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URBIS

SOCIAL IMPACT ASSESSMENT

Alterations and additions to
Barker College

Prepared for

BARKER COLLEGE C/O EPM

9 September 2022

This Social Impact Assessment was prepared and reviewed by:

Director **Dr Rachel Trigg**
Doctor of Philosophy (Built Environment)
Bachelor of Arts (Social Geography)
Member of Planning Institute of Australia

I confirm this SIA contains all relevant information and complies with legal and ethical obligations of social impact practitioners, including those set out in the Social Impact Assessment Guidelines for State Significant Projects (2021) prepared by the Department of Planning and Environment.

I further confirm that none of the information contained in the SIA is false or misleading.



This Social Impact Assessment was prepared by:

Consultant **Hugo Walton**
Bachelor of Arts (Human Geography)
Bachelor of Planning
Member of Planning Institute of Australia

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1. INTRODUCTION

Urbis Pty Ltd (Urbis) was engaged by EPM to prepare a Social Impact Assessment (SIA) for Barker College campus at 91 Pacific Highway, Hornsby, 9 & 27-31 Clarke Road and 5 -7 Marillian Avenue, Waitara, and 30A – 32A Unwin Road, Wahroonga (the site). The SIA is to inform a State Significant Development Application (SSDA) on site for:

- A concept proposal that involves the demolition of existing building and envelopes of three new buildings and campus infrastructure upgrades
- Stage 1 development for alterations and additions as well as increase student and staff capacity.

1.1. PROJECT OVERVIEW

Barker Collage is preparing an SSDA seeking approval to enhance the existing conditions of the school campus and improve amenities and facilities to support the current and future student and staff population.

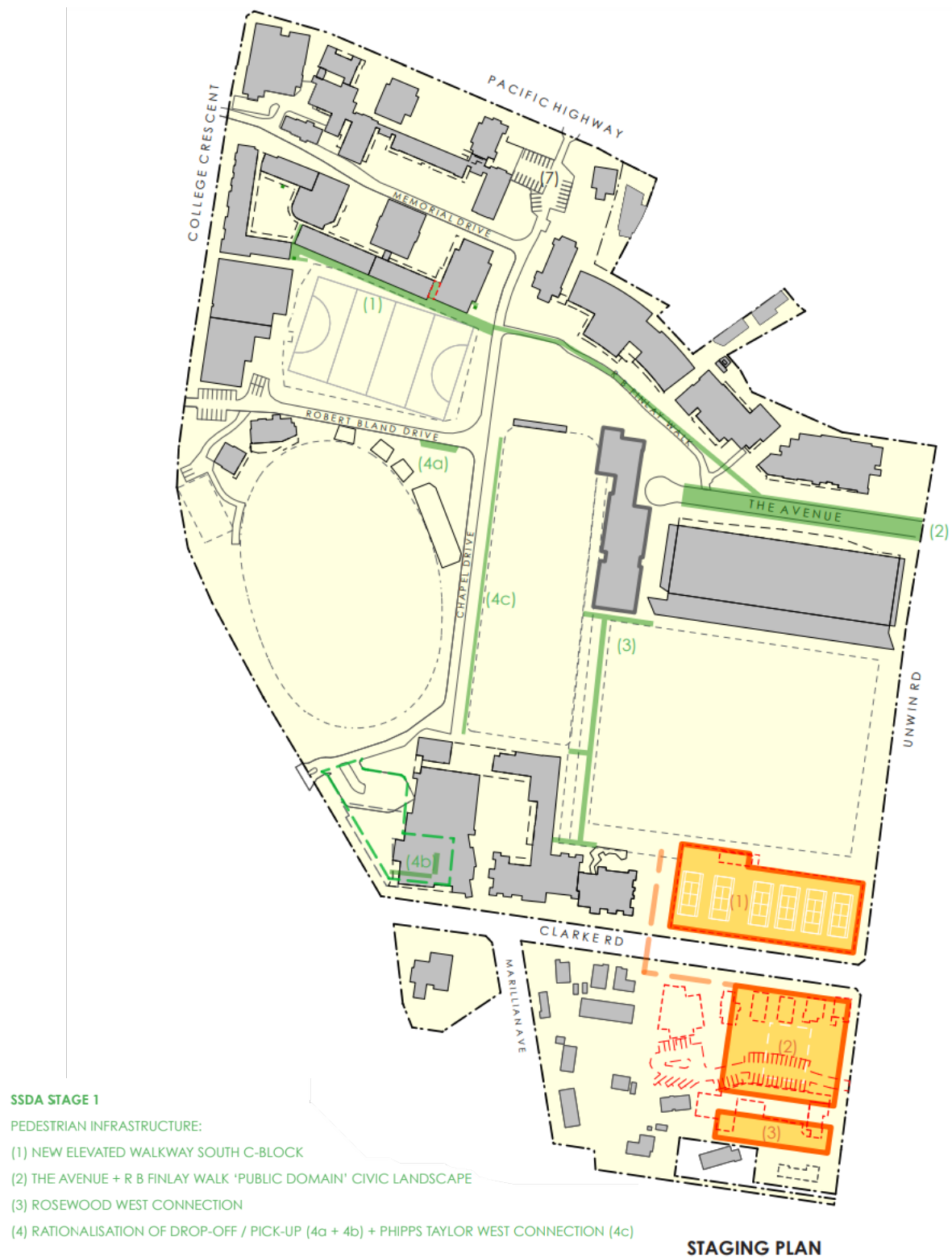
Specifically, the SSDA seeks to increase the number of students and staff that may be enrolled and employed by the School. The School is now proposing a new limit of 2,850 students and 480 full time equivalent (FTE) staff that may use the campus at any one time. This represents a total increase of 430 students (approximately 18%) and 141 FTE staff (approximately 40%).

