Between 1 and 2 years	76,000,000	23% 70%
Between 2 and 5 years	63,000,000	19% 50%
Between 5 and 10 years	35,731,211	11% 25%
	333,624,151	

* Council always retains the flexibility to invest as short as required by internal requirements or the economic outlook

Specific Sub Limits	Face Value (\$)	Policy Max
BBB+	20,885,101	6% 30% a

a = compliant
r = non-compliant



ATTACHMENT 1 - ITEM 2



HORNSBY SHIRE COUNCIL SCHEDULE OF BORROWINGS AS AT 31 August 2026

1. LOANS									
Lender	Date Drawn	Maturity Date	\$'000 Amount Borrowed	\$'000 01/07/2025 Opening Balance	\$'000 2025/26 YTD Repayments Principal	\$'000 Closing Balance	% Fixed Interest Rate %		
None									

2. OPERATING LEASES									
Lessor	Date Executed	Expiry date	\$'000 Total Lease Payments	\$'000 01/07/2026 Opening Balance	\$'000 New Leases	\$'000 2026/2027 Repayments YTD	\$'000 Closing Balance		
Vestone Capital Pty Ltd (119)	15-Nov-22	15-Aug-27	64	16		3	13		
Vestone Capital Pty Ltd (120)	15-Aug-23	15-Aug-28	31	12		2	10		
Vestone Capital Pty Ltd (121)	15-Nov-23	15-Nov-28	453	202		23	179		
Vestone Capital Pty Ltd (122)	15-Nov-23	15-Nov-27	134	42		8	34		
Vestone Capital Pty Ltd (123)	15-May-24	15-Feb-27	37	9		3	6		
Vestone Capital Pty Ltd (124)	15-Aug-24	15-Aug-27	77	30		6	24		
Vestone Capital Pty Ltd (125)	15-Feb-25	15-Nov-28	69	43		4	39		
Vestone Capital Pty Ltd (126)	15-May-25	15-Feb-29	42	29		3	26		
Vestone Capital Pty Ltd (127)	15-May-25	15-Feb-29	69	47		4	43		
Vestone Capital Pty Ltd (128)	15-Aug-25	15-May-30	105	84		5	79		
Vestone Capital Pty Ltd (129)	15-Feb-26	15-Nov-29	167	146		11	135		
Vestone Capital Pty Ltd (130)	15-May-26	15-Feb-30	34	32		2	30		
TOTAL			1,283	692	-	74	618		

ATTACHMENT 2 - ITEM 2

ATTACHMENT/S

REPORT NO. CS52/26

ITEM 3

- 1. EXTERNAL COMMITTEES, WORKING PARTIES FOR
THE PERIOD OCTOBER 2026 – SEPTEMBER 2027**



**Councillor Representation on External Committees, Working Parties for the Period
October 2026 – September 2027**

Committee	No. of Councillors	Purpose	Councillor Representation 2026-2027
Hornsby Ku-ring-gai Bush Fire Management Committee	2 + 3 alternates	The Hornsby Bush Fire Management Committee oversees a cooperative and coordinated bushfire management response within the district and is established under the Rural Fires Act 1997 (NSW). The Committee is primarily responsible for preparing, coordinating, reviewing, and monitoring the implementation of the Bush Fire Risk Management Plan for this area.	
Hornsby Ku-ring-gai Rural Fire Service Liaison Committee	1 + 3 alternates	The Liaison Committee will: (a) monitor and periodically review the performance of the Rural Fire District Service Agreement Hornsby/Ku-ring-gai by the Councils and the Service; (b) review the following documents prepared by the Zone Manager prior to submission to and consideration by the Councils: (i) the annual budget and business plan; and (ii) the quarterly financial and performance reports	



**Councillor Representation on External Committees, Working Parties for the Period
October 2026 – September 2027**

Local Transport Forum (LTF)	1 + 2 alternates	The purpose of the Local Transport Forum is to provide technical advice on traffic control matters on local roads to Council. That advice must be taken into consideration before Council chooses to exercise its delegation to control traffic on local roads.	
NSW Public Libraries Association	1 + 2 alternates	NSW Public Libraries Association is the peak body to represent the NSW public library sector. It helps with strategic planning	
Hornsby Shire Dementia Alliance	2+1 alternate	The Hornsby Shire Dementia Alliance with the support of Dementia Australia is to reduce the social isolation of people living with dementia and ensure that their family and carers are consulted in decision making by Council. The alliance will also aim to support those living with dementia to enjoy a full life and to encourage understanding, acceptance, and inclusion by all members of our community.	



**Councillor Representation on External Committees, Working Parties for the Period
October 2026 – September 2027**

Hornsby Town Centre Night Time Economy Working Group	3+1 alternate	To coordinate planning and project delivery across the Hornsby Town Centre for the nighttime economy.	
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ATTACHMENT 1 - ITEM 3

ATTACHMENT/S

REPORT NO. CE10/26

ITEM 5

1. DISABILITY INCLUSION ACTION PLAN - 2026-2030

Everyone belongs in Hornsby

Our Disability Inclusion Action Plan 2026–2030

ATTACHMENT 1 - ITEM 5

hornsby.nsw.gov.au



Connection to Country

The area now known as Hornsby Shire is unique in its placement within the landscape with natural features differing from those that surround and beyond.

The meandering ridge lines extending from the south, north-west and north-east, meet here at Hornsby and expose its importance within the cultural landscape as a junction for these once heavily occupied travel routes. An extremely important resource for all Mobs traversing across Country for business, ceremony or family obligations and responsibilities.

From the ocean shores of Brooklyn, abundant in edible sea life and favourably utilised for its tasty treasures, to the rainforest covered gullies with constant supplies of native edible vegetation, grazing marsupials and rock shelters contribute to the uniqueness of this region.

The Dharug and GuriNgai Peoples have protected and respected this area since time began. Sacred sites were etched into the sandstone by our Creator Ancestors about cultural knowledge, lore and law of Country, community, astronomy and weather patterns, to name only a few. These are scattered strategically throughout this landscape and are still utilised today for ceremonies, celebrations and Family gatherings and to pass cultural knowledge onto the next generations.

