

# Social Impact Assessment

Chief Mechanical Engineer's (CME) Building North Eveleigh

505 Wilson Street, Eveleigh, NSW

Prepared for Transport for NSW



**'Gura Bulga'**

Liz Belanjee Cameron

'Gura Bulga' – translates to Warm Green Country. Representing New South Wales.

By using the green and blue colours to represent NSW, this painting unites the contrasting landscapes. The use of green symbolises tranquillity and health. The colour cyan, a greenish-blue, sparks feelings of calmness and reminds us of the importance of nature, while various shades of blue hues denote emotions of new beginnings and growth. The use of emerald green in this image speaks of place as a fluid moving topography of rhythmical connection, echoed by densely layered patterning and symbolic shapes which project the hypnotic vibrations of the earth, waterways and skies.

Ethos Urban acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and culture.

We acknowledge the Gadigal people, of the Eora Nation, the Traditional Custodians of the land where this document was prepared, and all peoples and nations from lands affected.

We pay our respects to their Elders past, present and emerging.

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# 1.0 Introduction

This report supports State Significant Development (SSD) Development Application (DA) No. SSD-39971796 for the heritage conservation and adaptive reuse of the former Chief Mechanical Engineer's Building (CME Building) in North Eveleigh, which is submitted to the Minister for Planning pursuant to Part 4 of the *Environmental Planning and Assessment Act 1979* (EP&A Act).

Transport for NSW (TfNSW) is the proponent for the SSDA.

## 1.1 Overview of the proposal

### 1.1.1 Site description

The site comprises the former CME Building (**Figure 1**) and immediate surrounds (**Figure 2**). The site is identified as 505 Wilson Street, and forms part of Lot 5 in Deposited Plan 1175706.

Originally constructed in 1887 and subsequently extended to keep pace with the expansion of the NSW railways and demand for engineering services, the CME Building is of State heritage significance. The CME Building is listed on the NSW Heritage Register (SHR No. 5014147) and Transport for NSW's s170 Register. The statement of significance provided on the NSW Heritage Inventory outlines the significance of the site:

*The building is a very fine late Victorian railways office on a scale above all other such structures in the State. The building reflects the importance of the railway engineers in the development of the State and its closeness to the Eveleigh workshops (mainly under the control of the Mechanical Branch) indicates the confidence in railway construction. The building is in a style not often seen in Sydney and is a rare survivor. More often this form of building is in evidence in the country where the pressure of development is less. It is an important element in the town and streetscape of Wilson St, Redfern, particularly to close proximity to the railway workshops.*

The CME Building is located within the Redfern North Eveleigh Precinct (**Figure 3**). The Redfern North Eveleigh Precinct is located within the wider Redfern-Waterloo Authority Sites SSP. The Redfern North Eveleigh Precinct is 10 hectares of land owned by Transport Asset Holding Entity (TAHE) at the southern edge of Redfern Station, located between the rail corridor and Wilson Street.

The Redfern North Eveleigh Precinct, including the CME Building, is the subject of an approved Part 3A Concept Plan (MP08\_0015) which continues to apply to the land pursuant to Schedule 2 of *Environmental Planning and Assessment (Savings, Transitional and Other Provisions) Regulation 2017*. TfNSW is currently preparing a SSP Study for the Paint Shop Sub-Precinct within the wider Redfern North Eveleigh Precinct, which was exhibited between 26 July and 25 August 2022. It is noted that the SSP Study indicates that the Concept Approval would be surrendered should rezoning of the Paint Shop Precinct occur.



Figure 1 Chief Mechanical Engineer's Building (existing), viewed from Wilson Street

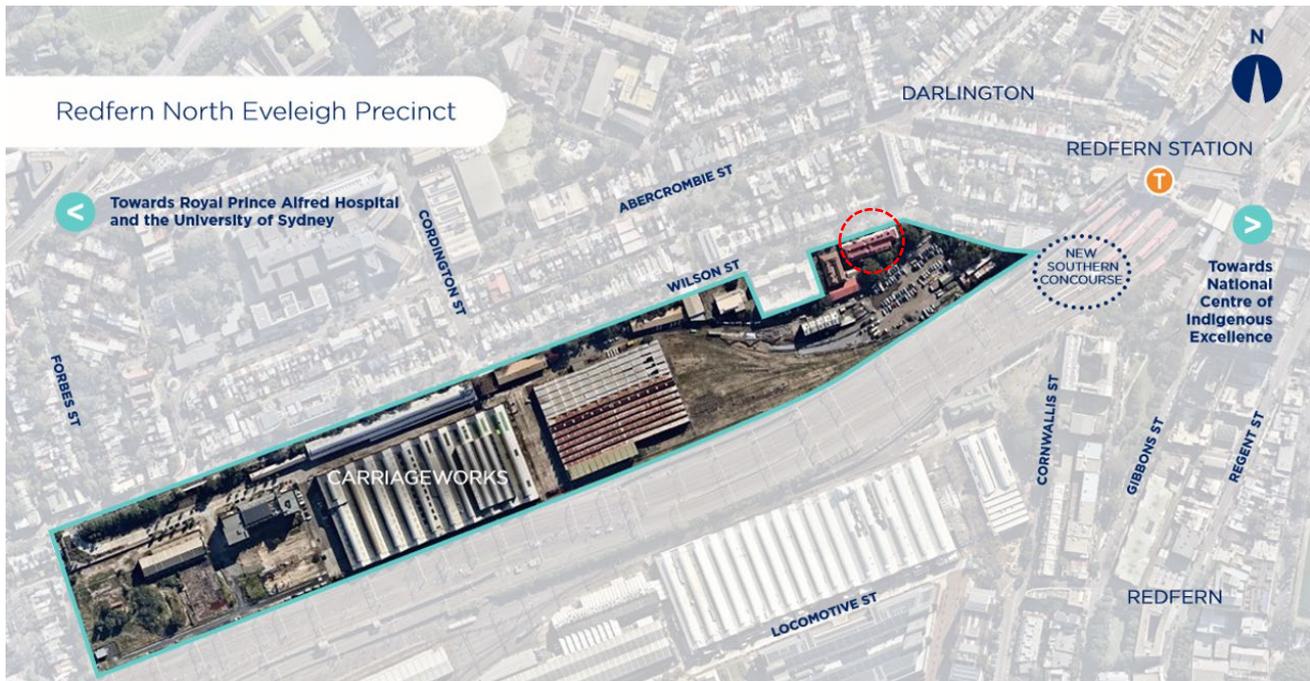


 The Site



Figure 2 Aerial showing extent of works

Source: Nearmap/Ethos Urban



**Figure 3 Redfern North Eveleigh Precinct (CME Building outlined in red)**

Source: TfNSW

### 1.1.2 Overview of proposed development

The application seeks consent for the heritage conservation and adaptive reuse of the CME Building, which includes:

- Internal and external heritage conservation works to make the building suitable for adaptive reuse, including painting, repairs and refurbishment of the existing building (primarily internally) and installation of services to support future usage for offices or the like;
- Building upgrades to ensure compliance with the Building Code of Australia, including accessibility and fire safety requirements;
- Removal of any hazardous building materials; and
- Minor landscaping works.

No significant additions (except those necessary to facilitate suitable access and fire egress) or substantive demolition of external heritage fabric is envisaged as part of the project. Internal changes comprise the removal of some internal walls and alterations to building fabric to create suitable spaces and compliant paths of travel.

## 1.2 Assessment requirements

The Department of Planning and Environment have issued Secretary's Environmental Assessment Requirements (SEARs) to the applicant for the preparation of an Environmental Impact Statement for the proposed development. This report has been prepared having regard to the SEARs as follows:

SEARs requirement	Where addressed in this report
<b>21. Social impact</b> Provide a Social Impact Assessment prepared in accordance with the Social Impact Assessment Guidelines for State Significant Projects	Section 7.0

### 1.3 Purpose and scope of this report

The purpose of the SIA is to analyse potential social impacts that may arise from the development and operation of the project, having regard to specific aspects of each development phase, along with social characteristics of the locality and broader district and its communities, and social trends and issues affecting these communities which may be of relevance to the proposed project.

The SIA responds to the SEARs request outlined above and has been prepared with consideration of the NSW Department of Planning and Environment (DPE) Social Impact Assessment Guideline for State Significant Projects (SIA Guideline). This report sets out the key drivers for this development from a social perspective, aligned with Council's and NSW Government's strategic policy drivers, and provides an assessment of the social impacts that may arise as a result of the proposal.

## 1.4 Assessment stages and structure

Stages in the preparation of the SIA are as follows:

- Baseline analysis of the existing socio-economic environment, involving:
  - Study area definition, including primary and secondary geographic areas likely to be impacted (**Chapter 5.2**)
  - Demographic analysis, including socio-economic characteristics of current communities and population forecast (**Chapter 5.3**)
  - Review of relevant background information, along with relevant local and state policy frameworks (**Chapter 4.0**)
- Stakeholder and community engagement: Findings of stakeholder and community consultation undertaken by the proponent and the local Council have been reviewed to identify community and stakeholder aspirations and values (**Chapter 6.0**)
- Identification of impacts as per the *SIA Guideline* parameters. The social impact assessment ultimately appraises the significance of each identified impact based on its duration, extent and sensitivity of impact “receivers.” This results in a social significance rating for impacts and benefits, as per the social impact significance matrix shown in **Chapter 7.0**.
- Identification of mitigation strategies to manage impacts and enhance benefits of the development (**Chapter 7.0**)

## 1.5 Author qualifications and experience

The SIA authors meet the qualifications and experience criteria outlined in the Social Impact Assessment Guideline (NSW Department of Planning, Industry and Environment, 2021) – i.e., have qualifications in relevant social science disciplines and/ or proven experience over multiple years and competence in social science research methods and SIA practices. Team qualifications and professional affiliations are provided below:

Author	Expertise/Qualifications
<b>Liesl Codrington</b> Director Social Strategy	BA (Geography and Demography), MEnvPI Practicing in urban and social planning/policy across private and public sectors since 2002 Member of Planning Institute of Australia, and International Association for Public Participation
<b>Amy-Grace Douglas</b> Principal Social Strategy	Bachelor of Science (Urban and Regional Planning) Social Planning and Community Development – Professional Short Course (UTS)
<b>Chloe Brownson</b> Urbanist Social Strategy	Bachelor of Communications (Social and Political Sciences)

## 1.6 Information sources and assumptions

Assumptions applied to complete this SIA include:

- The key findings of the background studies and technical reports are accurate.
- Socio-economic data for each study area accurately reflects the community demographic profile.
- Outcomes of the community consultation and engagement undertaken to date accurately reflect community views.
- All potential social impacts to the local community and special interest groups that can reasonably be identified have been included in this report.

## 2.0 Site context and the proposed development

### 2.1 Site location and context

The site is located at 505 Wilson St, Eveleigh NSW, and forms part of Lot 5 in DP 1175706. The site is within the City of Sydney LGA. The site comprises the former Chief Mechanical Engineer's Building (CME Building) and immediate surrounds, on the boundary of residential Eveleigh and the rail corridor.

The CME building was originally constructed in 1887 and subsequently extended to keep pace with the expansion of the NSW Railways and demand for engineering services. The CME Building is of State heritage significance, listed under *Section 170* of the Transport Asset Holding Entity s170 register. The site is also listed as item SHR No. 5014147 of the *NSW Heritage Act 1977*.