Concept Proposal for the provision of new and upgraded facilities, including:

- A Co-curricular Performing Arts and Exams Centre building and associated basement parking on the south-western corner of Unwin Road and Clarke Street (subject to a further detailed approval)
- A new maintenance shed and associated parking to the south of the Performing Arts and Exam Centre Building (subject to a further detailed approval)
- An Aquatic and Tennis Centre incorporating an indoor pool and roof-top tennis courts and associated basement parking on the north-western corner of Unwin Road and Clarke Street (subject to a further detailed approval)
- Approval for the associated demolition of existing school buildings to accommodate the buildings described above.
- Stage 1 detailed works (as outlined below)
- Stage 1 detailed works including:
 - Rationalisation of the of the internal Chapel Drive carriageway and parking area associated with the Junior School to improve the traffic flow and pedestrian safety associated with the internal pick-up and drop off system
 - Re-alignment of the internal Chapel Drive carriageway and provision of adjacent footpath to improve the traffic flow and pedestrian safety associated with the internal pick-up and drop off system
 - Landscape works to 'The Avenue' roadway (an internal share way) to create a new Civic space for the school and transitioning to the existing east-west site connection on RB Finlay Walk and toward C-Block
 - Construction of a new elevated east-west walkway along the southern edge of C-Block and incorporating spectator viewing to Bowman Field
 - Construction of a north-south pathway connection linking the Rosewood Centre to the Junior School Campus
 - Increasing the existing cap that applies to total staff and student numbers, up to a maximum of 2850 students and 480 (FTE) staff using the campus at any one time.

The proposal is detailed further on the following page in Figure 1.

Figure 1 Proposed Development and Indicative Staging Strategy



Source: Neeson Murcutt + Neille

1.2. REPORT PURPOSE AND SCOPE

A SIA is a specialist technical study which identifies and analyses the potential positive and negative social impacts associated with a proposal. It involves a detailed and independent study to scope potential social impacts, identify appropriate mitigation measures and provide recommendations aligned with professional standards and statutory obligations.

According to the Department of Planning and Environment's (DPE) SIA Guideline for State Significant Projects (2021), social impacts are the consequences that people experience when a new project brings change. For the purposes of an SIA, 'people' can be individuals, households, groups, communities, businesses or organisations. These impacts can be considered in eight categories, as shown in Figure 1 below.

Figure 1 Social Impact Categories



Source: DPE, 2021, SIA Guideline for State Significant Projects

1.3. STRUCTURE OF THIS REPORT

- **Chapter 1** (this chapter) introduces the proposal, purpose and scope of this report.
- **Chapter 2** outlines the legislative requirements and methodology applied to complete this SIA
- **Chapter 3** reviews the key findings and strategic directions from relevant state and local policies, as they relate to the proposal
- **Chapter 4** provides a social baseline of the study area including the site's locality, social and demographic characteristics, and consultation outcomes
- **Chapter 5** outlines a preliminary assessment of expected and perceived social impacts of the proposal
- **Chapter 6** assess the significant (moderate to very high impacts) of the proposal, including mitigation and management measures
- **Chapter 7** concludes the SIA by setting out a summary of the social impacts, recommendations and overall impact assessment.

2. METHODOLOGY

This section outlines the methodology to prepare this assessment, with reference to the relevant legislative requirements.

2.1. LEGISLATION AND GUIDELINES

This SIA has been prepared in response to the requirements of the Secretary's Environmental Assessment Requirements (SEARs) for the proposal, as outlined in Table 2.

Table 1 SEARs item for SIA

19. Social Impact
Provide a Social Impact Assessment prepared in accordance with the Social Impact Assessment Guidelines for State Significant Projects.

Source: SEARs SSD-31822612 issued on 15 December 2021

2.2. ASSESSMENT METHODOLOGY OVERVIEW

The following methodology was undertaken to prepare this SIA. The methodology was informed by the guidance contained within the DPE SIA Guidelines for State Significant Projects.

Table 2 SIA Methodology

Background review	Impact scoping	Assessment and reporting
<ul style="list-style-type: none">▪ Review of surrounding land uses and site visit▪ Review of relevant state and local policies to understand potential implications of the proposal▪ Analysis of relevant data to understand the existing community.	<ul style="list-style-type: none">▪ Review of site plans and technical assessments▪ Consultation with Hornsby Shire Council to identify potential impacts▪ Review of engagement outcomes▪ Identification of impacted groups▪ Initial scoping of impacts.	<ul style="list-style-type: none">▪ Assessment of significant impacts considering management measures▪ Provision of recommendations to enhance positive impacts, reduce negative impacts and monitor ongoing impacts.

2.3. APPROACH TO ASSESSING SOCIAL IMPACTS

The assessment of social impacts can be approached in several ways. The Technical Supplement which supports DPE's SIA Guideline uses a risk assessment methodology, whereby the significance of potential impacts is assessed by comparing the consequence of an impact against the likelihood of the impact occurring.

The DPE's risk assessment methodology is outlined below and has been applied in this SIA.