For the Dharug and GuriNgai Peoples, this region is still alive and thriving from a cultural perspective. Despite the ever-growing demands for development and community infrastructures, the Hornsby Shire has lush and vibrant bushland areas, fresh and saltwater estuaries and breath-taking visual aspects across Country allowing us the ability to continue cultural practices, share cultural beliefs and expand on our relationship and connection with our Country.

The Dharug and GuriNgai Peoples will continue to care for and respect Country. We invite and encourage you to expand on your own connection to this unique and amazingly beautiful Country. In the early morning hours when the sun is rising and you breathe in the fresh, clean air of a new day, pay homage to Mother Earth and the Aboriginal Mobs that have protected, respected, utilised and honoured these lands for its lifetime, always being mindful of never depleting resources or damaging natural features created by Mother Earth and our Creator Ancestors.

Tracey Howie, local bloodline descendant



Message from the Mayor

Hornsby Shire is a community where everyone should feel welcome, valued and able to participate fully in community life.

The Everyone belongs in Hornsby – Our Disability Inclusion Action Plan reflects Council's ongoing commitment to creating an inclusive and accessible Shire where people of all abilities have the opportunity to connect, contribute and thrive.

Inclusion is about more than removing barriers. It is about building a community that embraces diversity, treats everyone with dignity and respect, and recognises the valuable contributions that people with disability make to our social, cultural and economic life.

As Mayor, I am proud to support this important Plan, which sets out practical actions to improve accessibility, strengthen inclusion and ensure Council's services, facilities and programmes are welcoming for everyone.

By working together with people with disability, carers, community organisations, businesses and residents, we can continue to build a Hornsby Shire where everyone has the opportunity to participate, belong and reach their full potential.

I would like to thank everyone who contributed to the development of this Plan. Your commitment, collaboration and support have helped shape a stronger and more inclusive future for our community.

I look forward to seeing the positive outcomes that will be achieved as Council delivers the actions outlined in this Plan.

Councillor Warren Waddell

Mayor, Hornsby Shire Council



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Terms we use

Acronym	Full description
ABS	Australian Bureau of Statistics
CALD	Culturally and Linguistically Diverse
DIAP	Disability Inclusion Action Plan
IRG	Inclusion Reference Group
LGBTQIA+	Lesbian, gay, bi, trans, queer, intersex
NDIS	National Disability Insurance Scheme
UN CPRD	United Nations Convention on the Rights of Persons with Disabilities
WCAG	Web Content Accessibility Guidelines



Introduction

Everyone belongs in Hornsby.

Our community is stronger when we include everyone. Inclusion creates social, cultural and economic opportunities. And it leads to fuller, happier lives for everyone who lives in Hornsby.

We want Hornsby to be more welcoming and accessible for everyone.

So, we are working with the community to build a Shire that benefits us all.

This is our new Disability Inclusion Action Plan 2026–2030 (DIAP). It outlines the steps we will take over the next 4 years to make Hornsby more inclusive.

Our new plan builds on the progress we've made over the last 4 years. It is one of several plans that guide how we work in Hornsby, including:

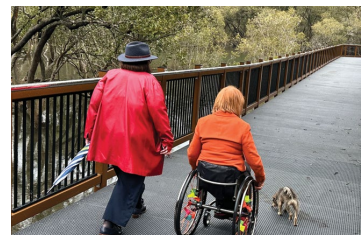
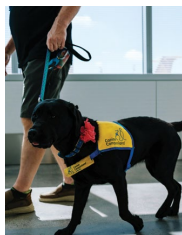
- the Community Strategic Plan
- the Community Engagement Plan
- Council's annual operational plans.

What is disability?

Some people are born with disability, while others acquire disability at different stages of life. Disabilities can affect the ways we learn, move or communicate. Some people may have more than one disability and disabilities can be visible or hidden.

At Hornsby Shire Council, we use the definition of disability in the NSW *Disability Inclusion Act 2014* (the Act). The Act states that disability:

in relation to a person, includes a long-term physical, psychiatric, intellectual or sensory impairment that, in interaction with various barriers, may hinder the person's full and effective participation in the community on an equal basis with others.



Disability in Australia



**Around 5.5 million Australians have a disability.
That's about 1 out of 5 people.**



As people get older, they are more likely to have a disability. About 1 in 2 people aged over 65 have a disability.



Almost 30% of people with disability have a government pension or allowance as their main source of income.



There are 3 million carers, representing 11.9% of all Australians.



The number of people with disability aged 15 to 64 who have a job, are looking for a job or are in training is about 60%. That's compared to nearly 85% for people without disability.



The unemployment rate for people with disability is 7.3%. That's more than double the rate for people without disability at 3.1%.



The number of people with disability aged over 15 who are completing Year 12 or the equivalent is about 45%.



1 in 10 people with a disability (9.9%) said that they have experienced discrimination.



LGBTQIA+ people with disability faced discrimination at almost 3 times the rate of their heterosexual counterparts at about 28% vs. nearly 9%.



11% of people with a disability reported experiencing at least one form of abuse or neglect in the past year.

Sources: Australian Bureau of Statistics (July 2024), [Survey of Disability, Ageing and Carers, Australia: Summary of Findings](#). [People with Disability Australia \(2024\)](#), [Australian Bureau of Statistics releases new disability statistics](#).

Disability in Hornsby Shire



Approximately 152,000 people live in Hornsby.



Nearly 5% of the people living here – about 7,000 people – need help in their day-to-day lives due to disability.



There are 36,370 people in our community over the age of 60 (24%).



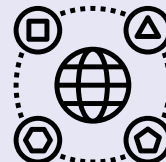
Nearly 14,000 carers provide unpaid assistance to older people, people with disability and those with long-term illnesses.



Over one-third of the people living in Hornsby were born overseas.



After English, Mandarin, Cantonese and Korean are the top 3 languages spoken in Hornsby Shire.



Language, as well as different cultural understandings of what disability is, can present an additional barrier to inclusion for people with disability.