### 2.2 Surrounding development

The site is in a mixed-use area, with the rail corridor and Redfern Station to the south of the site, but low-mid density housing to the north, east and west. Surrounding uses include:

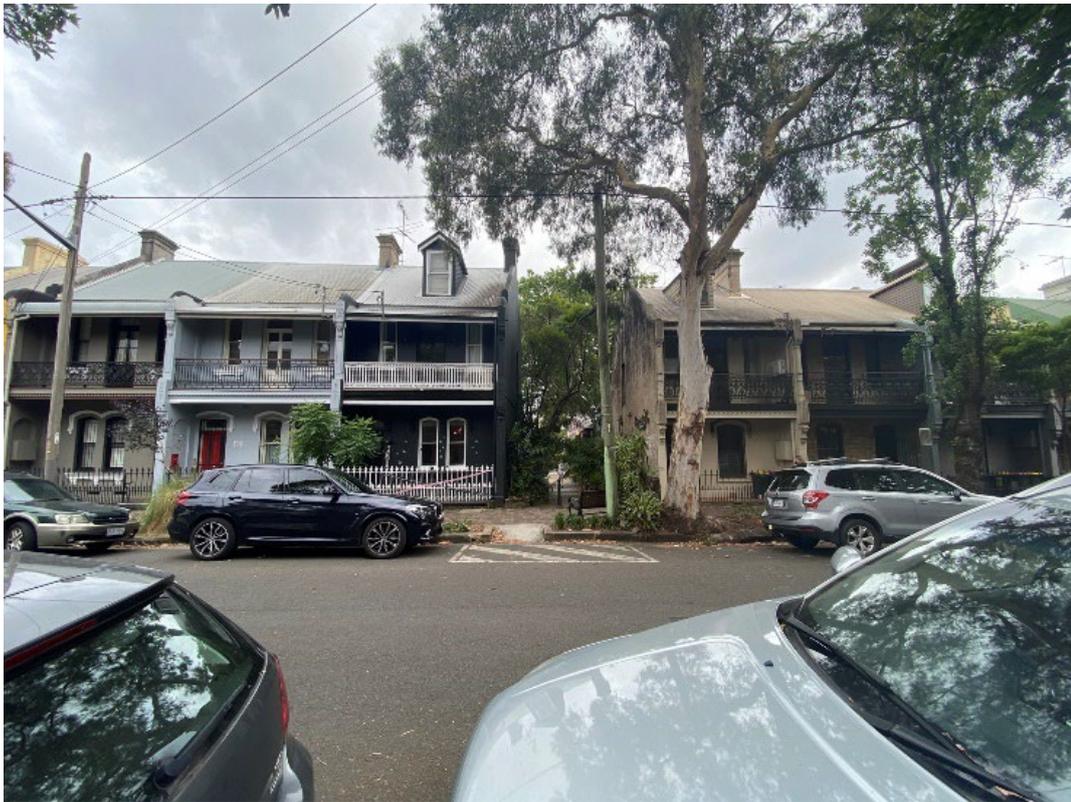
- **North:** Residential terrace properties and Redfern Community Centre Playground (north-east 166m)
- **East:** Residential terrace properties. Little Eveleigh Street Reserve (85m)
- **South:** To the south will be the future Paint Shop Precinct, being developed on old rail industry land. A large carpark sits to the south, with the business district mixed with residential and green space further south of the rail corridor.
- **West:** To the west exists further old rail industry land, undergoing transformation as part of the Paint Shop Precinct. Further west are residential properties and Charles Keenan Reserve (111m away).

Photos of the CME Building and surrounds are provided below.



**Figure 4 Neighbouring buildings**

Source: Ethos Urban



**Figure 5 Terrace houses across from the site on Wilson St**

Source: Ethos Urban

## 2.3 Proposed development

The proposal seeks to redevelop the CME building in relation to State Significant Development application (SSD-39971796). The SSD application seeks consent for heritage works including conservation to facilitate an adaptive reuse of the CME Building.

This SSDA seeks consent for the following:

- Internal and external heritage conservation works to make the building suitable for adaptive reuse, including painting, repairs, and refurbishment of the existing building (primarily internally) and installation of services to support future usage for offices or the like
- Building upgrades to ensure compliance with the Building Code of Australia, including accessibility and fire safety requirements
- Removal of any hazardous building materials
- Minor landscaping works.

No significant additions (except those necessary to facilitate suitable access and fire egress) or substantive demolition of external heritage fabric is envisaged as part of the project.

Internal changes may require removal or relocation of some internal walls and building fabric to create suitable spaces and compliant paths of travel.

Selected plans of the proposal are shown below.



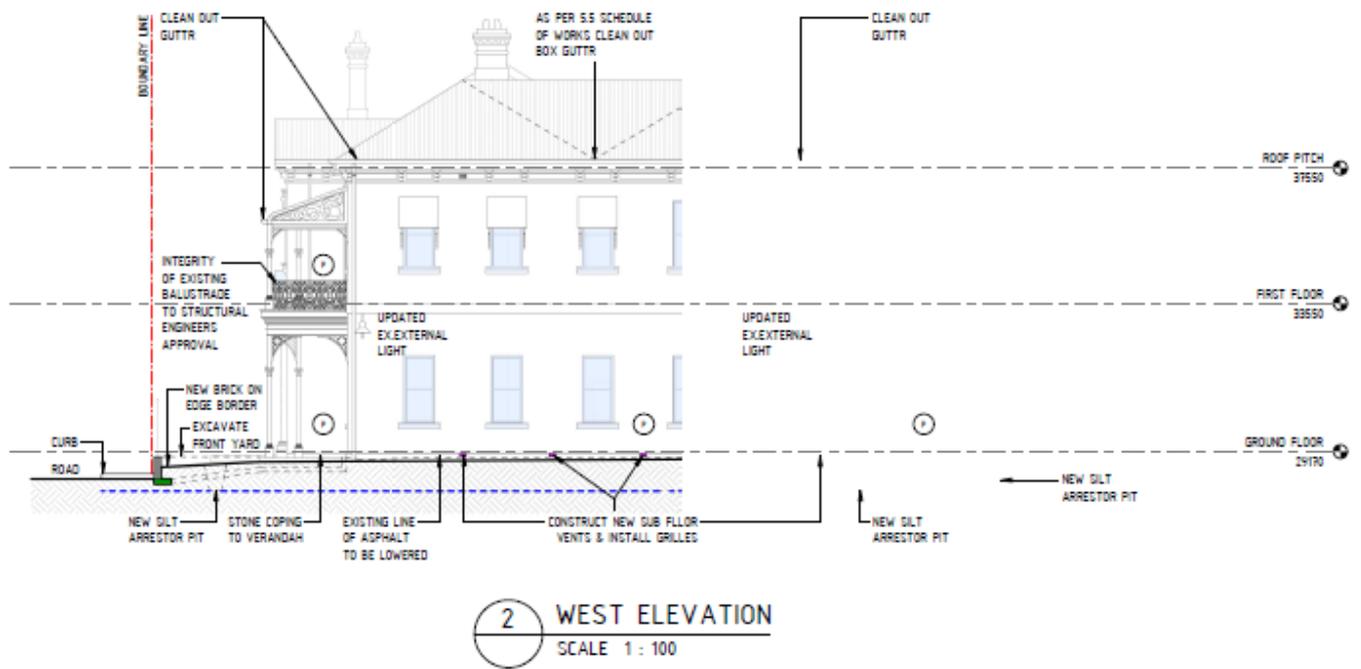
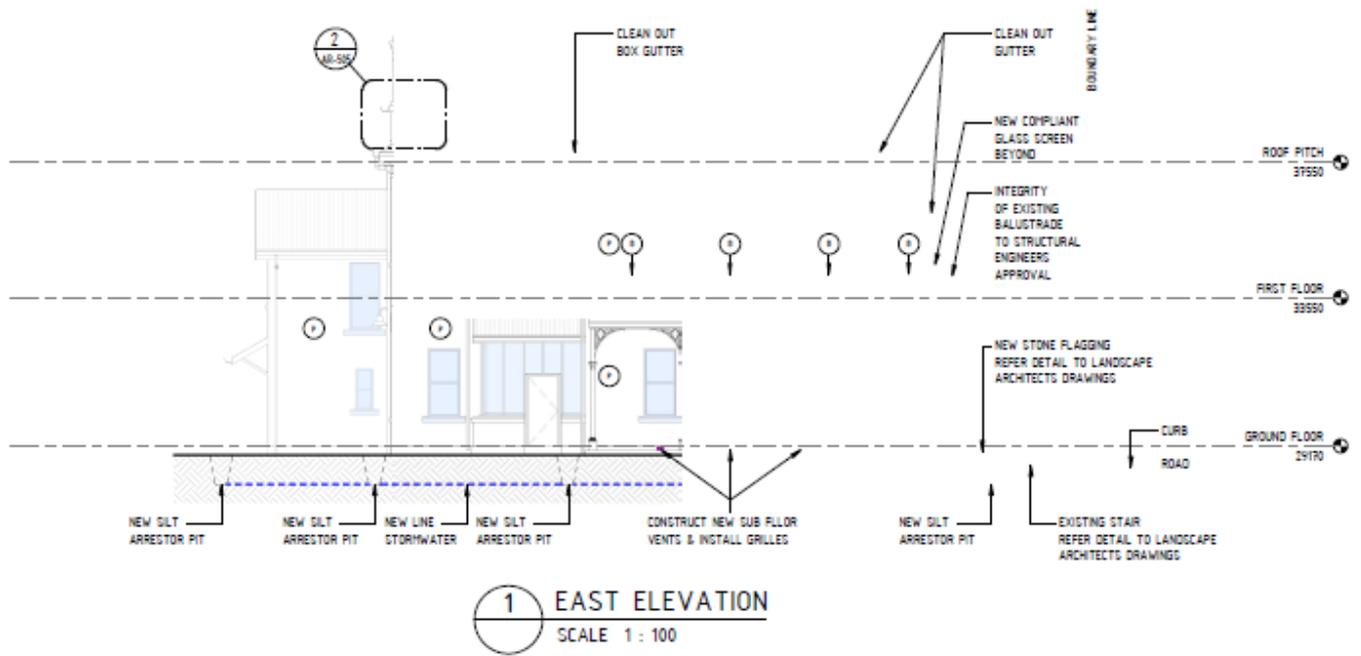
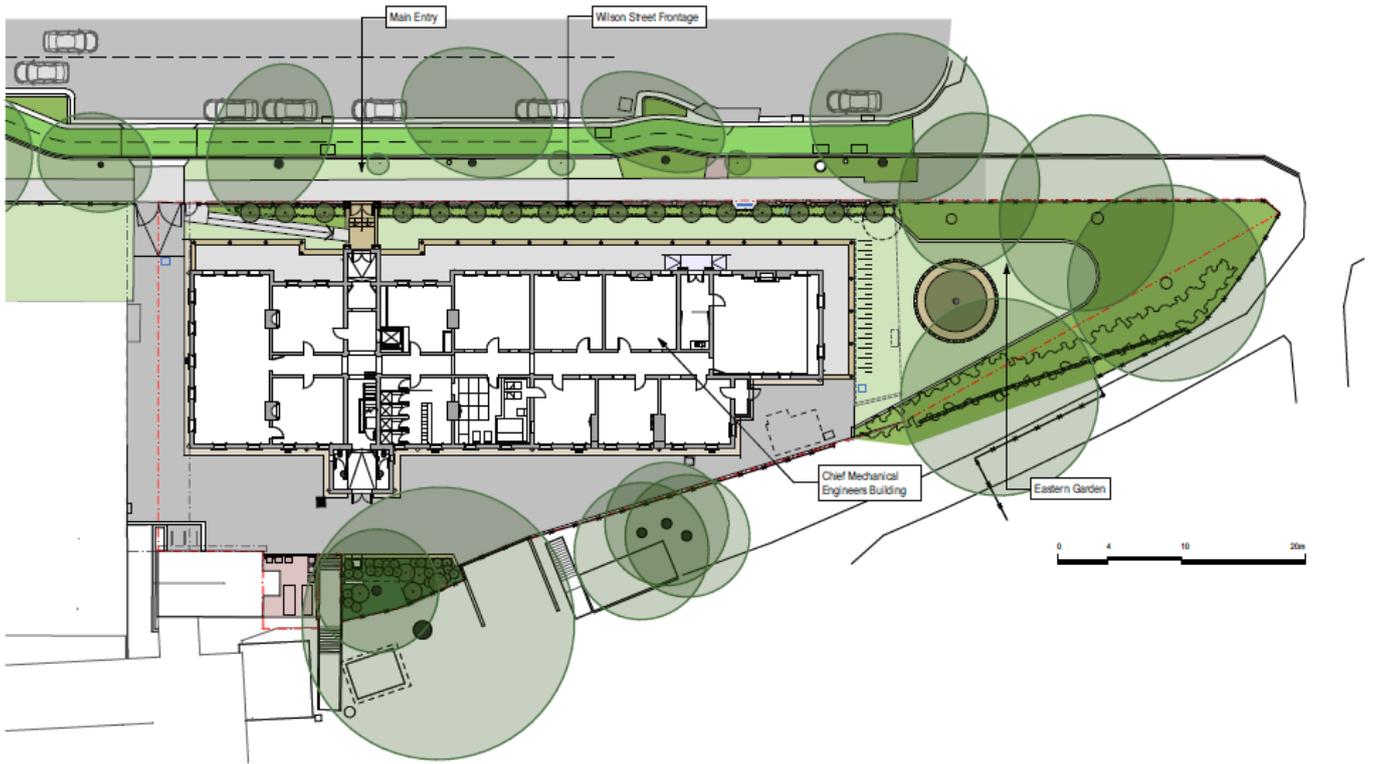