Table 3 Social Impact Significance Matrix

		Magnitude level				
		1	2	3	4	5
	Likelihood	Minimal	Minor	Moderate	Major	Transformational
A	Almost Certain	Low	Medium	High	Very High	Very High
B	Likely	Low	Medium	High	High	Very High
C	Possible	Low	Medium	Medium	High	High
D	Unlikely	Low	Low	Medium	Medium	High
E	Very Unlikely	Low	Low	Low	Medium	Medium

Source: DPE, 2021, SIA Guideline for State Significant Projects: Technical Supplement, p. 13

Likelihood and magnitude level characteristics

The likelihood and magnitude levels are determined by subjective and objective components. It considers both individual experiences, community perceptions and technical evaluations.

The likelihood level assesses the probability of the impact occurring impact. The level of magnitude assesses the likely significance of the impact and considers several characteristics including:

- **Extent:** the volume of people expected to be affected and their relative location to the proposal
- **Duration:** the timeframe and frequency of potential impacts
- **Severity or scale:** the degree of change from the existing condition as a result of the impact
- **Intensity or importance:** the extent to which people or an environment can adapt to or mitigate the impact, including the value they attach to the matter and their capacity to cope and/or adapt to change
- **Level of concern/interest:** the level of interest or concern among the people affected.

Management measures

Social impacts are assessed before and after the implementation of management measures. Management measures are designed to reduce negative impacts and enhance positive impacts. These measures can take different forms and may be incorporated in the planning, construction, or operational stage of the proposal.

Section 5 of this report assess potential impacts prior to management measures as part of the impact scoping phase. Impacts which are assessed as moderate or higher are considered significant and included for further assessment in Section 6. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level.

3. POLICY CONTEXT

A review of relevant state and local policies was undertaken to understand the strategic context of the proposed development and any potential impacts. This included the following documents:

- Infrastructure NSW, State Infrastructure Strategy 2018-2038 (SIS)
- Government Architect NSW (GANSW), Connecting with Country Draft Framework 2020
- Greater Sydney Commission, North District Plan 2018 (the District Plan)
- Hornsby Shire Council, Local Strategic Planning Statement 2020 (LSPS)
- Hornsby Shire Council, Community Strategic Plan 2018-2028 (CSP)
- Hornsby Shire Council, Community Plan 2013-2023
- Hornsby Shire Council, Delivery Program 2020-2022

A summary of key findings relating to the potential social impacts of the proposal is provided below.

Table 4 Relevant Social Themes from Policy Review

Theme	Summary of findings
Protecting and enhancing connection to Aboriginal culture	<ul style="list-style-type: none"> ▪ The LSPS identifies a priority for partnering with Hornsby Aboriginal and Torres Strait Islander Consultative Committee (HATSICC) to improve planning outcomes for the Shire's Aboriginal community. ▪ The Connecting with Country Draft Framework establishes tools and strategies aimed at strengthening culture and sharing knowledge about Aboriginal places within the built environment, while respecting and protecting sensitive sites.
Expanding innovative education facilities	<ul style="list-style-type: none"> ▪ The North District Plan estimates an extra 21,900 students will need to be accommodated in the North District by 2036, a 20% increase on existing enrolments. Growth in the Hornsby LGA is estimated to at 2,120 students. ▪ The SIS identifies priorities to continue improving education facilities across NSW. This includes delivering infrastructure to keep pace with student numbers and providing modern, reconfigurable, and digitally enabled learning spaces. ▪ A priority in the North District Plan is to provide services and social infrastructure to meet people's changing need. This includes taking innovative approaches to land use and incorporating contemporary design and flexible learning spaces and facilities.
Increasing local employment opportunities	<ul style="list-style-type: none"> ▪ The LSPS identifies a need for more local employment, as a majority of local workers (72%) travelling outside of the LGA for employment. ▪ The LSPS identifies health and education as catalysts for local employment growth and contains actions to increase local employment opportunities in the Shire.
Promoting and encouraging active and public transport use.	<ul style="list-style-type: none"> ▪ The District Plan, LSPS and Community Plan contain actions and priorities about promoting walking, cycling and public transport use in Hornsby and reducing the impact of traffic movements on pedestrians, particularly within the centre.

Theme	Summary of findings
Managing increased demand for open space and recreation facilities	<ul style="list-style-type: none"> ▪ Council's Sportsground Strategy identifies that in coming years an estimated half of all Council sportsgrounds will be operating above capacity. ▪ Council's LSPS and the District Plan identify the shared use of government and non-government school open space and recreation facilities as key opportunities to support inclusive and vibrant neighbourhoods and meet increasing demand.

4. SOCIAL BASELINE

This section provides a social baseline of the study area including the site's locality, social context, demographic characteristics, engagement outcomes and areas of social influence.

4.1. SOCIAL LOCALITY

The Barker College Campus is located in Hornsby, a Sydney suburb approximately 20km north west of the Sydney CBD and 15km north east of the Parramatta CBD. The proposed works are to take place throughout the approximately 168,462sqm campus.

The Barker College campus consists of two distinct parts, north and south of Clarke Road. The main Campus to the north includes The Avenue, recently purchased from Hornsby Shire Council, and includes frontages to Unwin Road, Clarke Road and College Crescent. The school's primary and historic frontage is to the Pacific Highway. The Campus south of Clarke Road accommodates its former Preparatory School, several houses occupied for school and residential purposes, and a maintenance shed. The southern portion of the Campus previously incorporated the Barker pre-school, which is now located in the northern part of the Campus.