Sources: Australian Bureau of Statistics (2021), *Census QuickStats – Hornsby*, idcommunity (2021), *Hornsby Shire – need for assistance*.

Laws that apply

There are a number of laws, strategies and programs about disability that we apply to our work at the Hornsby Shire Council.

State laws, strategies and programs

In NSW, all local councils have a responsibility to identify and address barriers that stop people with disability taking part in community life.

The Act says that all local councils must develop a DIAP. Then they must review and update it every 4 years.

Other state laws and strategies that apply include the:

- *Anti-Discrimination Act 1977 (NSW)*
- *NSW Disability Inclusion Action Plan 2025–2029*
- *Carers Recognition Act 2010 (NSW)*
- *NSW Carers Charter*
- *Ageing Well in NSW: Seniors Strategy 2021–2031*

National laws, strategies and programs

In Hornsby, we also work with national laws, policies and programs, including:

- the National Disability Insurance Scheme (NDIS) – support for people under the age of 65 with a permanent and significant disability
- *Australia's Disability Strategy* – the national plan for disability inclusion
- *Disability Discrimination Act 1992 (Cth)*
- *Disability (Access to Premises – Buildings) Standards 2010 (Cth)*
- AS1428 – Australian Standards for Access and Mobility
- *Dementia Australia: Dementia friendly communities toolkit for local government.*

International laws, strategies and programs

In Australia, governments of all levels must follow the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) (2006). This is an international agreement that explains the rights of people with disability that governments should uphold.

Supporting people with disability

We are committed to building a community where people with disability feel welcomed, valued and included in all aspects of local life.

We will achieve this by:

- promoting inclusion and respect
- encouraging positive attitudes
- celebrating people with disability
- challenging stigma
- creating accessible places and spaces
- creating more opportunities for volunteering, employment and learning for people with disability
- making information easier to access
- strengthening community connection
- supporting programs and events that bring people together.

A note on language use

We use person-first language in our plan. We say: 'people with disability.' This style of language puts the person before the disability.

Many people prefer to use identity-first language. So, for example, they say: 'disabled person.' This is a way of affirming disability as part of who they are.

In practice, we respect and use what each person prefers.





ATTACHMENT 1 - ITEM 5

About this plan

In this section, we summarise the actions we have completed since we published our previous DIAP in 2021. It also explains the actions we will keep working on.

Our actions

We had 41 actions in our previous plan. Of those, 32 (or 78%) are ongoing, meaning that we'll keep working on them.

We completed 14 actions.

We partially completed 5 actions.

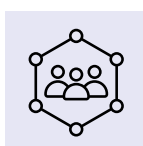
We have not started 9 actions.

Our focus areas

We divide the actions up into 4 focus areas. They are:



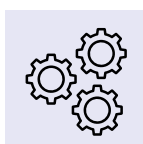
1. Developing positive community attitudes and behaviours



2. Creating liveable communities



3. Supporting access to employment



4. Improving systems and processes

We explain our positive achievements and what we still need to work on by focus area on the following pages.



Our positive achievements



1. Developing positive community attitudes and behaviours

All Council staff took part in Equal Employment Opportunity online learning. A local community advocacy group called 'ACTION for People with Disability' provided disability training to our staff.

We established a Dementia Alliance. This allows Council to hear the views of people living with dementia and their carers on a regular basis.

When new people start working with us, they learn about disability and inclusion during their induction training.



2. Creating liveable communities

We completed upgrades to several footpaths, including:

- along the Pacific Highway between Asquith and Mt Colah
- between Rupert Street and Yirra Road for safer connection to Asquith Park.

We provided wheelchair-accessible alternate access paths during construction projects.

We maintained dedicated Access and Inclusion, Living with Disability and Dementia pages on our website. These include:

- useful links to information and services
- a list of accessible public toilet locations.

We refurbished the Galston Aquatic and Leisure Centre. This greatly improved accessibility for people with disability or those undergoing rehabilitation

Updates included:

- installing a large, family changing room
- equipping a multi-purpose changing area with hoists and adult changing tables.

We upgraded Hawkins Hall and the children's playground at Thornleigh. These upgrades included:

- accessible parking facilities
- accessible park furniture
- additional seating
- access ramps to the facility
- playground equipment with an adaptive swing
- construction of a veranda for disability access
- landscaping.

We conducted an Access Audit of all community centres in the Hornsby Shire area. Then we made a list of work we need to do in order of priority.

We opened the accessible Kangaroo Point Boardwalk.

We completed pontoon replacements at Berowra Waters and Kangaroo Point. This made the pontoons safe and accessible to all boat users.

We held an inclusive Sports Day at PCYC Hornsby.

We celebrated International Day of People with Disabilities by hosting an inclusive art exhibition. We did this in partnership with Studio Artes, a local service that supports people with disability.

Our libraries ran seminars for different groups, including:

- presentations for culturally and linguistically diverse (CALD) groups about our projects and services
- a 'Let's talk about dementia' event for seniors and people with disability.

We hosted a series of free virtual presentations during National Carers Week. These presentations were about caring for a family member or friends living with disability.





3. Supporting access to employment

We held a Volunteer Expo at Hornsby Mall to help local volunteer and service groups reach out to more residents.

We held the Hornsby Employment Open Day for people with a disability looking for work. We did this in partnership with Disability Employment Services.

We held an education session during Youth Week. We did this in partnership with Nova Employment to inform young people with disabilities, their families and carers on what services are available to help them find employment.

This might include:

- support with writing CVs
- interview skills
- employment opportunities
- other support.



4. Improving systems and processes

We made sure our website met the Web Content Accessibility Guidelines (WCAG) 2.2, Level AA.

We provided a link to the National Relay Service on every page of our website.

Our DIAP Advisory Committee met to discuss our plan. They will continue to meet to discuss the DIAP and our future priorities.

We updated our Complaints Handling Policy, making sure that people can lodge complaints in a variety of ways, such as:

- verbally on the telephone or in person
- in writing via letter or email.



ATTACHMENT 1 - ITEM 5

What we still need to do



1. Developing positive community attitudes and behaviours

We will offer inclusive ways for people to share their thoughts about new strategies and plans in the future.