Figure 8 Proposed elevations

Source: CCG Architects





**Figure 11 Proposed landscape plan**

Source: Arterra



**Figure 12 Proposed photomontage of proposal viewed from Wilson Street**

Source: CCG Architects

## 3.0 Assessment methodology

### 3.1 Assessment objectives and approach

The assessment of social impacts in this report has been based on the *Social Impact Assessment Guideline for State Significant Projects* (SIA Guideline, November 2021) released by the NSW Department of Planning and Environment (DPE). The SIA Guideline details how social impacts should be identified, evaluated, responded to and, if appropriate, monitored and managed. The Guideline applies to all State significant projects.

The Guideline recognises that a SIA is not a one-size-fits-all approach – social impacts will vary based on the nature, context and scale of a project. Social impacts may be both positive and negative, direct and indirect, or tangible and intangible. The assessment involves a number of steps, including a baseline analysis of the existing socio-economic environment of a defined study area or areas; identifying a list of stakeholders and considering their views; scoping of relevant issues; identification and assessment of potential impacts against the specified suite of factors set out in the SIA Guideline (below); determination of the significance of the impacts, and identification of measures to manage or mitigate the project's potential negative impacts and enhance potential benefits. This methodology employed in preparing the SIA is designed to ensure that the social environment of communities potentially impacted by a project is properly accounted for and recorded, and anticipated impacts are adequately considered and assessed.

### 3.2 Social factors for assessment

The SIA Guideline classifies social impacts in the following way, which forms the core basis of this assessment:

- **Way of life:** including how people live, get around, work, play and interact with one another on a day-to-day basis
- **Community:** its composition, cohesion, character, how it functions, and sense of place
- **Accessibility:** how people access and use infrastructure, services and facilities, whether provided for by a public or private or non-profit organisation
- **Culture:** both Aboriginal and non-Aboriginal, including shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, water, places and buildings
- **Health and wellbeing:** including physical and mental health especially for people vulnerable to social exclusion or substantial change, psychological stress resulting from financial or other pressures, access to open space and effects on public health
- **Surroundings:** including ecosystem services such as shade, pollution control, erosion control, public safety and security, access to and use of the natural and built environment, and aesthetic value and amenity
- **Livelihoods:** including people's capacity to sustain themselves through employment or business
- **Decision-making systems:** the extent to which people are able to participate in decisions that affect their lives, procedural fairness, and the resources provided for this purpose.

Some projects may have impacts in all these categories, but others may only have a few. Impacts on decision-making systems were identified as negligible as part of the SIA Scoping Stage and have therefore not been assessed in detail in this report.

### 3.3 Assessment framework and approach

This SIA has been prepared based on the SIA Guideline required by the SEARS. This assessment considers the potential impact on the community and social environment should the social impacts envisaged occur, compared to the baseline scenario of the existing use of the site and social context. The purpose of this social impact analysis is to:

- Identify, analyse and assess any likely social impacts, whether positive or negative, that people may experience at any stage of the project lifecycle, as a result of the project
- Investigate whether any group in the community may disproportionately benefit or experience negative impacts and proposes commensurate responses consistent with socially equitable outcomes
- Develop social impact mitigation and enhancement options for any identified significant social impacts.

Ultimately, there can be two main types of social impacts that may arise as a result of the proposed development. First, direct impacts can be caused by the project which may cause changes to the existing community, as measured using social indicators, such as population, health and employment. Secondly, indirect impacts that are generally less tangible and more commonly related to matters such as community values, identity and sense of place. Both physically observable as well as psychological impacts need to be considered.

## 4.0 Strategic policy context

The following section identifies the key social drivers for this site, based on a review of federal, State and local policies and strategies, including:

- *Central Sydney Planning Strategy 2016 – 2036 (City of Sydney, 2022)*
- *City Plan 2036 Local Strategic Planning Statement (City of Sydney, 2020)*
- *Design Guide for Heritage (GANSW, 2019)*
- *Economic Development Strategy (City of Sydney, 2013)*
- *Eastern City District Plan (Greater Sydney Commission, 2018)*
- *Greater Sydney Region Plan (Greater Sydney Commission, 2018)*
- *Local Strategic Planning Statement (City of Sydney, 2020).*
- *OPEN Sydney: Future directions for Sydney at night (City of Sydney, 2013)*
- *Redfern North Eveleigh Strategic Vision (NSW Government, 2021)*
- *Redfern Station Upgrade – New Southern Concourse (Transport for NSW, 2020)*
- *Sydney Development Control Plan 2012 (Sydney DCP) (City of Sydney, 2012)*
- *Safety after Dark: Creating a city for women living and working in Sydney (Committee for Sydney, 2019).*

Policy themes	Drivers for the project	Relevant documents
<b>Redfern North Eveleigh as a new, vibrant, mixed-use destination</b>	<ul style="list-style-type: none"> <li>• The NSW Government has set out a vision for the Redfern North Eveleigh Precinct: “The Redfern North Eveleigh Precinct will be a connected centre for living, creativity and employment opportunities that support the jobs of the future. An inclusive, active and sustainable place for everyone, where communities gather. Next to one of the busiest train stations in NSW, the Precinct will comprise a dynamic mix of uses including housing, creative and office spaces, retail, local business, social enterprise and open space...The Precinct will evolve as a local place contributing to a global context” (Strategic Vision, pg. 6). “Creating a highly connected and lively place with ever-changing experiences will be a key objective of the renewal.” (pg. 28).</li> <li>• The NSW Government recognises the potential within the Paint Shop Sub-Precinct to ‘be a key component in the innovation future of Sydney, with strong links to tell the past innovation story – the Paint Shop Sub-Precinct will be a fusion of employment, housing, retail and hospitality, interspersed with a variety of both permanent and adaptable pop-up recreation uses’ (Strategic Vision pg. 37). It is a strategic priority to add value to the precinct by enhancing pedestrian links, providing public open space, and celebrate the site’s heritage in order to attract visitors.</li> <li>• The City of Sydney (CoS) recognises that successful global cities offer “a wide choice of leisure and entertainment, and a rich mix of private and public attractions for a diversity of ages, lifestyles, and cultures, including families” (pg.12). It is a Council priority to match the diversity of choices available during the day into the evening and create a viable transition between daytime and night-time economies.</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Redfern North Eveleigh Strategic Vision (NSW Government, 2021)</i></li> <li>• <i>OPEN Sydney: Future directions for Sydney at night (City of Sydney, 2013)</i></li> </ul>
<b>Revitalising heritage assets</b>	<ul style="list-style-type: none"> <li>• The NSW Government recognises the heritage significance of the Redfern North Eveleigh precinct. It is a state priority to retain the heritage significance of places “in a way that respects the old while meeting the needs of current and future users” (Design Guide for Heritage, pg. 24). Heritage buildings should represent local character and identities and foster a strong sense of place.</li> <li>• It is a key component of the Redfern North Eveleigh Strategic Vision to demonstrate that “revitalising historic transport buildings can create some of the most desirable places in a city”, and to create a “unique mixed-use development, located within the important heritage fabric of North Eveleigh” (Strategic Vision, pg. 2). “The Renewal will respect, reuse and bring to life the heritage fabric of the Precinct. --- The longevity of heritage buildings can be increased through the extension and addition of new functions. --- The creation</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Design Guide for Heritage (GANSW, 2019)</i></li> <li>• <i>Redfern North Eveleigh Strategic Vision (NSW Government, 2021)</i></li> </ul>

Policy themes	Drivers for the project	Relevant documents
<p>Sydney CBD as a nationally significant economic centre, driving demand for high quality commercial floorspace</p>	<p>of new uses into old buildings enables the heritage fabric to be revealed in new and unexpected ways.” (pg.30)</p> <ul style="list-style-type: none"> <li>City of Sydney is the leading knowledge-based economy in Australia and will continue to grow. City of Sydney’s economic output was estimated at approximately \$108 billion as of 2014, representing 8% of the total national economy, 30% of the Sydney metropolitan economy and approximately 25% of the New South Wales GDP.</li> <li>The City of Sydney currently accommodates for 286,000 jobs and is growing at a rate of 1.24% per annum. As the City faces a competitive global economy, it is a Council priority to increase and diversify office floorspace to facilitate a “vibrant, productive and competitive capital city”.</li> <li>It is a priority of the Greater Sydney Commission (GSC) to create a stronger and more globally competitive Harbour CBD by providing high quality office floorspace. However, it is identified that the City holds limited capacity to attract investment which will support the expansion of Sydney CBD’s economic footprint.</li> </ul>	<ul style="list-style-type: none"> <li><i>Central Sydney Planning Strategy 2016 – 2036 (City of Sydney, 2022)</i></li> <li><i>City Plan 2036 Local Strategic Planning Statement (City of Sydney, 2020)</i></li> <li><i>Eastern City District Plan (Greater Sydney Commission, 2018)</i></li> </ul>
<p>Supporting population growth and the ‘30-minute city’</p>	<ul style="list-style-type: none"> <li>The population of the Eastern City District is expected to increase by approximately 19% from 1,013,200 in 2016, to reach 1,338,250 in 2036. The Sydney LGA is also forecasted to experience significant levels of population growth (+115,000 by 2036).</li> <li>The City of Sydney has a rapidly growing population of 4.1% per annum, compared to the Greater Sydney average of 1.9%. It is a state and local government priority to align infrastructure delivery with forecasted population growth.</li> <li>Major centres such as Sydney CBD play a key role in meeting the employment, education and goods and service needs of their communities, while delivering social and economic benefits. It is a state and local priority to deliver a “30 minute city” where employment and education opportunities, daily living needs, and housing are accessible to each other in 30 minutes or less, via public transport.</li> </ul>	<ul style="list-style-type: none"> <li><i>Greater Sydney Region Plan (Greater Sydney Commission, 2018)</i></li> <li><i>Eastern City District Plan (Greater Sydney Commission, 2018)</i></li> <li><i>Local Strategic Planning Statement (City of Sydney, 2020)</i></li> </ul>
<p>Connecting with surrounding transport nodes and improving accessibility and safety</p>	<ul style="list-style-type: none"> <li>It is a priority of the Redfern North Eveleigh Precinct renewal to maximise connectivity on and around the site, including links to a new Southern Concourse at Redfern Station, access to the T4 Line platforms, walking and cycling connections, and a potential pedestrian rail crossing.</li> <li>An upgrade of the existing Redfern Station is currently underway in the form of Southern Concourse – “The new pedestrian concourse will provide a new connection across the railway corridor, extending between Little Eveleigh Street and Marian Street... and include associated interchange upgrades” (Redfern Station Upgrade, pg. 1). Capitalising upon improved pedestrian connections between Redfern Station and the Redfern North Eveleigh Precinct will be a primary objective of the project.</li> <li>It is a CoS priority to improve pedestrian safety by improving pedestrian crossing, decreasing traffic speeds on busy streets, increasing street canopy cover, providing direct and sociable walking connections, and ensuring adequate lighting. Sydney’s Development Control Plan contains provisions to achieve this objective.</li> <li>The Committee for Sydney’s ‘Safety after Dark’ study on women’s safety has identified that environmental factors such as poor lighting, poor infrastructure (e.g., design which inhibits one’s line of sight), and lack of security tend to exacerbate feelings of danger among women in Sydney. Recommendations arising from this study include increased lighting and security around public transport nodes, improving access to reporting technology such as phone charging stations or emergency call buttons, and the training of venue staff to recognise sexual harassment</li> </ul>	<ul style="list-style-type: none"> <li><i>Redfern North Eveleigh Strategic Vision (NSW Government, 2021)</i></li> <li><i>Redfern Station Upgrade – New Southern Concourse (Transport for NSW, 2020)</i></li> <li><i>Sydney Development Control Plan 2012 (Sydney DCP) (City of Sydney, 2012)</i></li> <li><i>Safety after Dark: Creating a city for women living and working in Sydney (Committee for Sydney, 2019)</i></li> </ul>
<p>Development of Tech Central, and facilitating economic growth.</p>	<ul style="list-style-type: none"> <li>The Redfern North Eveleigh Precinct forms part of the Camperdown Ultimo Collaboration Area – “Australia’s innovation and technology capital” (Place Strategy, pg. 6). It is a priority of the GCC to improve connections between activity nodes, including the University of Sydney and the Eveleigh activity node.</li> </ul>	<ul style="list-style-type: none"> <li><i>Redfern North Eveleigh Strategic Vision (NSW Government, 2021)</i></li> </ul>