Surrounding land uses include bulky retail and light industry along the Pacific Highway to the north as well as the Blue Gum Hotel opposite the site on the corner of Unwin Road and the Pacific Highway. To the east and south of the site are low density dwellings along Unwin Road and Clarke Road. St Leo's Catholic College is located to the south-east on the corner of Clare Road and Unwin Road. To the west of the site on College Crescent there is high density residential development of up to ten storeys in height, as well as the T9 Northern Line railway.

The site is close to two railway stations (650m from Hornsby Station, and 350m from Waitara Station). The area surrounding Hornsby Station north of the site supports a mix of commercial, residential and industrial uses and forms part of the Hornsby Strategic Centre. Key social infrastructure in Hornsby and within proximity of the site includes Hornsby Library, Hornsby Ku-ring-gai Hospital, Mark Taylor Oval, Hornsby Park and Aquatic and Leisure Centre, the TAFE NSW Hornsby Campus and several other schools.

Figure 2 on the following page includes a site context map.

Figure 2 Site context

- 1 Hornsby Station
- 2 Waitara Station
- 3 Hornsby Girls High School
- 4 Clarke Road School
- 5 Hornsby South Public School
- 6 Our Lady of the Rosary Catholic Primary School
- 7 St Leo's Catholic College
- 8 Waitara Public School
- 9 Abbotsleigh Junior School
- 10 Normanhurst Public School
- 11 Normanhurst Boys High School



Source: Neeson Murcutt + Neille

Figure 3 Site Photos



Picture 1 View of Barker College from the intersection of Clarke Road and Unwin Road



Picture 2 View of Barker College Junior School from intersection of Clarke Road and College Crescent



Picture 3 The Blue Gum Hotel and Unwin Road adjacent to 'The Avenue'



Picture 4 Junior School Creative and Performing Arts Centre on the southern side of Clarke Road



Picture 5 Barker College football fields and the Rosewood Centre viewed from Unwin Road



Picture 6 Typical house opposite the site on Unwin Road

Source: Urbis

4.2. COMMUNITY PROFILE

A community profile identifies the demographic and social characteristics of a proposal's likely area of social influence. This is an important tool in understanding how a community currently lives and that community's potential capacity to adapt to changes arising from a proposal.

A community profile has been developed for Hornsby based on demographic data from the Australian Bureau of Statistics Census of Population and Housing, Profile id, and DPE (2019) NSW population projections. The demographic characteristics of Hornsby Shire LGA and Greater Sydney have been used, where relevant, to provide a comparison. 2021 Census data will be released in a phased approach, with key population data being released in June 2022, location variables and employment data released in October 2022, and complex topics in 2023. Therefore, 2016 Census data for some datasets remains the most recent.

In 2022, it is estimated that there are 24,125 people living in Hornsby. Key characteristics of this community include:



Family households

Families with children make up the majority of households in Hornsby (62%), comparable to that of Greater Sydney (62%). Hornsby has a smaller average household size (2.5) compared to Hornsby Shire LGA (2.8) and Greater Sydney (2.7).



Public Transport use

In 2016, 39% of workers in Hornsby travelled to work by public transport. This is a substantially higher rate than the 27% of workers in the LGA and 23% of workers in Greater Sydney who travelled to work by public transport.



High density living

Most dwellings in Hornsby are flat or apartment dwellings (59%). This is a substantially higher rate compared to the LGA (22%) and Greater Sydney (31%). The rate of flat and apartment dwellings in Hornsby has increased since 2016 (when it was 56%).



Relative Socio-economic advantage

Hornsby scores 1,065.5 on the Socio-Economic Indexes for Areas (SEIFA), placing it in the top 20% of all NSW suburbs for socio-economic advantage.



University educated population

As at 2016, the population of Hornsby was highly educated. 41% of people aged 15 and over had obtained a bachelor level degree or above. In comparison, in Greater Sydney 28% of people aged 15 and over had obtained a bachelor degree level or above.



Cultural and linguistic diversity

More than half of the Hornsby population were born overseas (55%) and speak a language other than English at home (52%). In comparison, most of the LGA's population were born in Australia (57%) and speak only English at home (61%).

Crime and Safety

As part of the community profile, data from the NSW Bureau of Crime Statistics and Research (BOCSAR) was analysed in April 2022 to understand the crime and safety context around the site. This data indicated there are low rates of crime in the area, with the site not in a crime hotspot for assault, theft or malicious damage to property crimes.

4.3. RELEVANT ENGAGEMENT OUTCOMES

4.3.1. Community and stakeholder engagement

As part of the EIS process, engagement was undertaken with government agencies and community groups to inform them of the project and provide an opportunity for feedback on the proposal. This engagement has been documented within the Consultation Outcomes report prepared by Urbis Engagement, which is lodged with the EIS.

This section contains a short overview of the key consultation outcomes as they relate to the SIA. The Consultation Outcomes Report should be referred to for a complete source of all engagement activities and feedback.

Community and stakeholder engagement activities

As outlined by the Engagement Outcomes Report, community and stakeholder engagement activities were undertaken by the Urbis Engagement team from Monday 1 November 2021 including:

- **Community newsletter** distributed on 1 November 2021 by letterbox drop to 2,200 residents and businesses surrounding the site.
- **Direct neighbour letters** on 1 November 2021 and 12 November 2021 distributed to 500 homes and businesses to inform them about plans for the site and an invitation to contact Urbis Engagement and attend an online information session.
- **Two online community information sessions** held on 15 November 2021 and 18 November 2021, facilitated by Urbis Engagement and involving project team including Phillip Heath (Head of Barker College), Rachel Neeson (Neeson Murcutt + Nellie Architects), and Ken Hollyoak (TPP traffic engineers).
- **Webpage.** A dedicated project information page was developed as part of the Barker College website and published on 1 November 2021

At the time of writing this report, the Urbis Engagement team has received 13 community enquiries from eight community stakeholders since 1 November 2021 via the dedicated phone number and email address.