We will use photos that reflect the people with disability in our community.

We will provide updates about the positive, inclusive actions we achieve.

We will provide community education about respectful language and behaviours towards people with disability. This includes talking about invisible disability, such as mental health, neurodiversity and intellectual disability. We will work with other government agencies to do this.

We will continue to build an inclusive workplace culture at Hornsby Shire Council.

We will offer more inclusion training to our staff.



2. Creating liveable communities

We will look into the issues people have shared with us about:

- footpaths
- kerb ramps
- crossings.

We will continue upgrading Council buildings and facilities. We will include information about these projects on our website.

We will continue to provide information about access to public spaces on our website, including information about accessible toilets, kerb ramps and crossings.

We will continue to investigate the availability of accessible parking across the Hornsby Shire.

We will regularly speak up for people living in Hornsby Shire when we work with Transport for NSW. We are asking them to make transport in our Shire more accessible. For example, we want accessible ramps, lifts and signage at bus interchanges.

We will make sure that park upgrades always factor in accessibility.

We will continue to work with local businesses to upgrade their premises and improve accessibility.

We will make sure all Council hosted programs, events and meetings are inclusive.



3. Supporting access to employment

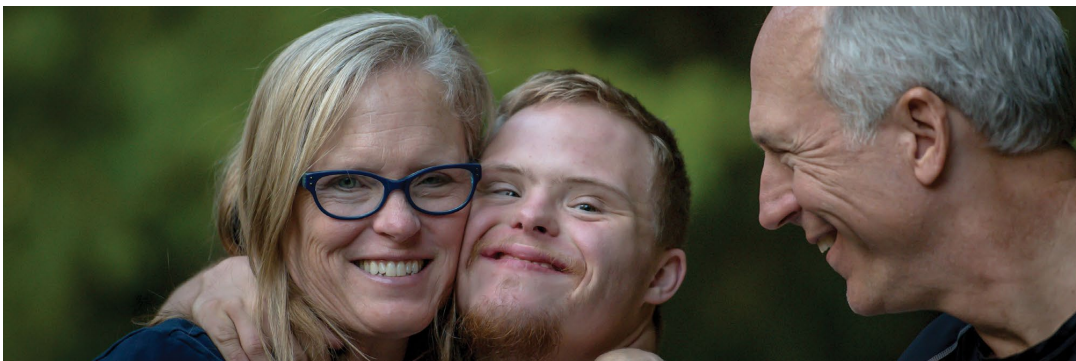
We will make sure that job descriptions for roles with Council carefully describe the requirements of the role.

We will continue to work with disability employment agencies to provide work placement or training opportunities at Hornsby Shire Council.

We will work with Inclusive Employment Australia to provide training and guidance to employers in our community about employing people with disability.

We will use these free resources from the Australian Network on Disability:

- Sharing and monitoring disability information in the workplace
- Employers' Guide to Partnering with Disability Employment Services
- Manager's Guide: Disability in the Workplace.





4. Improving systems and processes

We will continue to provide communications in multiple formats, such as:

- online
- on paper
- in videos
- in voice or audio recordings
- in alternative languages for CALD communities.

We will ask the DIAP Advisory Committee to continue to meet as needed. We want them to make sure:

- our DIAP is working well
- disability inclusion remains a priority at Hornsby Shire.

We will make sure people with disability can take part in our committees and reference groups, such as those relating to traffic and safety.

We will review the Pedestrian Access and Mobility Plan (PAMP). We'll run focus groups and make sure these groups include people with disability.

We will regularly review our process for handling complaints with Council.

We will provide more training to customer service staff about inclusion.

We will examine the feedback we receive. We want to:

- identify any access and inclusion related trends in data
- make sure we address the issues raised.

We will speak up for the needs of people with disability about emergency planning in Hornsby Shire.



ATTACHMENT 1 - ITEM 5

Actions for the next 4 years

This section of our DIAP summarises the work that we will be focussing on from 2026 to 2030. If you'd like to read a detailed table of actions, including responsibilities and measurements, please see Appendix 1.



1. Developing positive community attitudes and behaviours

Our aim is that:

- people with disability feel included in the local community
- council staff include people with disability
- the community includes all people with disability.

We will achieve this by:

- creating inclusive, accessible communications
- helping to educate people about respectful language and behaviours towards people with disability
- monitoring and reporting on our DIAP every 12 months
- increasing staff training and awareness of disability.



2. Creating liveable communities

Our aim is that:

- people with disability can access public spaces, facilities, events and transport throughout Hornsby Shire
- people with disability can take part fully in community life, including events, programs and recreation
- we reduce barriers to access in the built and natural environment, leading to greater independence for people with disability.

We will achieve this by:

- reviewing and maintaining footpaths so they are accessible and safe for all people
- increasing and improving accessible parking spots, ensuring they are located close to venues
- advocating for the needs of people with disability to other levels of government
- ensuring all new toilets or those due for refurbishment meet disability building codes
- completing audits and upgrades so buildings and public spaces are accessible and safe for people with disability
- making sure parks and playgrounds are inclusive and accessible for people with disability
- developing guidelines for pathways and buildings that use the principles of universal design
- welcoming all people with disability to Council events
- helping local clubs and businesses be more inclusive.



3. Supporting access to employment

Our aim is that:

- people with disability have more opportunities to gain and sustain employment
- workplaces are welcoming and supportive of employees with disability
- people with disability feel valued and can contribute to their workplaces
- Council and local employers recruit, support and retain people with disability.

We will achieve this by:

- reviewing Council recruitment processes and working arrangements to make sure they are accessible
- promoting work experience, traineeships, volunteering and paid employment opportunities across Hornsby
- bringing together non-government organisations (NGOs), disability service providers, schools, local businesses and people with disability to create networking and employment opportunities
- educating employers about employing people with disability.



4. Improving systems and processes

Our aim is that:

- people with disability find it easy to access Council services and provide feedback
- Council addresses complaints made by people with disability
- all people find it easy to access and engage with Council's communications, services and processes
- people with disability feel empowered to engage with Council and influence the local government decisions that affect their lives.