Policy themes	Drivers for the project	Relevant documents
	<ul style="list-style-type: none"> <li>The Redfern North Eveleigh Precinct is proposed to contain a diverse range of jobs across the office, education, innovation, retail, hospitality, leisure, and culture sectors. As the Precinct is positioned at the southern end of Tech Central, it is a strategic priority to support the creation of jobs, “particularly jobs of the future’ (Strategic Vision, pg. 19).</li> <li>It is a state priority to position NSW as a leading global economy by accelerating the growth of ‘Lighthouse Precincts’ such as Tech Central (formally the Sydney Innovation and Technology Precinct). The NSW Government recognises that when firms cluster together in precincts they become more competitive and innovative, stimulating wider community benefits such as higher-paying jobs, increased exports, and investment. It is estimated that by 2036, there will be an additional 200,000 people working in City of Sydney LGA. It is a City of Sydney (CoS) priority to ensure that new development delivers adequate commercial and office floorspace in order to accommodate for an increased workforce, and secure the economic growth of Greater Sydney, NSW, and Australia.</li> <li>It is a priority of the City’s Economic Development Strategy to achieve balanced growth by ensuring that planning controls optimise the long-term productive capacity of the City. Council aims to “enable diversity in supply of large and small scale developments, [encourage] active street frontages, and [balance] the often competing needs of residents and businesses in close proximity” (pg. 30).</li> </ul>	<ul style="list-style-type: none"> <li><i>Local Strategic Planning Statement (City of Sydney, 2019)</i></li> <li><i>Economic Development Strategy (City of Sydney, 2013)</i></li> </ul>

## 5.0 Social baseline study – existing social context

### 5.1 Introduction

This chapter provides an overview of the subject site and its current social context, in relation to a defined Primary Study Area (PSA) and Secondary Study Area (SSA). These study areas are also known as 'areas of social influence', reflecting the geographies of primary and secondary social impact (Refer **Figure 13**).

The baseline analysis assesses the existing social characteristics of the community within the identified study area/s to better understand the potential community characteristics and specific communities that may be impacted by the project.

It describes the following:

- Community profiles – key demographic characteristics including age, income, employment, cultural and linguistic diversity, household structure, relative levels of advantage and disadvantage, and transport and access, including journey to work travel patterns.
- Community assets – both tangible (social infrastructure) and intangible (human and social capital, community cohesion, community values and connection to place).
- Community and stakeholder perspectives – including the outcomes of community and stakeholder engagement undertaken by TFNSW to date, which is relevant to this assessment and is discussed in Chapter 6.0. Broader community values and aspirations, based on a review of Community Strategic Plans and outcomes of related research projects have also been provided.

### 5.2 Study Area definition: area/s of social influence

Study areas have been defined to facilitate a detailed analysis of the relevant demographic and economic factors that may influence surrounding communities and economies of the subject site.

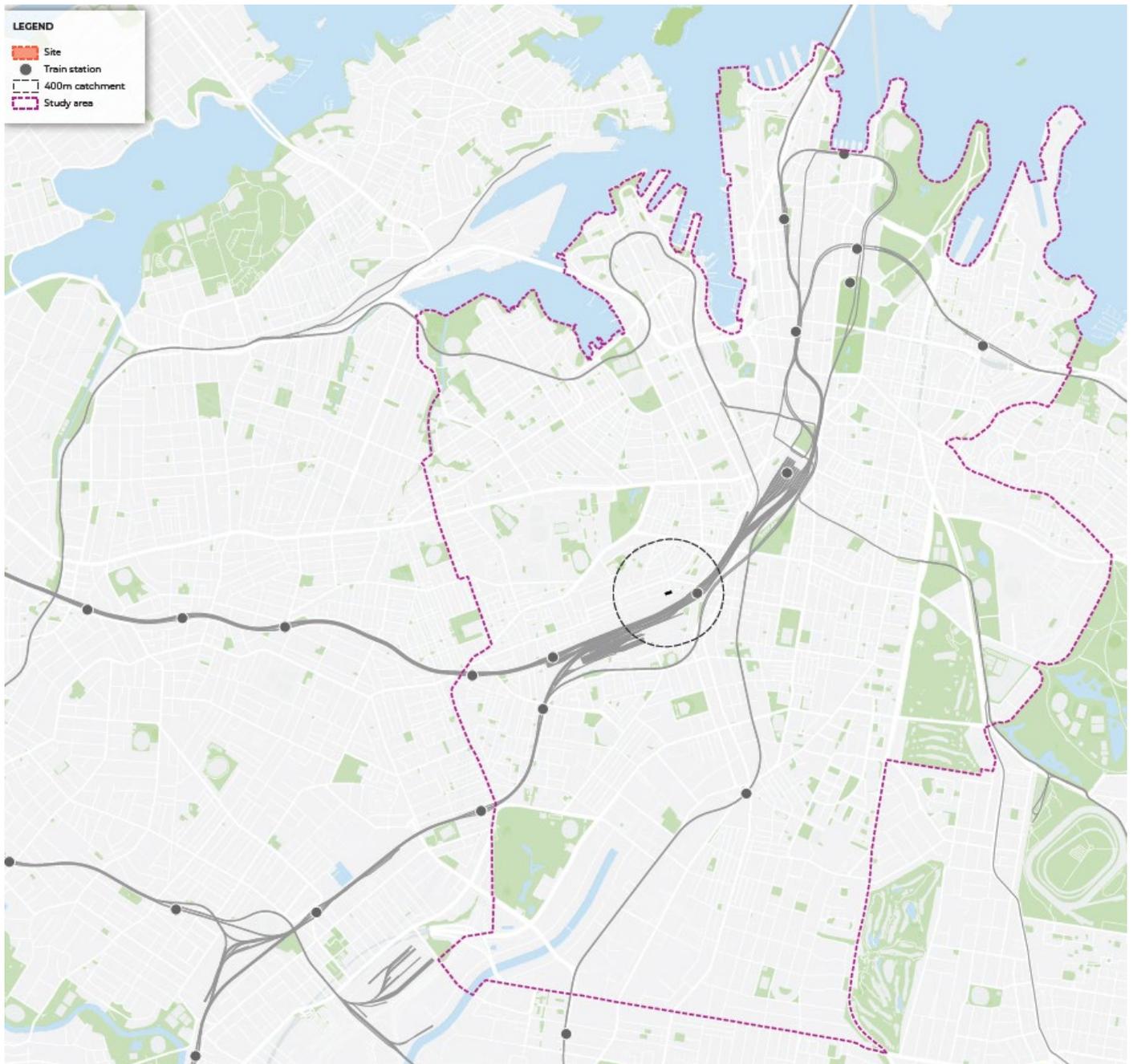
For the purposes of the SIA, the following primary and secondary study areas have been chosen to take into consideration the need to factor in both local social impacts (e.g., associated with the construction period) and those likely to occur on a broader scale (e.g., enhanced access to commercial space in a heritage building) as a result of the proposal.

The chosen study areas are in **Figure 13** and have been defined with consideration to the following key parameters:

- The construction activities and operational uses of the proposal
- The likely scale and extent of potential direct and indirect impacts and benefits of the proposal on the social factors identified in the SIA Guideline. This includes indirect impacts that are generally less tangible and more commonly relate to matters such as community values, identity and sense of connection to place
- Cumulative impacts that may impact affected communities as a result of other transport, construction and major urban renewal processes underway within or proximate to the corridor or localities
- The potentially affected built or natural features that have social value or importance located on or near the construction sites, and the social characteristics of the areas likely to be affected by the proposal, as informed by the social baseline study and other technical assessments that inform the Environmental Impact Statement
- The community and stakeholder groups that would be most likely affected by the direct and indirect impacts, based on stakeholder and community engagement activities, and other available information sources

#### Primary Study Area (PSA)

The PSA (400m catchment surrounding the site) represents the local community in the immediate area, and broadly includes residents, workers, students, and visitors within a 5-minute walk (400m) of the subject site. These communities are likely to be most impacted by construction activities in the area, and experience benefits related to the improved layout, amenity and activation of the site.



**Figure 13 Primary (400m) and secondary (City of Sydney LGA) study areas**

Source: Ethos Urban

**Secondary Study Area (SSA)**

A secondary study area has been selected to represent the larger impacted community, being the City of Sydney Local Government Area (LGA).

### 5.3 Community profile: demographic characteristics

Based on the ABS Census of Population and Housing 2021, the key demographic characteristics of the population in the PSA and SSA are outlined in **Appendix A** and are summarised below. It is important to note that at this time, not all information from the ABS 2021 Census is yet available. Where required, relevant information will be supplemented from the 2016 Census.

Key findings of the resident profile of the PSA and SSA are benchmarked to Greater Sydney.