Engagement feedback summary

As detailed by the Engagement Outcomes Report, key feedback from the community and stakeholders was centred around three key themes, documented below.

- **Traffic management and parking:**

Feedback related to existing traffic concerns, mitigation and management plans including investigation of a roundabout at the Clarke Road and Unwin Road intersection and questions around the parking associated with the proposed new facilities. Comments were also raised around drop off and pick up times and the impact this has on surrounding local streets, with a suggested requirement that students be dropped off and picked up within the campus.

- **Enquiries regarding the proposal, including built form and landscape:**

Enquiries on the built form and landscape of the proposal included questions around the intended landscaping for the campus and the Rosewood Centre, the required setbacks of the proposed buildings from near neighbours and the plans for the current gym and swimming pool buildings.

- **Pedestrian access to and from the school campus**

Questions were raised around whether the provision of walkways to and from the campus to public transport stops had been explored.

4.3.2. Meeting with Council

To directly inform the preparation of this SIA, a meeting was held online between the authors of this report and a Hornsby Shire Council's Strategic Place Manager on 21 July 2022. Key outcomes from this meeting are provided below under key themes.

Key theme	Feedback summary
Open Space, recreation facilities and social infrastructure	<ul style="list-style-type: none"> ▪ Barker College currently hires Council owned open space for sport and recreation activities. The increase in student numbers on the campus is therefore likely to have an effect on the use of Council owned open space. ▪ Council has identified a need for more multipurpose and indoor performance space within the Hornsby LGA. It was suggested there may be opportunities for Barker College to enable some community groups to use of the proposed co-curricular Performing Arts and Exam Centre when it is not being used for school purposes. ▪ Council's representative also suggested the local community would benefit from having access to and use of the proposed aquatic centre and tennis courts. Council has identified a need for greater access to these facility types within the LGA.
Potential for strategic partnership	<ul style="list-style-type: none"> ▪ Council's representative identified an opportunity for Barker College to strengthen its partnership with Hornsby Shire Council and establish a more strategic approach to expansion. ▪ As Barker College expands, Council believes there is an opportunity for it to become more integrated into the community.
A key local employer	<ul style="list-style-type: none"> ▪ Council's representative identified Barker College as a key stakeholder within the Hornsby Shire community. The school is a major centre for education, as well as a key provider of local employment.
Access to the site	<ul style="list-style-type: none"> ▪ Council's representative raised questions around the proposed civic and landscape works to 'The Avenue' and the way in which this space would interact with the surrounding public realm, including pedestrian access to and from the school site to the nearby Waitara Station.
Aboriginal and Torres Strait Islander	<ul style="list-style-type: none"> ▪ There may be opportunities to incorporate Aboriginal culture and heritage into the planning and design of the Barker College Campus. ▪ Council has worked to improve planning outcomes for the Shire's Aboriginal and Torres Strait Islander community and strengthen Aboriginal heritage and continued connection of Aboriginal peoples to the Hornsby Shire.

4.4. AREAS OF SOCIAL INFLUENCE

Considering the outcomes from the social baseline, the area of social influence is the immediate context, Hornsby LGA and the wider district. Within the areas of social influence, the following individuals and communities are likely to be impacted by the proposal:

- Local Aboriginal community
- Existing and future Barker College students and staff
- Residents and business on streets immediately surrounding the site, including on Pacific Highway, Unwin Road, Clark Road and College Crescent
- Hornsby LGA residents.

5. EXPECTED AND PRECEIVED IMPACTS

A proposal may cause a range of direct and indirect social impacts which can have a positive, negative or neutral impact on the existing community. A SIA should assess the expected and perceived impacts which are considered to have the most significant impacts on the community and identified stakeholder groups.

The following section outlines the impact scoping considerations which were used to inform the determination of significant social impacts. These impacts have been informed by the contextual information outlined in Sections 3 - 4 of this SIA and have been assessed against the SIA criteria described in Section 2.

5.1. NEUTRAL TO LOW IMPACTS

This section outlines the social impacts considered to have a neutral to low impact on the community. These are not considered to have a significant impact on the community and are not included for further assessment.

Table 5 Initial scoping of neutral to low impacts

Social impact category	Impact assessment summary
Accessibility	Improved internal pedestrian access and circulation
	Potentially impacted groups: existing and future Barker College students and staff
	<p>The proposed new landscaping and pedestrian infrastructure works will provide a more functional layout to the school grounds and will enhance usability for students, staff and visitors. The improved pedestrian environment will facilitate safer, more equitable and legible movement across the campus.</p> <p>The improved internal access and circulation throughout the school grounds will likely have a low positive impact on Barker College students, staff and visitors.</p>
Culture	Potential impact on Aboriginal cultural heritage values
	Potentially impacted groups: Local Aboriginal community
	<p>An Aboriginal Cultural Heritage Assessment Report (ACHAR) was prepared by Extent Heritage Advisors. The assessment identified no Aboriginal sites or areas of Aboriginal archaeological potential. The proposal is unlikely to impact any Aboriginal objects and therefore does not require any further archaeological investigation. In order to appropriately manage Aboriginal cultural heritage that may be present within the site, the ACHAR provides a list of management and mitigation recommendations.</p> <p>To inform detailed design and provide a synthesised approach to the incorporation of Aboriginal cultural values, storytelling and ways of learning, Barker College is developing its Connecting with Country strategies. This includes the development of a cultural narrative by Barker College's Indigenous Education Advisory Board. As a starting point, the Connecting with Country strategies have identified a series of nodes throughout the campus which will be developed for placed based learning which integrates first nations storytelling and ways of learning with the broader curriculum.</p> <p>Based on the findings of the ACHAR and the College's development of Connecting with Country strategies to inform detailed design and development of the campus, the project is expected to have a low positive impact on the recognising cultural heritage values of the Aboriginal community.</p>