We will achieve this by:

- providing Council information in different formats and languages
- increasing opportunities for people with disability to be involved in the way we design and create:
 - built environments
 - systems, processes and services
- engaging in ongoing, inclusive consultation with people with disability
- providing more inclusion training for our staff
- maintaining a central contact point for people with disability around issues and questions relating to accessibility
- working with other levels of government and organisations to improve services for people with disability
- using data to monitor our progress against the DIAP and feedback we receive from the community.





ATTACHMENT 1 - ITEM 5

How we will deliver the plan

Everyone in Council has responsibilities for supporting access and inclusion. Our Community and Cultural Development team will oversee Council's ongoing implementation of this plan. They will report to the Council's Executive.

We will also:

- review how the plan is working every 12 months
- seek ongoing feedback on progress from people with disability and other community members
- seek ongoing feedback from our Advisory Committee
- seek ongoing feedback from Council staff
- modify our strategies and actions according to feedback
- present results of the review process to the Advisory Committee
- provide an annual report on our activities to the community and the Minister for Disability Services
- conduct a full review after 4 years.



How we will fund the plan

At Hornsby Shire Council, we manage our budget responsibly and within our means. We are committed to delivering the actions in our DIAP, and will do so in line with our budget.

We are already working on many of the actions. These are part of our existing budget.

We understand that the needs of our community change over time. In these cases, we will adapt the budget as much as we can.

In some instances, we will need to find more money for specific projects, especially larger projects such as building works.

In this way, we continue to prioritise making Hornsby Shire a welcoming and inclusive community.



We welcome your feedback and input into the way we deliver on the actions in our DIAP.

We seek feedback from people with disability and community members through:

- the surveys we use at events
- the 'report an issue' section on our website.

You can also connect with our Community and Cultural Development Team by emailing cdevelopment@hornsby.nsw.gov.au, or phoning (02) 9847 6996.



How we will measure success

Hornsby Shire Council is accountable for our actions. The table in the Appendix includes information on:

- what each action is meant to achieve
- when we will know that we have achieved it.

For some actions, this will mean checking whether we have done what we said we will do.

For other actions, we will ask the community to tell us what they think.

We may also:

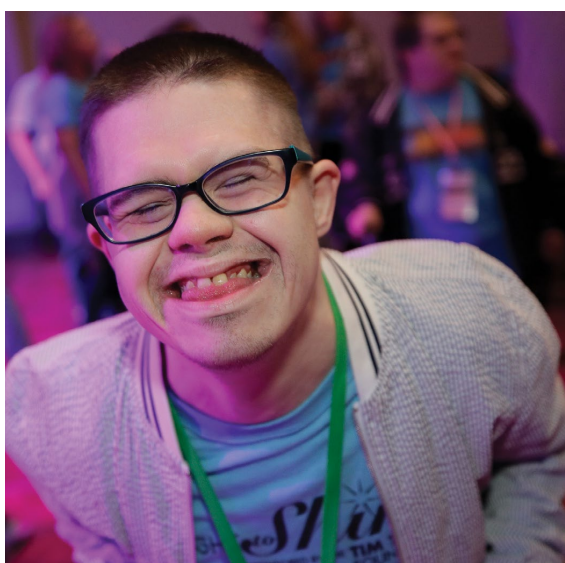
- use data to measure our activities, for example the number of inclusive events we hold
- survey people about their attitudes over time.

We will report on our work in the Council's annual report. We will also report to our Advisory Group. We will explain what we:

- have achieved
- are still working on

This will make sure that we are doing what we said we would do.

It also gives us the opportunity to make sure that our actions are still in line with what the community wants and needs.



Appendix 1: Action tables

This section of our DIAP includes detailed tables explaining:

- what we want to achieve
- how we will know we are achieving our goals (we call these indicators)
- which area of council is responsible.

We group each of our actions by focus area.



1. Developing positive community attitudes and behaviours

Our aim is that:

- people with disability feel included in the local community
- council staff include people with disability
- the community includes all people with disability.

Action number	Actions	Indicators	Responsibility
1.1	Ensure inclusive communications when planning public consultations on new strategies and plans.	Percentage of consultations with documents available in accessible formats (e.g., Easy Read, large print, screen-reader compatible, translated versions). Percentage of consultations using multiple communication channels (e.g., website, social media, printed flyers) to foster inclusivity.	Strategy and Place
1.2	Increase Council's stock photo library to reflect community disability diversity.	Percentage of photos added to photo stock library each year that represent a range of disabilities (physical, sensory, cognitive, etc.).	Strategy and Place

Action number	Actions	Indicators	Responsibility
1.3	Provide positive updates of successful implementation of DIAP actions (as well as other examples of positive inclusion) on Council's public communication channels (Including both Council and community achievements).	Number of updates posted on each communication channel each year.	Strategy and Place – information to be provided by those implementing actions
1.4	Leverage or contribute to existing community education campaigns on appropriate language and respectful behaviours towards people with disability, including invisible disability (i.e. mental health, neurodivergent conditions, intellectual disability) for schools, businesses and community.	Number of community education campaigns Council contributes to.	Community Development
1.5	Create a workplace culture in Hornsby Shire Council that is aware of the inclusion needs of people of all ages with disability and has the skills to implement the improvements to inclusion suggested by people with disability.	Percentage of staff who complete disability awareness and inclusion training. % of staff who are confident to implement inclusion improvements. Number of internal policies or procedures updated to reflect inclusion needs.	Corporate Support – People and Culture
1.6	Incorporate inclusion awareness (in relation to people with disability including 'hidden disability') into the staff induction program.	Staff complete required learning modules. Staff feel confident and are aware of inclusive practices in relation to people with disability.	Corporate Support – People and Culture.
1.7	Include skills for awareness of disability inclusion in current training needs analysis processes and in appropriate training programs.	Disability inclusion awareness is added as a competency in the training needs analysis template. Number of training programs updated or created to include disability inclusion awareness.	Corporate Support – People and Culture

Action number	Actions	Indicators	Responsibility
1.8	Provide a copy of Social Inclusion Hornsby to all Councillors.	Percentage of new councillors who received the Plan in their first month of employment	Strategy and Place
1.9	Investigate developing a community inclusion award or recognition program for local residents, businesses, and groups that champion accessibility.	Award or program developed and completed annually.	Community Development – Strategy and Place



2. Creating liveable communities

Our aim is that:

- people with disability can access public spaces, facilities, events and transport throughout Hornsby Shire
- people with disability can take part fully in community life, including events, programs and recreation
- we reduce barriers to access in the built and natural environment, leading to greater independence for people with disability.