- **Population:** The PSA has an estimated population of 5,580 as of 2022. The SSA has an estimated population of 244,300 as of 2022.
- **Age structure:** The PSA and SSA are characterised by a **younger population** when compared to Greater Sydney, with a median age of 31 in the PSA and 33.3 in the SSA. In Greater Sydney, the median age is 37.3.
- **Income:** PSA residents earn a median annual household income of \$123,620. This is higher than the median annual household income of both the SSA (\$114,250), and Greater Sydney (\$108,750).
- **Household composition:** The dominant household structure within the PSA is **family households** (48.4%), similar to the dominant structure identified within the SSA (47.4%). This is a significantly lower proportion of family households than in Greater Sydney (72.6%) and is driven by the higher proportion of lone person households in the PSA (33.8%) and SSA (41.1%).
- **Tenure type:** PSA and SSA residents have a **low rate** of home ownership compared to Greater Sydney, with 66.7% and 65% renting their homes, compared to 36.1% in Greater Sydney.
- **Educational attainment:** Both the PSA and SSA have a **higher rate of educational attainment** than Greater Sydney, with over 87% of residents having completed Year 12, compared to 71.4% of Greater Sydney residents.
- **Education attendance:** The proportion of residents currently attending formal education in the PSA (27.9%) and SSA (23.2%) is consistent with the level of attendance across Greater Sydney (25.8%).
- **Dwelling type:** The PSA and SSA contain a significantly smaller share of separate houses (2%, 2.1%) compared to Greater Sydney (56.1%). The PSA is characterised by an almost equal proportion of medium-density (42.8%) and high-density (54.4%) dwellings.
- **Need for assistance:** Both the PSA and SSA contain a lower rate of people requiring assistance with daily life (2.2%, 3%) than the rate in Greater Sydney (5.5%).
- **Cultural and linguistic diversity:** The PSA contains a similar level of cultural and linguistic diversity as Greater Sydney, with 61.2% of PSA residents and 61.1% of Greater Sydney residents born in Australia. By comparison, the SSA contains a more diverse population, with only 48.5% of residents born in Australia. (See **Table 1** for a breakdown of cultural and linguistic diversity in the study areas).

**Table 1 Cultural and linguistic diversity**

Top 10 Countries of Birth	PSA	SSA	Greater Sydney
1	Australia (61.2%)	Australia (48.5%)	Australia (61.1%)
2	China (5.1%)	China (8.5%)	China (4.9%)
3	England (4.5%)	England (5.2%)	India (3.8%)
4	New Zealand (3.0%)	Thailand (3.3%)	England (3.1%)
5	India (2.2%)	Indonesia (3.0%)	Vietnam (1.9%)
6	United States of America (2.0%)	New Zealand (2.9%)	Philippines (1.9%)
7	Thailand (1.6%)	India (2.0%)	New Zealand (1.7%)
8	Philippines (1.3%)	United States of America (1.4%)	Lebanon (1.2%)
9	Malaysia (1.2%)	Malaysia (1.4%)	Nepal (1.2%)
10	Bangladesh (0.0%)	Philippines (1.2%)	Iraq (1.1%)

Top 10 Languages Spoken at home (other than English)	PSA	SSA	Greater Sydney
1	Mandarin (6.0%)	Mandarin (9.3%)	Mandarin (5.3%)
2	Spanish (2.7%)	Cantonese (3.1%)	Arabic (4.4%)
3	Thai (1.7%)	Thai (3.0%)	Cantonese (2.9%)
4	Cantonese (1.4%)	Spanish (2.6%)	Vietnamese (2.3%)
5	French (1.2%)	Indonesian (2.2%)	Hindi (1.5%)
6	Arabic (1.1%)	Vietnamese (1.3%)	Greek (1.5%)
7	Korean (1.1%)	Portuguese (1.1%)	Spanish (1.3%)
8	Vietnamese (0.9%)	Korean (1.1%)	Nepali (1.2%)
9	Italian (0.7%)	French (1.1%)	Korean (1.2%)
10	Southeast Asian Austronesian - other (0.7%)	Italian (1.0%)	Italian (1.0%)

## 5.4 Resident population projections

Population projections have been prepared with reference to Transport for NSW's Travel Zone Projections 2019 and rebased to the latest 2022 Estimated Residential Population (ERP). These projections have also taken into account the estimated residential uplift of the North Eveleigh Precinct residential developments (which will be occupied by 2026 and 2031 respectively). This has been sourced from an estimate prepared by HillPDA in 2021 for TfNSW.

The PSA has an estimated population of 5,580 as of 2022 and has grown at a rate of 2.0% per annum since 2016. This population growth is expected to increase, with the PSA reaching a population of 7,980 by 2036 at a rate of 2.6% per annum. This will be largely driven by the Redfern North Eveleigh Precinct development.

By comparison, the SSA has grown from 223,210 residents in 2016 to 244,300 residents in 2022, at a rate of 1.5% per annum. This growth rate is projected to remain steady, with an expected additional 46,120 residents by 2036, growing at a rate of 1.2% per annum. Greater Sydney's population is projected to grow at a similar rate to the SSA.

**Table 2 Population projections**

Population	2016	2022	2026	2031	2036	2022 to 2036
PSA	4,960	5,580	6,880	7,580	7,980	+2,400
SSA	223,210	244,300	250,160	274,830	290,420	+46,120
Greater Sydney	5,024,920	5,316,100	5,695,810	6,153,290	6,590,750	+1,274,650
Annual Growth		2016-2022	2022-2026	2026-2031	2031-2036	2022 to 2036
PSA		+100	+330	+140	+80	+170
SSA		+3,520	+1,470	+4,930	+3,120	+3,290
Greater Sydney		+48,530	+94,930	+91,500	+87,490	+91,050
Annual Growth Rate		2016-2022	2022-2026	2026-2031	2031-2036	2022 to 2036
PSA		2.0%	5.4%	2.0%	1.0%	2.6%
SSA		1.5%	0.6%	1.9%	1.1%	1.2%
Greater Sydney		0.9%	1.7%	1.6%	1.4%	1.5%

## 5.5 Social infrastructure context

This section provides an overview of the social infrastructure located within and around the site. The audit includes those spaces and facilities within a 400m study area (PSA) from the site.

Due to the proximity of the site to Redfern and the Sydney CBD, the site is well connected to a range of social infrastructure.

- **Childcare facilities:** There are 2 childcare facilities in the catchment including KU Union and Honey Bird.
- **Community facilities:** There are 2 community facilities in the catchment including Redfern Community Centre and Carriageworks.
- **Healthcare facilities:** There are 3 healthcare facilities in the catchment.
- **Open space:** There are 8 open spaces in the catchment including Charles Kerran Reserve and Little Eveleigh St reserve.
- **Places of worship:** There is one place of worship in the catchment being Church of the Assumption of Our Lady.

The social infrastructure is mapped in **Figure 14** over the page.

## 5.6 Transport and accessibility

The primary public transport connection to the site is Redfern Station (less than 500m away), which is currently being upgraded, including construction of a new southern concourse, which will bring the entrance 200m away to the site. As part of the Redfern North Eveleigh (RNE) Precinct Renewal, direct connection to the station is proposed as part of an integrated transport connectivity and accessibility to the site.

Redfern Station provides multiple services to and from the Sydney CBD and across Greater Sydney, including the T1-T4 Lines, and the T7-T9 Lines. From Redfern Station, commuters can also access a number of bus routes, including:

- 308 Marrickville Metro to Central Eddy Ave via Redfern,
- 310 Botany to Central Railway Square,
- N11 Cronulla to City Town Hall (Night Service),
- N20 Riverwood to City Town Hall via Airport (Night Service).

The site is also accessible via the Wilson Street Cycleway. While the route is incomplete, the City of Sydney has identified a route from Newtown to Bondi Junction as a future project.

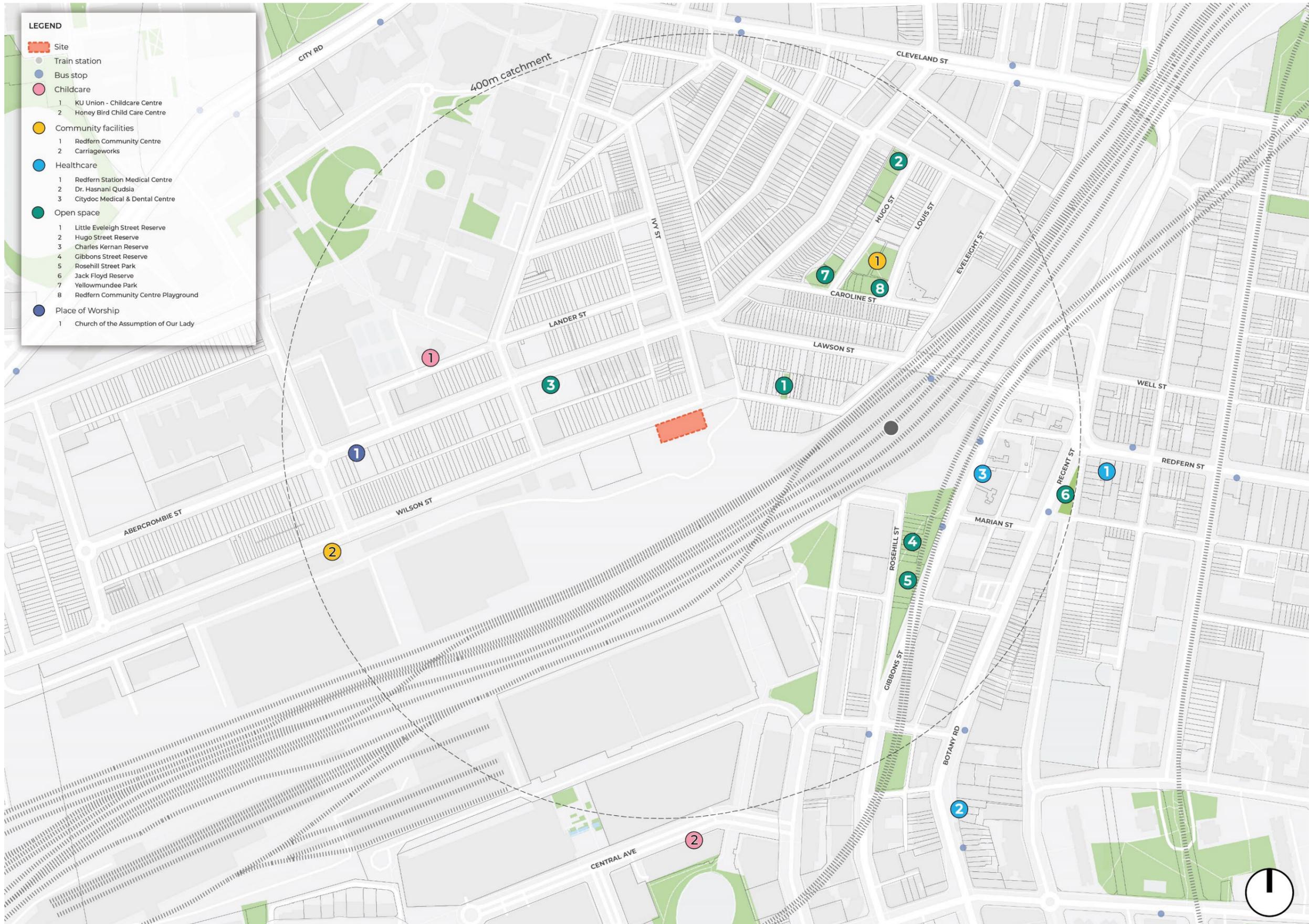


Figure 14 Local social infrastructure context in the 400m study area – map

Source: Ethos Urban

## 5.7 Social issues and trends

This section identifies social issues and trends of relevance to the proposal, including broader macro issues, as well as intangible community assets in the locality, such as human and social capital, community values and connection to place.

### 5.7.1 Development of the Redfern/Eveleigh locality as a strategic employment centre

The Redfern/Eveleigh locality is connected to significant strategic urban renewal initiatives which are instrumental in driving Sydney's social and economic growth and development, namely 'Tech Central'. Tech Central (formally Sydney Innovation and Technology Precinct), is a long-term project between the NSW Government and other stakeholders to "future-proof and diversify the NSW economy."

The aim of Tech Central – which encompasses the Central precinct Renewal Project – is to create 250,000sqm of floorspace for technology companies, including affordable workspace for start-ups and early-stage companies. It will also aim to create 25,000 new jobs, increased educational opportunities focused on Science, Technology, Education and Mathematics (STEM) and life sciences to attract 25,000 new students and the facilitation of 100 new companies and increased technology exports.