5.2. MODERATE TO HIGH IMPACTS

Table 7 outlines the social impacts which were identified in preliminary scoping as likely to be moderate to high. These impacts are considered significant and are included for further assessment in Section 6 of this report.

Table 6 Initial scoping of potential moderate to high impacts

Social impact category	Preliminary assessment (refer to Section 6 for complete assessment)
Accessibility	Targeted access to high quality education facilities
	Potentially impacted groups: Future Barker College students
	By increasing enrolments at Barker College, the proposal will provide additional access to high quality education facilities for a targeted student cohort. This will contribute towards meeting growing demand for education facilities and enrolment places in the North District.
Accessibility	Reduced access to the local area
	Potentially impacted groups: Residents and workers on streets immediately surrounding the site
	The proposed increase in the student and staff population of Barker College will mean additional movements to and from the school which may have an impact on the way residents and workers of the streets immediately surrounding the site access their local area.
Accessibility Way of life	Pressure on open space and recreation facilities
	Potentially impacted groups: Hornsby LGA residents
	The proposed increase in the student population at Barker College is likely to result in greater dependency on open space and facilities managed by Council and other providers to meet the recreation needs of students.
Livelihood	Increased access to local employment
	Potentially impacted groups: Hornsby LGA workers
	Barker College a key employer in Hornsby. The proposal includes an increase in the total number of teaching and non-teaching jobs onsite, which will increase access to local employment.

6. ASSESSMENT OF SIGNIFICANT IMPACTS

The following section provides a detailed assessment of the significant social impacts of the proposal, as identified in Table 7. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level. The assessment process used to determine each impact level is described in Section 2.

6.1. TARGETED ACCESS TO HIGH QUALITY EDUCATION FACILITIES

Description of impact	
An increase in student enrolments and upgrades to the Barker College Campus will provide new targeted education opportunities.	
Current environment	
<p>There is increasing demand for school enrolment places across the North District, with the District Plan estimating that an extra 21,900 students will need to be accommodated in government and non-government schools by 2036, a 20% increase on existing enrolments. Growth in student enrolments is projected to be approximately 2,120 within the Hornsby LGA.</p> <p>Barker College currently has approval for a total of 2,420 students. Currently, the school is unable to accommodate around 200 students annually wishing to start their secondary schooling at Barker.</p> <p>Barker College has experienced significant growth in the five years between 2016 and 2021. Based on enrolment data from ACARA, the school's total student population has grown by 20% from 2016. To accommodate this growth, Barker College has undertaken significant projects in recent years including the redevelopment of the Junior School and the development of the Rosewood Centre.</p> <p>The ACARA Index of Community Socio-Educational Advantage (ICSEA) measures the level of educational advantage or disadvantage that students bring to their studies. As at 2021, Barker College ranked in the 98th School ICSEA percentile, with 77% of students ranked in the top quarter for socio-educational advantage.</p>	
Impact of the proposal	
<p>The proposal includes the raising of the school enrolment cap from 2,420 to 2,850, an increase of 430 places. The proposal will therefore contribute towards meeting the growing need for school places in the North District and will accommodate these places within existing and proposed high quality, fit for purpose spaces and facilities.</p> <p>Development of the proposed co-curricular performing arts and exam centre as well as the new aquatic and tennis centre will take place at a later stage. It is understood there is capacity within the existing academic facilities on the campus to meet growth in student numbers.</p> <p>Though there is a demonstrated need for more enrolment places across the North District, the operation of the school by a non-government operator means financial barriers are likely to restrict access by many households.</p>	
Management measures	SIA recommendations
<ul style="list-style-type: none"> Provision of a number of scholarships for senior school students, including academic, music and sports scholarships. This enables access by some students from less economically advantaged households. 	<ul style="list-style-type: none"> None identified.

Residual impact (considering management measures)		
Likelihood: Almost certain	Magnitude: Minor	Resultant impact: Medium positive
Based on the above assessment, increasing the student enrolment cap is likely to generate a medium positive impact on future students accessing the school.		