Action number	Actions	Indicators	Responsibility
2.1	Investigate the location of specific information about footpaths, kerb ramps, and crossings, provided by DIAP respondents.	Review feedback from people with disability regarding footpaths and kerb ramps. Key themes and location specific information incorporated into the relevant documentation.	Infrastructure Planning (Traffic/Asset Planning)
2.2	Provide and maintain continuous accessible paths of travel across Hornsby Shire where feasible, in consultation with people with disability.	Number of accessible paths of travel to key destinations. Number of paths upgraded to maintain accessibility.	Infrastructure Planning Delivery Community and Environment

Action number	Actions	Indicators	Responsibility
2.3	Maintain compliance with requirements ensuring continued accessibility of footpath areas during construction work where feasible, particularly around footpath removal and wheeled access.	Percentage of construction sites that maintain compliance with requirements for continued accessibility of footpaths.	Major Projects Delivery
2.4	Include location specific access information on our web site (toilets, kerb ramps, crossings, mobility parking).	Percentage of Council-managed facilities and public spaces with location-specific accessibility information published on the website.	Community Development to lead research on this data
2.5	Accommodate accessibility needs as new public toilets are established or refurbished and ensure these accessible features are maintained.	Percentage of new or refurbished public toilets that are accessible.	Community and Environment Delivery
2.6	Investigate the availability of mobility parking (complying with Australian Standard 2890) across Hornsby Shire.	Number and percentage of mobility parking spaces across Hornsby Shire that comply with Australian Standard 2890. Map of accessible parking across Hornsby Shire completed. Report with recommendations on accessible parking provided as an addendum to the Parking Management Study in Hornsby Shire.	Traffic and Road Safety
2.7	Complete accredited access audits of Council buildings and facilities whenever upgrades are planned, indicate risks to people with disabilities due to poor building access and ensure updated access information is included on Council's website.	Number of accredited access audits completed. Number of complaints received or incident reports related to poor building or facility access. Percentage of facilities with reported access issues.	Property Facilities
2.8	Enable people with disability to provide feedback on the Public Domain Guidelines to improve accessibility and connections to centres, transport, and open spaces.	Feedback from people with disability is documented and used to inform updates to the Public Domain Guidelines.	Strategy and Place Infrastructure Planning

Action number	Actions	Indicators	Responsibility
2.9	Ensure when park upgrades and renewals are undertaken, these accommodate accessibility needs (tracks, picnic facilities, etc.).	Number of park upgrades undertaken. Percentage of park upgrade and renewal projects that include documented accessibility features (e.g., accessible tracks, picnic facilities, seating, and pathways) in their approved plans. Number and percentage of parks that have accessibility features.	Community and Environment
2.10	Continue to implement accessible trails as part of Council's Track and Trail Masterplan.	Percentage of new or upgraded trails delivered under Council's Track and Trail Masterplan that meet accessibility standards.	Community and Environment
2.11	As playgrounds are renewed, identify opportunities to incorporate inclusive and accessible play equipment.	Number of renewed playgrounds upgraded to incorporate inclusive and accessible play equipment.	Community and Environment
2.12	Council continues to work towards ensuring that all pontoons and access ramps under their management are safe and accessible to all boat users.	Number and percentage of pontoons and access ramps under Council management that meet accessibility and safety standards (e.g., gradient, handrails, non-slip surfaces) as verified through internal annual audits.	Asset Planning Delivery
2.13	Consider Access and Inclusion Plans for all Council hosted programs, events and meetings.	Number and percentage of major events and meetings hosted at inclusive venues. Council asks people about any access needs for meetings. Number and percentage of events where captioning, Auslan, quiet spaces and any other services were provided as per the Access and Inclusion Plans.	Community Development – Events

Action number	Actions	Indicators	Responsibility
2.14	In partnership with multicultural organisations, provide and promote inclusive activities and programs in Library, Waste Education, and Natural Resources workshops and programs.	Number of inclusive activities and programs co-delivered with multicultural organisations annually, across Library, Waste Education, and Natural Resources programs. Number of cultural communities reached by these activities.	Community Development – Library
2.15	Promote events that are accessible and inclusive for people with disability, and provide information to the community on the specific measures in place that make these events accessible.	Number of accessible and inclusive events held. Percentage of promoted events that include accessibility information in all promotional materials.	Events team
2.16	Introduce portable hearing loops and captioning options in community venues and Council chambers.	Portable hearing loops and captioning options installed in all community venues and Council chambers.	Corporate Support
2.17	Support local sporting clubs to develop inclusive sport programs.	Number and proportion of local sporting clubs that develop and implement inclusive sport programs with Council support.	Community Development
2.18	Work with the business chamber to run “Access Friendly Business” accreditation or workshops.	“Access Friendly Business” accreditation or workshops developed and delivered. Number of businesses that attend the workshop and/or are accredited.	Community Development
2.19	Investigate sensory accessibility when designing environments and services so that people with different sensory processing needs or sensory disabilities can safely and comfortably participate.	Number and type of sensory accessibility features incorporated into the design of environments and services.	Community Development



3. Supporting access to employment

Our aim is that:

- people with disability have more opportunities to gain and sustain employment
- workplaces are welcoming and supportive of employees with disability
- people with disability feel valued and can contribute to their workplaces
- Council and local employers recruit, support and retain people with disability.