The vision for Tech Central according to the NSW Government is as follows:

*"The Sydney Innovation and Technology Precinct attracts world-leading talent to Sydney's shores. It is a place where world-class universities, ambitious start-ups, high-tech giants and the community collaborate to solve problems, socialise and spark ideas that change our world. The Precinct is underpinned by high quality physical and digital infrastructure."*

Forming part of the Tech Central corridor, the site's locality is expected to play a vital role in delivering supportive infrastructure to deliver on state government objectives. Principles of the Redfern-North Eveleigh Precinct Renewal include the creation of contemporary and flexible workspaces for businesses and jobs of the future. Active street frontages and vibrant, mixed land use will further attract the necessary workers and investment to catalyse innovation. Official targets aim for the creation of 25,000 new jobs and 250,000sqm of workspace in Redfern-North Eveleigh.

### 5.7.2 Modern tenant commercial requirements

Metropolitan Sydney continues to evolve as the key strategic centre. Significant investment activity within the private and public sector, changing patterns of work, improved accessibility, and infrastructure, as well as shifts in modern tenant requirements are supporting this change.

Tenant demands and requirements within the commercial office market are continually evolving. In recent times, there has been a move towards more open plan, flexible spaces that provide collaborative workspaces, seamless integration with technology and incorporate sustainable initiatives.

There has been a heightened focus on employee and tenant wellness, and the impact that buildings can have on overall human health. This has emerged through initiatives such as the WELL Building Standard (WELL), described as a "performance-based system for measuring, certifying, and monitoring features of the built environment that impact human health and wellbeing, through air, water, nourishment, light, fitness, comfort, and mind' (Well Building Institute).

The attributes of a 'WELL' certified building are important aspects that a new building can offer in a post COVID environment, particularly in capturing and maximising the relationship between people's health and the built environment.

It should be noted that tenant requirements in the post-COVID-19 environment remain uncertain. However, several trends are unlikely to change including the importance of technology enabled workspaces and the ability to provide a safe and healthy work environment, which remain more important than ever in the post-COVID world.

The current global pandemic has had a significant impact and transformation on commercial office working environments. COVID-19 has resulted in the necessity to work from home, particularly during the height of the pandemic with impacts to commercial office market demand.

The result of COVID-19 will mean that the way businesses and office tenants use their space will continue to evolve. In response to the pandemic, commercial office buildings will play a central role in the recovery and enhance opportunities to improve the way we work in a safe environment.

Market sounding and research undertaken across Sydney metropolitan office markets relating to tenant and occupier requirements, indicate that:

- Occupiers have preference for prime quality buildings with available space that provide large contiguous floorplates with efficient building layouts and high-quality design.
- Preferred floorplates for major occupiers are whole floors with large floorplates of at least 1,500m<sup>2</sup> or larger.
- Occupiers seek high quality spaces that typically achieve sustainable and wellness outcomes including NABERS, Green Star and WELL ratings.
- Tenants seek flexible spaces that allow for up and down scaling, active working spaces that enable collaboration internally and externally, and 24-hour access.
- Clustering benefits including being within activated spaces that offer retail amenities, outdoor open space and accessibility to public transport.

### 5.7.3 Heritage value of the CME Building

The Redfern North Eveleigh Precinct, including the Chief Mechanical Engineer's (CME) Building, possess a rich industrial and cultural history which is integral to local sense of place. For Aboriginal communities, the railway yards provided significant employment prospects in the face of limited opportunity for those communities during the 19<sup>th</sup> and 20<sup>th</sup> centuries. As a result, the site and its surrounds fostered a strong sense of community, with its cultural legacy continuing today. The CME Building itself was known as "The Citadel" due to its position upon a hill overlooking the rail yards.<sup>1</sup>

*"The Mechanical Branch was responsible for the construction, maintenance, and operation of locomotives throughout the railway network, and the CME oversaw the work of thousands of people through a hierarchy of officers and engineers all over the state. The CME was an important and highly respected position, similar to the Post Master General and the Government Architect of the time. The men appointed tended to be larger than life and had long tenures. As there were no standard locomotives to be bought from a single manufacturer, the CME designed and had them built in his own workshops, or with the assistance of private workshops, or imported from Great Britain..."*<sup>2</sup>

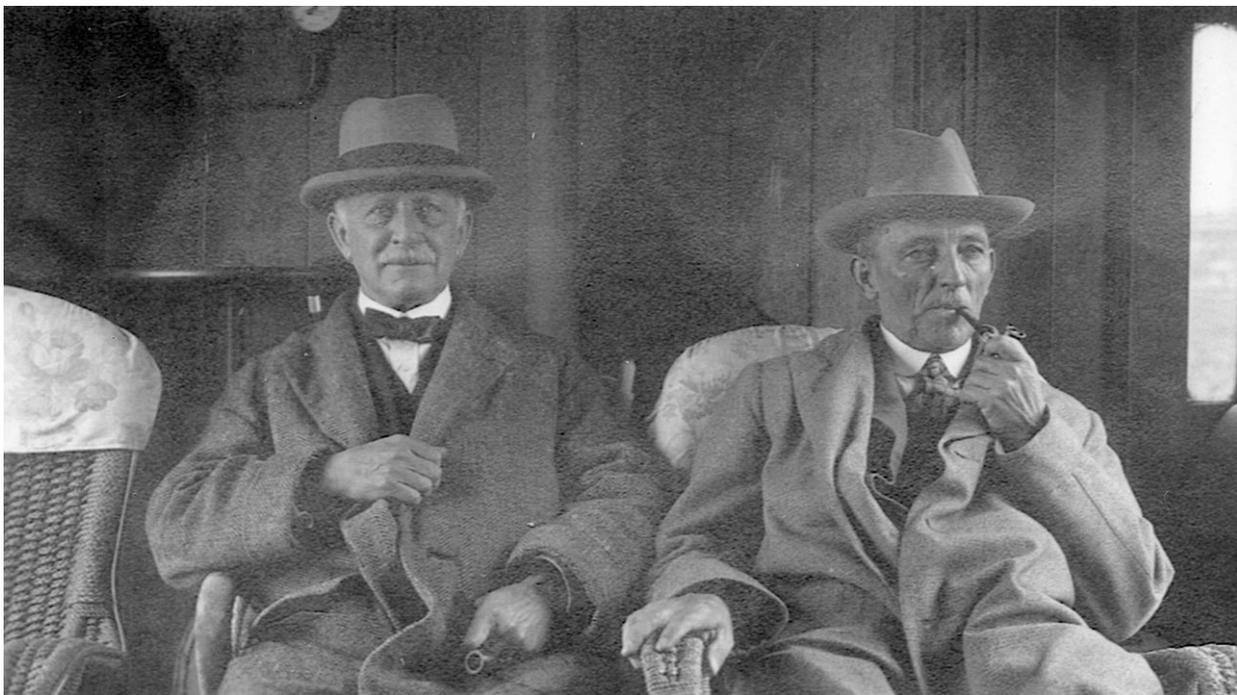


Figure 15 CME E.E. Lucy (left) and a senior officer in 1930

Source: Eveleigh Stories, 2022

<sup>1</sup> [The Chief Mechanical Engineer | South Eveleigh Heritage \(eveleighstories.com.au\)](https://eveleighstories.com.au)

<sup>2</sup> Ibid.

As of April 2<sup>nd</sup>, 1999, the site was listed on the NSW State Heritage Register with the following statement of significance:

*“The building is a very fine late Victorian railways office on a scale above all other such structures in the State. The building reflects the importance of the railway engineers in the development of the State and its closeness to the Eveleigh workshops (mainly under the control of the Mechanical Branch) indicates the confidence in railway construction. The building is in a style not often seen in Sydney and is a rare survivor. More often this form of building is in evidence in the country where the pressure of development is less. It is an important element in the town and streetscape of Wilson St, Redfern, particularly its close proximity to the railway workshops”<sup>3</sup>.*

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<sup>3</sup> [Eveleigh Chief Mechanical Engineers office and movable relics | Heritage NSW](#)

## 6.0 Community and stakeholder perspectives

The following section provides an overview of the community and stakeholder consultation undertaken to inform the proposed development, including engagement activities and outcomes. The purpose of this section is to highlight values and aspirations relevant to the proposed development and has been informed by the following reports:

- *Transport for NSW Redfern North Eveleigh Precinct Renewal – Chief Mechanical Engineer’s Building – Engagement Outcomes Report* (TfNSW November 2022)
- *RNE Social Infrastructure Study and Health Impact Assessment – Chapter 10.0 Community and Stakeholder Perspectives* (Ethos Urban, June 2022)

### KEY FINDINGS

- **Community and stakeholder feedback received as part of these planning processes with relevance to CME Building, including the 2022 public exhibition of the Paint Shop Sub-Precinct rezoning proposal, is summarised below:**
  - Open space is important in determining private and public space
  - Heritage is very important to the community
  - There was a range of issues that may impact the context and character of the CME generated by other development in the Precinct, including site access, parking, traffic, building design, overshadowing, impact on infrastructure and services and intended use.
- **Specific community engagement was undertaken in respect to the CME Building SSDA. Key topics include:**
  - Heritage impacts
  - Integration with the operation of existing infrastructure
  - Stakeholder consultation and collaboration
  - Cumulative traffic impacts including to cycle paths.

### 6.1 Engagement objectives and tools

The proponent, TfNSW, undertook engagement activities to support the preparation of the SSDA. The following engagement objectives have been developed:

- To satisfy all statutory and stakeholder requirements in terms of public information and consultation which will be required throughout the various planning stages for CME Building project and RNE Precinct Renewal.
- To facilitate collaboration between the project team, priority stakeholders and government agencies.
- To be transparent when discussing project benefits, impacts and constraints.
- To proactively engage and motivate participation with key stakeholders and the community throughout the development of effective communications.
- To enhance stakeholder communications and relationships in the local area.
- To ensure the project team has an opportunity to incorporate feedback into plans for the RNE renewal.

The following tools were used through engagement:

- [Project website](#), email and 1800 number
- [www.transport.nsw.gov.au/projects/current-projects/redfern-north-eveleigh-precinct-renewal](http://www.transport.nsw.gov.au/projects/current-projects/redfern-north-eveleigh-precinct-renewal)
- [projects@transport.nsw.gov.au](mailto:projects@transport.nsw.gov.au)
- 1800 684 490
- Stakeholder and agency briefings
- Targeted briefings with adjacent neighbours
- Electronic direct mail/newsletters
- Media and social media.

### 6.2 Key stakeholders and engagement activities

For a full list of the key stakeholders and engagement activities refer to the Engagement Outcomes Report (TfNSW).

Notably, the stakeholders consulted with include NSW Members of Parliament, NSW Government, Education and Health services, Arts collectives such as Carriageworks, surrounding businesses, not-for-profit organisations, heritage groups such as the NSW Rail Museum, nearby residents groups, community groups and Aboriginal and Torres Strait Islander Community Organisations, as well as the Transport Industry (Bike Sydney).

### Government agency stakeholder meetings

The following table sets out the key agency stakeholder meeting dates, feedback and proponent response.