6.2. REDUCED ACCESS TO THE LOCAL AREA

Description of impact	
Reduced access to the local area and increased travel times caused by a reduction in available street parking and the exacerbation of existing traffic congestion.	
Current environment	
<p>Currently, vehicle access to the campus is provided by ten access points from College Crescent, Pacific Highway, Unwin Road, The Avenue and Clarke Road. Two driveways from College Crescent provide access for student drop-off and pick-up. One driveway from Unwin Road provides dedicated access to the school's maintenance and operations centre. The remaining seven driveways provide access to 484 onsite car parking spaces used primarily by staff. There are no student parking facilities onsite.</p> <p>As reported in the Transport and Accessibility Impact Assessment (TAIA) prepared by TTPP Transport Planning, approximately 91% of staff drive to and from the school and park onsite. Most secondary students travel to and from school by public transport or walking (74%-84%) and most junior students travel by car (63%).</p> <p>Community and stakeholder engagement identified concerns around traffic management and parking in the streets around the school. There were also questions about any potential mitigation and management plans being investigated as part of this proposal.</p>	
Impact of the proposal	
<p>The proposed increase in student and staff numbers will mean an increase in the travel movements to and from the site across all transport modes. The proposal includes changes to the circulation arrangements for student pick-up and drop-off. It is also expected an additional 122 car parking spaces will be provided onsite as part of the development of the Performing Arts Centre and the Aquatic and Tennis Centre.</p> <p>The TAIA estimates the proposal will result in an additional 63 vehicles per hour during the morning peak period and an additional 53 vehicles per hour during the afternoon peak period. Modelling within the TAIA indicates that the proposal will marginally increase delays to the intersections of Clarke Road – College Crescent and Pacific Highway – Unwin Road. These intersections are expected to be over capacity by the year 2026, even without the added proposal traffic.</p> <p>The TAIA provides a number of mitigation measures to reduce traffic related impacts. These include consulting with TfNSW about intersection upgrades, road widenings, increases road to capacity and adjustments to traffic signalling.</p>	
Management measures	SIA recommendations
<ul style="list-style-type: none"> Development of a Green Travel Plan to reduce car use as a mode of travel. 	<ul style="list-style-type: none"> Continue to consult with TfNSW on upgrades to the surrounding road network During future development stages provide additional secure bicycle parking space and end of trip facilities onsite in line with the rates recommended by the TAIA. This will also

	support the objectives of the Green Travel Plan.
	<ul style="list-style-type: none"> Clearly and widely communicate the purpose of the TAIA and Green Travel Plan with stakeholders and the community to address fears of a worsened traffic and parking as a result of the proposal.
Residual impact (considering management measures)	
Likelihood: Possible	Magnitude: Moderate
Resultant impact: Medium negative	
<p>Based on the above assessment and the findings of the TAIA, increased traffic and parking challenges associated with the increase in student and staff numbers will likely have a medium negative impact on surrounding residents' way of life and ability to access service and facilities.</p> <p>This impact can be reduced by implementing the recommendations in the TAIA and the additional SIA recommendation above.</p>	

6.3. PRESSURE ON OPEN SPACE AND RECREATION FACILITIES

Description of impact
Pressure on public open space and recreation facilities due to an increase in student numbers
Current environment
<p>Open space and recreation facilities in the Hornsby LGA are under increasing pressure. Council's Sportsground Strategy 2018 identified that approximately 20,000 registered sport participants use Council managed facilities in the Shire each year. This number is expected to rise in coming years, resulting in an estimated half of all Council sportsgrounds being over capacity for sustainable use. A key opportunity identified in this strategy to address the shortfall in sporting facilities is partnerships with schools and other institutions.</p> <p>To meet the existing sporting needs of its students, Barker College currently uses Council managed recreational facilities including Hornsby Pool, Brickpit Indoor Courts, Rofe Park, Mills Park football field and tennis courts and Waitara oval and tennis courts. Engagement with Council identified that Barker College is using these facilities on a regular basis, and it is placing some pressure on their use and access by the general public.</p> <p>Barker College offers its spaces, including the Rosewood Centre indoor courts, Junior School Multi-Purpose Hall and Bowman Field, for use by a number of state and community sporting groups outside school hours. These sporting groups include NSW Basketball, Hornsby Kuringai Basketball, Randwick Sparks Netball and Norths Basketball.</p>
Impact of the proposal
<p>The proposal includes an increase to the student cap of approximately 430 students, as well as concept approval for a new Aquatic and Tennis Centre.</p> <p>The increase to the student cap is highly likely to result in an increase in students using Council managed recreation facilities. While this use will depend on incoming student recreation preferences, and is likely be only a small proportion of the additional students at any one time, there is nonetheless likely to be an increase in demand for and use of Council open space and other facilities.</p> <p>Barker Colleges' use of Council managed facilities is at least partly offset by the school's willingness to offer the use of its own facilities to community groups outside school hours. There may be additional opportunities for some community use of the future Aquatic and Tennis Centre and Performing Arts and</p>

Exam Centre Building outside school hours.		
This will help offset any additional pressure on Council managed facilities, particularly as Council has identified a need for more indoor performance space within the Hornsby LGA.		
Management measures		SIA recommendations
<ul style="list-style-type: none"> Use of Barker College recreational facilities by external user groups. 		<ul style="list-style-type: none"> Engage with Hornsby Shire Council to develop an agreed approach to the College's use of Council managed open space, and potentially for some future community use of the Aquatic and Tennis Centre and/or Performing Arts and Exam Centre Building outside school hours.
Residual impact (considering management measures)		
Likelihood: Likely	Magnitude: Minor	Resultant impact: Neutral
Based on the assessment above, it is likely that access to open space due to this proposal will have a low negative impact on the community's access to recreation facilities. This impact can be offset by the College's existing and future opening of its facilities to community groups outside school hours, resulting in a neutral impact following the implementation of the recommendation above.		