Action number	Actions	Indicators	Responsibility
3.1	Continue to ensure job task analyses/position descriptions carefully describe the inherent requirements of the position.	Job task and position descriptions consistently and clearly reflect the inherent requirements of the position.	People and Culture
3.2	Continue to work with disability employment agencies to provide work placement or workplace training opportunities in Council.	Number of work placement or workplace training opportunities with Council. Number of partnerships between Council and disability employment agencies and frequency of meetings.	People and Culture
3.3	Host an employment forum with not-for-profit organisations, disability service providers, schools and local businesses to support transitioning people with disability into the workforce.	Number of employment forums hosted annually. Number of people with disability and organisations attending the forum (organisations broken down by category).	Community Development
3.4	Work with employers on the opportunities and benefits in employing people with disability including through the provision of Social Enterprise training for local organisations and businesses.	Social Enterprise training provided.	Community Development

Action number	Actions	Indicators	Responsibility
3.5	Work with Inclusive Employment Australia to provide training and guidance to employers on employing people with disability, from recruitment to workplace practices.	Number of training sessions or guidance materials delivered provided to employers. Number of employers attending training sessions.	People and Culture
3.6	Implement the free resources from the Australian Network on Disability: • <i>Sharing and monitoring disability information in the workplace</i> • <i>Employers' Guide to Partnering with Disability Employment Services</i> • <i>Manager's Guide: Disability in the Workplace.</i>	Percentage of Council staff who have accessed the Australian Network on Disability resources in their work.	People and Culture
3.7	Investigate promoting flexible work arrangements over and above our normal 3/2 for staff with disability and carers.	Number of staff with disability and carers aware about flexible work options beyond the 3/2 model. Percentage of staff with disability and carers who take up flexible work arrangements beyond the standard model. Staff-reported satisfaction with flexibility and work-life balance among staff with disability and carers.	People and Culture

ATTACHMENT 1 - ITEM 5





4. Improving systems and processes

Our aim is that:

- people with disability find it easy to access Council services and provide feedback
- Council addresses complaints made by people with disability
- all people find it easy to access and engage with Council's communications, services and processes
- people with disability feel empowered to engage with Council and influence the local government decisions that affect their lives.

Action number	Actions	Indicators	Responsibility
4.1	All public communications, documents and forms from Council are easy to read, accessible and inclusive (including to enable web accessibility).	All public communications, documents and forms meet accessibility standards, particularly WCAG 2.1 AA standards for online content.	Strategy and Place
4.2	Investigate providing communications in multiple formats (online and paper), alternative media (video or voice), and in alternative languages for people with disability from CALD backgrounds.	Percentage of Council communications delivered in more than one format and in different languages or with translation services available.	Strategy and Place
4.3	Investigate retaining the DIAP Advisory Committee to meet minimum of twice a year or as necessary.	Number of DIAP Advisory Committee meetings per year.	Community Development
4.4	Ensure people with disability are consulted when decisions are made by the local traffic committee.	Percentage of local traffic committee decisions where disability representatives were consulted.	Traffic and Road Safety
4.5	Implement an Accessible Footpath and Pedestrian Audit Program to ensure adherence to the Pedestrian Access and Mobility Plan guidelines.	Accessible Footpath and Pedestrian Audit Program developed.	Traffic/Asset Planning

Action number	Actions	Indicators	Responsibility
4.6	Review the procedures for handling complaints with Council to ensure better access for people with disability.	A formal review of complaint-handling procedures with documented recommendations for improving accessibility for people with disability is completed each year. Percentage of complaint channels (online, phone, in-person) that have Easy Read, screen-reader compatibility, Auslan support or other similar kinds of support.	Corporate Support
4.7	Review staff training for Council customer service officers on how to assist people with disability and to know where to access information on disability services.	Review of existing training content completed and documented. Number of gaps identified in current training related to disability awareness and service navigation. New modules on assisting people with disability and accessing relevant services included in revised training program.	Corporate Support – People and Culture
4.8	Maintain a central contact point for people with disability, support workers and families to contact Council around issues relating to accessibility.	Central contact point established and communicated across various channels.	Community Development
4.9	Identify any access and inclusion related trends in data from feedback and complaint processes, and ensure issues are addressed in quality improvement cycle.	Data on feedback and complaints is reviewed. Trends and issues identified are addressed.	Community Development – Corporate Support
4.10	Advocate for the needs of residents with disability to other levels of government, where needed.	Number of representations made about access and inclusion of local people with disability, to other levels of government and other agencies each year. Representations made to emergency planning committee(s) about emergency planning for people with disabilities in Hornsby Shire each year. Number of advocacy activities with Transport for NSW and relevant ministers each year.	Emergency Management Infrastructure Planning

Action number	Actions	Indicators	Responsibility
4.11	Promote accessible community infrastructure in emergency planning and resilience programs.	Percentage of emergency planning and resilience programs that have accessible community infrastructure.	Strategic Planning Infrastructure Planning
4.12	Include accessibility criteria in procurement processes for goods, services, and contractors.	Accessibility criteria for procurement processes drafted. Percentage of procurement processes that include this accessibility criteria.	Procurement
4.13	Develop a Disability Inclusion Checklist for event organisers and community grant applicants.	Disability Inclusion Checklist developed. Number and proportion of events that comply with the Disability Inclusion Checklist.	Community Development
4.14	Investigate monitoring DIAP progress using public-facing dashboards or inclusion scorecards.	Public facing dashboard developed. Dashboard updated on quarterly basis.	Governance / Corporate
4.15	Provide accessible event registration options (including phone and in-person) for people who cannot use online forms.	Accessible event registration options developed Number and proportion of Council events that include accessible event registration option.	Community Development
4.16	Establish an Inclusion Reference Group (IRG) of people with lived experience of disability to provide advice and feedback on Council infrastructure, services, programs and projects, with a focus on accessibility and inclusion.	Number of IRG meetings annually. Number of Council infrastructure, services, programs, and projects reviewed by the IRG annually.	Infrastructure Planning



Need help?

This document contains important information. If you do not understand it, please call the Translating and Interpreting Service on 131 450. Ask them to phone 9847 6666 on your behalf to contact Hornsby Shire Council.

Council's business hours are Monday to Friday, 8.30 am to 5 pm.