Government agency	Meetings date	Key themes raised	Proponent's response
<b>City of Sydney Council (CoS)</b>	Preliminary meetings held on 26 August 2021 and 31 January 2022, and further meeting held on 6 September 2022	<ul style="list-style-type: none"> <li>Connectivity to the rear is important as it is designated as future public domain</li> <li>Heritage exemption clarifications</li> </ul>	<ul style="list-style-type: none"> <li>Project team to ensure proposal does not inhibit future development to public domain areas (anticipated at later stages of the redevelopment)</li> <li>Heritage exemptions and planning approval pathway will be followed.</li> </ul>
<b>Department of Planning and Environment (DPE)</b>	17 August 2022	<ul style="list-style-type: none"> <li>Updates only</li> </ul>	N/A
<b>Heritage NSW (HNSW)</b>	30 August 2022	<ul style="list-style-type: none"> <li>Requested concurrent involvement in GANSW updates</li> </ul>	<ul style="list-style-type: none"> <li>Will continue to consult with HNSW, submit Conservation Management Plan (CMP)</li> <li>HNSW remained an observer during SDRP Meetings</li> </ul>
<b>Greater Cities' Commission</b>	1 September 2022	<ul style="list-style-type: none"> <li><i>Public access and user experience information sought – Interpretive ideas?</i></li> </ul>	This SSDA primarily focuses on internal refurbishing of the CME Building. Landscape and garden surrounding the CME Building will be developed at a future stage in-line with the Paint Shop sub-precinct.
<b>Government Architect NSW (GANSW) –</b>	1 September 2022		<ul style="list-style-type: none"> <li>Ongoing dialogue established with GANSW, including Design Team</li> </ul>
<b>State Design Review Panel (SDRP)</b>	(including DPE, Heritage NSW, GANSW, CoS) – 8 September 2022	<ul style="list-style-type: none"> <li>Support the intention to return the CME to an active use, conservation and restoration of the building and retention of the building to a garden setting.</li> <li>Design Excellence to be an aspiration</li> <li>Other selected recommendations: <ul style="list-style-type: none"> <li>Aiming for a net zero building to reach NSW's Net Zero emissions goal by 2050</li> <li>Lift to be located externally</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Ongoing dialogue established with GANSW, including Design Team.</li> <li>A design report has been prepared for the EIS</li> <li>The internal lift was chosen to maintain the external heritage qualities of the building. Internal location also reduces the number of rooms impacted by the alteration.</li> </ul>

Source: Ethos Urban / TfNSW

## Community stakeholders

As a significant heritage site within the broader Paint Shop Sub-Precinct, TfNSW's key stakeholder focus has included the views of the local community, particularly immediate adjacent neighbours and surrounding neighbours.

- Immediately adjacent residents
- Surrounding residents and local community
  - Residents/property owners of Little Eveleigh St, Wilson St, Platform Apartments, Iverys Lane and Holdsworth St.

Key themes raised are outlined in the table below:

**Table 3 Community feedback**

Theme	Comment	Team response
The CME Building within broader Paint Shop Sub-Precinct	The proposed Paint Shop Sub-Precinct buildings may dominate and overshadow the CME Building and change the heritage character of the site	Any future development in the Paint Shop Sub-Precinct would be subject to further assessment and would include assessment of impacts on the wider context, including the impacts on the heritage character of the CME. The works proposed in this Application are not anticipated to adversely impact the heritage character of the CME.
The CME Building is considered a "heritage jewel" of the Paint Shop Sub-Precinct	The community has raised the importance of the adaptive reuse of this building for community purposes. Suggestions include an Aboriginal art gallery, social enterprise, library or museum	The proposal has included a heritage impact assessment, and a new conservation management plan for the CME and surrounds are being prepared. These two documents seek to ensure the heritage qualities of the building are maintained, enhanced and revitalised. As part of the EOI for future leasing of the building, a range of tenants have expressed interest in using the building.
Site impacts		As the proposal for the CME is to repair and refurbish the building, there will be minimal impacts on the density, height, solar access, parking and landscaping of the building. This SSDA assessment, however, considers and addresses potential impacts in the EIS and the supporting assessments.
Design outcomes	Need an understanding of design outcome of all stages of the CME Building revitalisation, including connection to broader Paint Shop Sub-Precinct	This Application intends to ensure the CME Building is safe, accessible and adequate for future use. The integration of the building with wider public domain works will be established at a later stage.
Cumulative traffic and access impacts	Need an understanding of cumulative traffic impacts, such as road closures, diversions and changes to parking/access	The SSDA assessment has included a traffic impact assessment, which has considered traffic impacts from construction works. This assessment is summarised in the EIS, and a Traffic, Transport and Accessibility Study is appended to the EIS.
Safety	Need understanding of safety of residents, pedestrians, cyclists and vehicles	The SSDA assessment also assesses impacts on pedestrians, cyclists and vehicles. This assessment is summarised in the EIS, and a Traffic, Transport and Accessibility Study is appended to the EIS.

Source: TfNSW

## 6.3 Aboriginal and Torres Strait Islander engagement

### Consultation with Aboriginal community members to guide the Paint Shop Precinct renewal

Engagement with Aboriginal communities was undertaken to guide the broader renewal of the RNE Paint Shop Precinct – community feedback was detailed in the Draft Connecting with Country Framework report prepared by Balarinji 2021. The report highlights a number of design considerations incorporating Country through signage and wayfinding, language integration, digital mediums, planting, public art, and public infrastructure, and was informed by

an extensive engagement process with local Aboriginal communities including key Aboriginal Elders, knowledge holders and organisations between 2014-2015.

The Engagement Outcomes Rpt (TfNSW, November 2022) notes that 'while Connecting with Country is an essential design principle for the Paint Shop Sub-Precinct there is limited scope for specific or meaningful opportunities for integration of these principles in the CME Building design. As such, the primary Connecting with Country design elements are expected to form public domain and built form elements of the later stages of design.'

### Aboriginal engagement undertaken specific to the CME building SSDA

From a meeting with the Aboriginal Land Council, Wyanga Aged Care and Aboriginal Housing Company in August 2022, the following feedback was gathered.

**Table 4 Aboriginal and Torres Strait Islander stakeholder feedback**

Theme	Comment	Team response
Discuss submission and timings and focus on Connecting with Country in the Paint Shop Sub-Precinct, including the CME Building.	Metropolitan Local Aboriginal Land Council raised several key issues: Aboriginal engagement activities, Aboriginal interpretation, and social impacts (homelessness, crime, accessibility).	<ul style="list-style-type: none"> <li>Curio conducted a Zoom information session with Registered Aboriginal Parties (RAPs) identified during development of the Paint Shop Sub-Precinct rezoning proposal.</li> <li>Provided an overview of whole project context, aims of CME Building project and proposed impacts.</li> <li>Advised no ACHAR currently being undertaken .</li> </ul>

### 6.3.1 Ongoing consultation

TfNSW will continue to engage with all stakeholders and the community as well as undertake comprehensive stakeholder and community engagement at every stage of the CME Building State Significant Development Application (SSDA) process, including public exhibition which is anticipated for early 2023. The proposed development will be exhibited for 30 days in accordance with the provisions of the EP & A Act.

TfNSW will continue conversations and dialogue with established key stakeholders as part of the broader Redfern North Eveleigh Precinct Renewal and Paint Shop Sub-Precinct rezoning. The Paint Shop rezoning was on public display from 26 July to 25 August 2022, and the CME Building SSD public exhibition is planned for early 2023.

### 6.3.2 Outcomes of broader consultation as part of the Redfern North Eveleigh Precinct Renewal development

The site is within the RNE Precinct. The following key consultation outcomes have been taken from the RNE Social Infrastructure Study and Health Impact Assessment, Ethos Urban 2022 and are relevant to inform the SIA.

- TfNSW undertook a series of community and stakeholder engagement activities during 2020 in order to inform the strategic vision for the RNE site. Key relevant feedback includes:
  - Heritage is very important to the community
  - Sustainability measures need to be more stringent
  - A renewed precinct should be 'community focused'
  - The Precinct's Aboriginal and non-Aboriginal history should be preserved and shared with the community
  - Local liveability is important while managing the pedestrians, cyclists, and vehicles that move through the area
- Consultation conducted by Balarinji to inform the Connecting with Country framework for the Redfern North Eveleigh Precinct identified that the community strongly supported the need for the precinct to continue as a place of living culture
- Stakeholder consultation with City of Sydney representatives have highlighted the importance of digital connectivity and equity that is an issue in the areas surrounding the site

### 6.4 Outcomes of broader LGA-wide consultation undertaken by City of Sydney Council

Between 2018 and 2020, City of Sydney undertook a large number and variety of community engagement activities to inform the development of Council's next Community Strategic Plan and a vision for Sydney in 2050, which are outlined

below. These findings are in line with community views discussed in the current version of the City of Sydney Community Strategic Plan, *Delivering Sustainable Sydney 2030-2050*.

#### 6.4.1 City of Sydney Wellbeing Survey 2018 (City of Sydney 2018)

City of Sydney regularly undertakes a survey among its residents to understand community perceptions on social, cultural and environmental factors affecting quality of life in the local government area. So far, three waves of Wellbeing Survey data collection have been undertaken, in 2011, 2015 and 2018. The survey results are weighted by respondents' gender, age and neighbourhood ('village area') and provide a generally robust understanding of City resident views on various topics. Results of the latest wave of data collection show that:

- Residents have typically chosen to move to the LGA to be close to transport (78%), workplace or study (70%), parks and greenery (63%) and places to socialise (64%).
- People notice and appreciate the availability of social infrastructure - for example Green Square Library's opening improved library access satisfaction in the Green Square neighbourhood from 55% in 2015 to 80% in 2018.
- While residents are generally active in enjoying cultural activities, 85% reported barriers to community or cultural participation. Lack of time, cost and perceived shortage of suitable or interesting activities were mentioned most often.
- Social cohesion indicators point to a disconnect in aspirations and reality of the community – while 90% of City residents appreciate a diverse society, 95% are willing to help neighbours and levels of trust are high, only half have face to face contact with other people in their area at least weekly and about as many are not confident that neighbourly help is available when required. Social isolation and barriers to participate in public life and culture are experienced more often by people living with disability, culturally and linguistically diverse people and younger age groups.

#### 6.4.2 Community engagement to inform the Sydney 2050 vision (City of Sydney 2018-2020)

City of Sydney has undertaken a large number and variety of community engagement activities to inform the development of its next Community Strategic Plan and vision for Sydney in 2050.

The engagement activities and targeted workshops included a survey of over 5,000 people; 33 pop-ups at events and libraries, including a disability expo at Sydney Town Hall, Wayside Chapel and 3 community housing forums; 12 community sessions including 2 in Mandarin, 1 in Spanish and 1 with apartment residents; workshops with: First Peoples of Australia; small business community; cultural and nightlife sectors; the City's advisory panels (disability and inclusion, Aboriginal and Torres Strait Islander, retail, design, public art, curatorial, nightlife and creative sector); and multi-disciplinary stakeholders; 23 workshops with young people; creative and community leadership programs – I am Sydney and Emerging Civic Leaders with YVote; community and business group briefings.

The main themes of community priorities identified were:

- **A city for people.** People want a city that is green with trees and plants, has quality public spaces and different types of housing that is affordable. It is a socially supportive community that is safe, and inclusive.
- **A city that moves.** People want to be using public transport, walking and bikes to move around. There is a reduction of cars, where streets and public spaces are easily accessible to people. The city is welcoming, and people can readily get to where they need to go.
- **An environmentally responsive city.** People overwhelmingly want a response to climate change. They want a city with sustainable waste management and use of resources. People want to see a reduction in emissions, greater recycling and reusing of products and changes to how we use our city to reduce our impact on the environment.
- **A lively, cultural and creative city.** People want a vibrant city, weaving its culture, heritage, entertainment and bold ideas through the workings of the city. The city has diverse shopping and entertainment options and a lively nightlife that includes many options. Locals and visitors gather for events and cultural experiences using public spaces.
- **A city with a future focused economy.** People want a city that is supported by digital infrastructure that sustains the creation of new jobs and allows businesses to respond to changing customer needs. People are optimistic about the opportunities that will be available in terms of education, jobs, innovation and the economy.

# 7.0 Social Impact Assessment

## 7.1 Overview

Having analysed the current social baseline for the development, this SIA sets out an assessment of social impacts arising from the Project and recommended responses, including measures to enhance social benefits and mitigate potentially negative impacts.