6.4. INCREASED LOCAL EMPLOYMENT

Description of impact	
Increased local employment opportunities	
Current environment	
<p>Barker College currently has an employment cap of 339 FTE staff.</p> <p>As at 2018, there were approximately 61,000 jobs in the Hornsby Shire. The largest employment sectors were Health Care and Social Assistance (17.1% of total jobs) followed by Education and Training (13.1% of total jobs). Similarly, most employed residents of Hornsby Shire work within Health Care and Social Assistance (Hornsby LSPS, 2020).</p> <p>As outlined in Section 3, Council strategies identify a need to provide more local employment opportunities to service the growing population. Council's LSPS indicates that approximately 72% of the Shire's working population travel outside the local government area to work and only 28% percent live and work in the Shire.</p> <p>During consultation with Council, Barker College was identified as a major existing employer in the area.</p>	
Impact of the proposal	
<p>The proposal will increase the employment cap to 480 and formalise the employment of an additional 141 FTE teaching and non-teaching staff, helping to increase local employment opportunities. During construction of the new landscaping, internal road network and pedestrian infrastructure, as well as future development of new facilities, the proposal will also increase the availability of short-term construction jobs.</p> <p>The increased availability of jobs aligns with Council and NSW Government strategies to provide more local employment opportunities to serve the growing population of the Hornsby Shire.</p>	
Management measures	SIA recommendations
<ul style="list-style-type: none"> None identified. 	<ul style="list-style-type: none"> None identified.

Residual impact (considering management measures)		
Likelihood: Almost certain	Magnitude: Minor	Resultant impact: Medium positive
Based on the above assessment, the increased availability of ongoing operational jobs and short-term construction jobs as a result of the proposal is likely to have a medium positive impact on people working in education and construction in the Hornsby Shire.		

7. CONCLUSION

This SIA has been undertaken to assess the potential social impacts arising from the SDDA at Barker College.

Based on the assessment in this report, the key social impacts of this proposal are:

- **Targeted access to high quality education facilities:** Increasing the student enrolment cap is likely to generate a medium positive impact on future students accessing the school.
- **Reduced access to the local area:** Increased traffic and parking challenges associated with the increase in student and staff numbers will likely have a medium negative impact on surrounding residents' way of life and ability to access service and facilities. This impact can be reduced by implementing the recommendations in the TAIA and the additional SIA recommendation.
- **Pressure on open space and recreation facilities:** it is likely that access to open space due to this proposal will have a low negative impact on the community's access to recreation facilities. This impact can be offset by the College's existing and future opening of its facilities to community groups outside school hours, resulting in a neutral impact following the implementation of the SIA recommendation.
- **Increased local employment:** The increased availability of ongoing operational jobs and short-term construction jobs as a result of the proposal is likely to have a medium positive impact on people working in education and construction in the Hornsby Shire.

7.1. RECOMMENDATIONS

The following recommendations are provided to further manage the potential impacts from the proposal:

- Continue to consult with TfNSW on upgrades to the surrounding road network
- During future development stages provide additional secure bicycle parking space and end of trip facilities onsite in line with the rates recommended by the TAIA. This will also support the objectives of the Green Travel Plan.
- Clearly and widely communicate the purpose of the TAIA and Green Travel Plan with stakeholders and the community to address fears of a worsened traffic and parking as a result of the proposal.
- Engage with Hornsby Shire Council to develop an agreed approach to the College's use of Council managed open space, and potentially for some future community use of the Aquatic and Tennis Centre and/or Performing Arts and Exam Centre Building outside school hours.

7.2. OVERALL IMPACT ASSESSMENT

Based on the assessment above, the proposal is likely to have a low positive impact on the community primarily by providing targeted access to high quality education facilities and increasing local employment.

The overall impact of the proposal could be further enhanced through the implementation of the above recommendations addressing access to the local area and community access to open space and recreation facilities.

REFERENCES

This SIA has been informed by a range of data sources, information and technical studies. The following data sources have been used:

Demographic, crime and health data

- Australian Bureau of Statistics, Census of Population and Housing, Greater Sydney, Hornsby LGA (SA3) and Hornsby (SA2) data.
- Australian Curriculum, Assessment and Reporting Authority, 2021, School enrolment data.
- Bureau of Crime Statistics and Research, Hornsby, Hornsby LGA and NSW hotspot maps and crime rates.
- Department of Planning, Industry and Environment, 2019, NSW population projections.
- Profile id. Hornsby community profile.

Policy documents

- NSW Department of Planning, Industry and Environment, Social Impact Assessment Guideline: State significant projects 2021
- Infrastructure NSW, State Infrastructure Strategy 2018-2038
- Department of Education, Community Use of School Facilities Policy 2021
- Government Architect NSW (GANSW), Connecting with Country Draft Framework 2020
- Greater Sydney Commission, North District Plan 2018
- Hornsby Shire Council, Local Strategic Planning Statement 2020
- Hornsby Shire Council, Community Strategic Plan 2018-2028
- Hornsby Shire Council, Community Plan 2013-2023
- Hornsby Shire Council, Delivery Program 2020-2022

Technical studies

- Acoustic Logic, 2022, Acoustic Assessment
- Extent Heritage Advisors, 2022, Aboriginal Cultural Heritage Assessment Report
- NBRS & Partners, 2022, Conservation Management Plan
- Neeson Murcutt + Neille, 2022, Architectural Design Report
- TTPP Transport Planning, 2022, Green Travel Plan
- TTPP Transport Planning, 2022, Preliminary Construction Traffic Management Plan
- TTPP Transport Planning, 2022, Transport and Accessibility Impact Assessment
- Urbis, 2022, Engagement Outcomes Report
- Urbis, 2022, Visual Impact Assessment

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