Chinese Simplified

需要帮助吗？

本文件包含了重要的信息。如果您有不理解之处，请致电 131 450 联系翻译与传译服务中心。请他们代您致电 9847 6666 联系 Hornsby 郡议会。郡议会工作时间为周一至周五，早上 8:30 - 下午 5 点。



Chinese Traditional

需要幫助嗎？

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Nepali

यस कागजातमा महत्त्वपूर्ण जानकारी छ।

यदि तपाईंले यसलाई बुझ्नुभएको छैन भने, कृपया अनुवाद र दोभाषे सेवालाई 131 450 मा फोन गर्नुहोस्। तपाईंको तर्फबाट हर्नस्बी शायर काउन्सिललाई 9847 6666 नम्बरमा फोन गरिदिन आग्रह गर्नुहोस्। काउन्सिलको कामकाजी समय सोमबारदेखि शुक्रबार बिहान 8:30 बजे देखि बेलुका 5 बजेसम्म हो।



Hindi

क्या आपको सहायता की आवश्यकता है?

इस दस्तावेज़ में महत्वपूर्ण जानकारी दी गई है। यदि आप इसे समझ न पाएँ, तो कृपया 131 450 पर अनुवाद और दुभाषिया सेवा को कॉल करें। उनसे हॉर्नस्बी शायर काउंसिल से संपर्क करने के लिए आपकी ओर से 9847 6666 पर फोन करने का निवेदन करें। काउंसिल के कार्यकाल का समय सोमवार से शुक्रवार, सुबह 8.30 बजे-शाम 5 बजे तक है।



Korean

도움이 필요하십니까?

본 문서에는 중요한 정보가 포함되어 있습니다. 이해가 되지 않는 내용이 있으시면, 통역번역서비스 (Translating and Interpreting Service)로 전화하셔서(131 450번) 귀하를 대신하여 혼즈비 셔 카운슬에 전화(9847 6666번)를 걸어 달라고 요청하십시오. 카운슬의 업무시간은 월요일~금요일 오전 8시 30분~오후 5시입니다.



Tagalog

Kailangan ng tulong?

Itong dokumento ay naglalaman ng mahalagang impormasyon. Kung hindi ninyo naiintindihan, pakitawagan ang Serbisyo sa Pagsasalinwika at Pag-iinterpretar (Translating and Interpreting Service) sa 131 450. Hilangin sa kanilang tawagan ang 9847 6666 para sa inyo upang kontakin ang Hornsby Shire Council. Ang oras ng opisina ng Council ay Lunes hanggang Biyernes, 8.30n.u.-5n.h.



Farsi

نیاز به کمک دارید؟

این سند حاوی اطلاعات مهم می باشد. چنانچه آن را درک نمی کنید، لطفاً با خدمات ترجمه کتبی و شفاهی به شماره 131 450 تماس بگیرید. از آنها بخواهید از جانب شما با شماره 9847 6666 یا شورای شهر هورنزی شایر تماس بگیرند. ساعات کاری شورای شهر دوشنبه تا جمعه، از 8:30 صبح تا 5 بعدازظهر است.

Contact us

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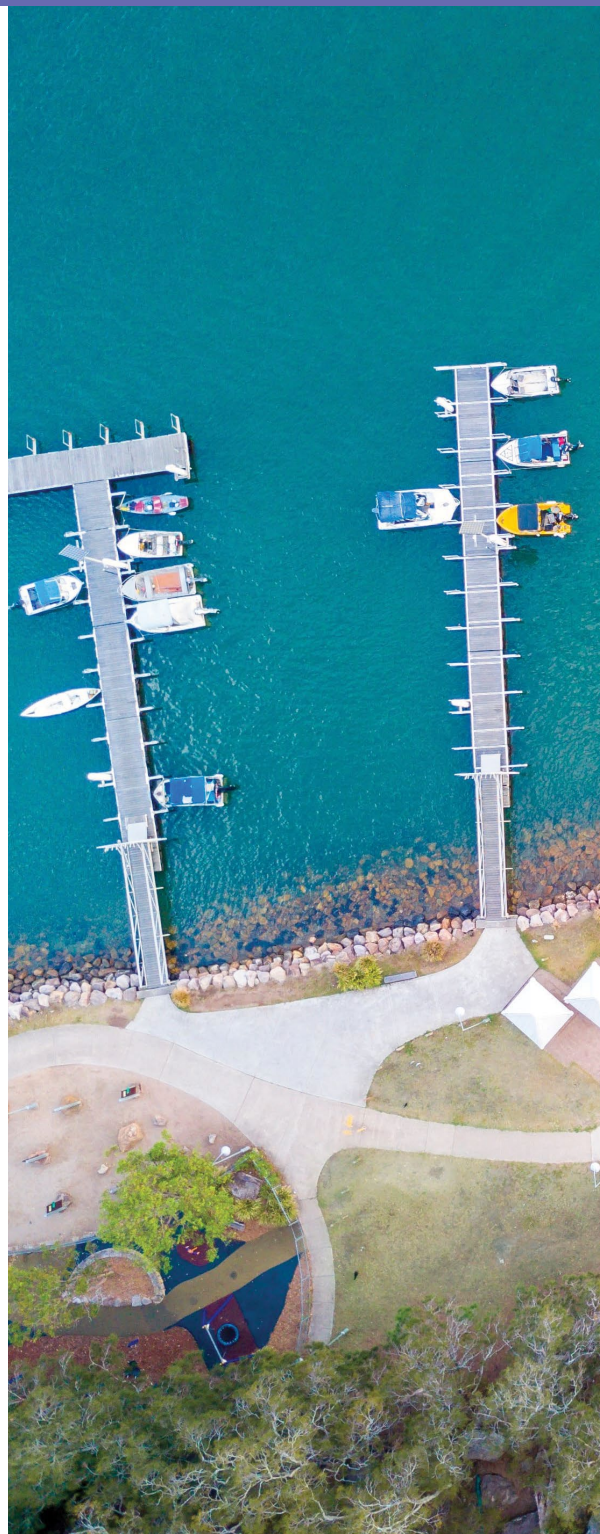
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ATTACHMENT 1 - ITEM 5



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