The SIA assesses impacts across the suite of factors set out through the selected SIA Framework. The assessment has been based on the information available to date, and primarily represents a desktop study, and review and analysis of publicly available documents relevant to the precinct.

The assessment considers the potential impact on the community and social environment should the social impacts envisaged occur, compared to the baseline scenario of the existing use of the Project Site and social context.

This assessment also includes recommended responses to identified impacts, including both mitigation measures for potentially negative impacts and actions to enhance benefits.

## 7.2 Key affected communities, including vulnerable groups

This assessment covers both the immediate locality, which is expected to experience social impacts associated with the temporary construction activities and some of the future operational impacts, as well as the broader Secondary Study Area (SSA) which is likely to experience the resulting benefits from the operational phase of the project. These study areas are shown in **Chapter 5.2**.

Based on the social baseline analysis undertaken, the key communities to experience social impacts and/or benefits of the project can be grouped as follows:

- Local residents and landowners
- Local businesses and workers
- Broader local community
- Visitors to the locality, including visitors to South Eveleigh, Redfern Train Station, Carriageworks, people accessing community organisations, health or social services in Redfern and many others.
- Students
- Commuters
- Temporary construction workers in the area.

As per the community profile of the area outlined in **Section 5.3**, as well as key statistics from the RNE *Social Infrastructure Study and Health Equity Assessment* (Ethos Urban 2022) the area is likely to be accessed by people from various vulnerable groups who would be more sensitive to various changes that the construction and operational phase of the project may entail. This includes, but is not limited to:

- Aboriginal and Torres Strait Islander people
- Locals or visitors with no or limited English skills
- Residents from diverse neighbouring communities
- Residents of social housing in surrounding neighbourhoods
- People experiencing homelessness or insecure housing
- People with chronic health issues
- People experiencing disability
- People with limited mobility
- Parents with small babies and children
- Young people, including international students.

## 7.3 Impact assessment factors and responses

The following section sets out the assessment of social impacts arising from the proposed development and recommended responses, including measures to enhance social benefits and mitigate potentially negative impacts, across the suite of factors set out in the NSW DPIE SIA Guideline. The assessment has been based on the information available to date, and is primarily a desktop study, informed by a review and analysis of publicly available documents relevant to the project.

### 7.3.1 Evaluation principles

The SIA Guideline classifies social impacts in the following way, which forms the core basis of this assessment:

- **Way of life:** *how people live, get around, work, play and interact with one another each day*
- **Health and wellbeing:** *people's physical, mental, social and spiritual wellbeing – especially for people vulnerable to social exclusion or substantial change, psychological stress (from financial or other pressures), access to open space and effects on public health*
- **Accessibility:** *how people access and use infrastructure, services and facilities (private, public, or not-for-profit)*
- **Community:** *its composition, cohesion, character, how it functions, resilience, and people's sense of place*
- **Culture:** *both Aboriginal and non-Aboriginal - people's shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, waterways, places and buildings*
- **Surroundings:** *access to and use of natural and built environment, including ecosystem services (shade, pollution control, erosion control), public safety and security, as well as aesthetic value and amenity*
- **Livelihoods:** *including people's capacity to sustain themselves through employment or business*
- **Decision Making Systems:** *including the extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms.*

Impacts on decision making systems were considered as part of the scoping report and assessed as negligible, and therefore have not been considered in this assessment.

The evaluation includes a risk assessment of the degree of significance of risk, including the envisaged magnitude (duration, extent, and potential to mitigate/enhance), and likelihood, and potential to mitigate/enhance each identified impact. The social impact significance matrix provided within the **SIA Guidelines Technical Supplement** (see **Table 6**) has been adapted for the purposes of undertaking this social and impact assessment.

Each impact has been assessed and assigned an overall risk that considers both the likelihood of the impact occurring and the consequences should the impact occur. The assessment also sets out recommended mitigation, management and monitoring measures for each identified matter.

Magnitude of impact generally considers the following dimensions:

- **Extent** – Who specifically is expected to be affected (directly, indirectly, and/or cumulatively), including any vulnerable people? Which location(s) and people are affected? (e.g., near neighbours, local, regional, future generations).
- **Duration** – When is the social impact expected to occur? Will it be time-limited (e.g., over particular project phases) or permanent?
- **Severity or scale** – What is the likely scale or degree of change? (e.g., mild, moderate, severe)
- **Intensity or importance** – How sensitive/vulnerable (or how adaptable/resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.
- **Level of concern/interest** – How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

**Table 5 Defining severity/sensitivity levels for social impacts**

Severity level	Meaning
Transformational	<ul style="list-style-type: none"> <li>Substantial change experienced in community wellbeing, livelihood, infrastructure, services, health, and/or heritage values; permanent displacement or addition of at least 20% of a community.</li> </ul>
Major	<ul style="list-style-type: none"> <li>Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.</li> </ul>
Moderate	<ul style="list-style-type: none"> <li>Noticeable deterioration/ improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.</li> </ul>
Minor	<ul style="list-style-type: none"> <li>Mild deterioration/ improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.</li> </ul>
Minimal	<ul style="list-style-type: none"> <li>Little noticeable change experienced by people in the locality.</li> </ul>

**Table 6 Defining likelihood levels of social impacts**

Likelihood level	Meaning
Almost certain	Definite or almost definitely expected (e.g. has happened on similar projects)
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very unlikely	Improbable or remote probability

**Table 7 Social impact significance matrix**

Likelihood	Severity/Sensitivity				
	Minimal	Minor	Moderate	Major	Transformational
Very unlikely	Low	Low	Low	Medium	Medium
Unlikely	Low	Low	Medium	Medium	High
Possible	Low	Medium	Medium	High	High
Likely	Low	Medium	High	High	Very high
Almost certain	Low	Medium	High	Very high	Very high

Source: NSW DPIE, 2021, Technical Supplement - Social Impact Assessment Guideline for State Significant Projects

## 7.4 Impact assessment factors and responses

The following section has been prepared consistent with the SIA Guideline. It considers each impact category, and has been informed by the above baseline analysis, engagement outcomes, and technical reports provided to support the proposal. Potential social impacts have been assessed as considered from the perspective of those expected to be affected, as opposed to the risk to the project.

### 7.4.1 Way of life - how people live, get around, work, play and interact with one another each day

#### Potential impacts

Significant urban renewal is expected surrounding the site with the renewal of Redfern North Eveleigh Precinct which will facilitate the delivery of new workplaces and housing. The project is part of the broader transformation of this precinct, and a large number of residents, workers and visitors may be affected in various ways as the cumulative impact of projects is considered. Redfern is a meeting place for many people, being a place to access services, commute through, and as a cultural destination.

Considering this specific proposal which relates only to the CME Building, the way of life impact considerations include – how will the project affect how residents get around daily, how they use the land for work and play, and will there be benefits to how people might work.

Construction of the project anticipated to take 8 months.

The following analysis identifies social impacts on way of life considering community perspectives and the social baseline review.

#### During construction

- There may be temporary negative impacts to way of life associated with noise, dust and vibration caused by the construction activity across the site, which may result in disruption and associated inconvenience for local residents, workers and visitors in the immediate vicinity (PSA). The impacts may disproportionately impact following groups:
  - Residents, businesses, and workers on Wilson Street and surrounds, including people working from home
  - Users of the Wilson Street Cycleway
  - People commuting to and from Redfern Station, including students at nearby universities.
- Noise, dust and vibration impacts during construction have been assessed in the technical report '*Redfern North Eveleigh Precinct Renewal Project - Acoustic Assessment*' (Acoustic Logic, 22/11/2022), which notes that (pg.27) 'detailed construction noise planning is typically undertaken after engagement of a builder and a construction program is prepared' and 'through adoption of the above (mitigation measures) noise impacts on nearby development can be suitably managed to prevent excessive impact'.
- Potential negative way of life impacts for workers, residents and visitors at Wilson Street associated with traffic changes during construction at the site, including:
  - Possible changes to Wilson Street vehicular and pedestrian access during construction.
  - Disruption and changes to way of life associated with increased traffic, reduced parking, pressure on parking from construction workers accessing site, truck movements associated with the construction activity on the site, which may result in increased inconvenience or road safety issues in the area.
- Potential negative way of life impacts associated with cumulative construction impacts, which may result in an extended period of disruption due to changed road conditions, noise, dust and changed wayfinding. Local residents, workers and visitors in Redfern may experience "construction fatigue" due to several major projects undertaken or planned in the immediate surrounds of the area, including the Redfern Station Upgrade, Pemulwuy 'the Block' redevelopment, and South Eveleigh projects. Similarly, businesses in the vicinity may have had their normal operation adversely impacted for extended periods of time due to construction activity.

#### During operation

- Improvements to way of life and daily routines for workers and visitors to the site associated with delivery of a high quality, contemporary commercial development at this site. Specifically, the proposed development would result in improvements to way of life for a range of users by delivering:
  - High quality working environments in contemporary purpose-built spaces, that are flexible and adaptable to different types of commercial use.

## Potential impacts

- Improved convenience and daily routines for workers, visitors and residents in Redfern, associated with increased access to local employment and office floorspace.

## Responses / mitigation measures

- Mitigation measures set out in the Construction Management Plan should be implemented to reduce the impacts associated with noise and vibration and visual amenity during the construction phase.
- Develop a communications and engagement strategy to communicate with surrounding residents, workers and visitors to ensure that all stakeholders are made aware of the timing and likely impact of the construction period. Any opportunities for feedback and to ask questions should also be provided.
- Consider opportunities to enhance pedestrian connections between the site and surrounding land uses to ensure that workers, residents and visitors are able to easily access surrounding businesses and housing, as well as Redfern Train Station (e.g. ensuring surrounding walking paths are level and well-maintained, safe, and wayfinding provided if needed).
- Explore opportunities to support and promote active transport and sustainable travel plans for staff of the site through the provision of bike parking and end of trip facilities.

## Significance and magnitude

<b>Extent and duration</b>	<p>Construction impacts are primarily concentrated on the PSA and will vary in intensity over the duration of the 6 month construction period (e.g., certain periods of more intense activity). Operation impacts are ongoing.</p>
<b>Severity, scale and intensity</b>	<p>Moderate sensitivity due to the high volume of pedestrian activity on Wilson Street, including commuters, students, workers, and other visitors. As described above, Redfern is a key social node for many persons – increasing the likely scale of any identified impacts to way of life. Additionally, a variety of demographic groups who may have particular sensitivity to way of life impacts are noted to access the Redfern area, including children, young people, older persons, persons from minority backgrounds and persons of a lower socio-economic background.</p>
<b>Potential to mitigate/ enhance</b>	<p>Construction impacts would need to be proactively mitigated due to the sensitivity of users of the site and communities directly affected. During operation, there is a high ability for workers and visitors to adapt to the facilities on the site, due to the proposed quality and design.</p>
<b>Social impact significance rating</b>	<p>Overall, the improved access to a historic building being adaptively reused for high quality commercial uses at this site would likely have a long-term benefit to way of life for the residents, visitors and workers in the vicinity.</p> <p>The following significance ratings were identified for way of life impacts, based on the criterion for magnitude levels identified above and an understanding of the social baseline of the affected study areas:</p> <ul style="list-style-type: none"> <li>• <b>Negative construction impacts - Medium (likely minor)</b> for construction activities creating impacts to the daily way of life routines for residents, workers and visitors to the PSA for the duration of the construction period.</li> <li>• <b>Positive operation impacts - Medium (likely minor)</b> for increased amenity, streetscape activation, and improvements to the daily way of life for residents nearby and the broader local community.</li> </ul>

## 7.4.2 Health and wellbeing - people's physical, mental, social and spiritual wellbeing - especially for people vulnerable to social exclusion or substantial change, psychological stress (from financial or other pressures), access to open space and effects on public health

### Potential impacts

The following section looks at health and wellbeing impacts as a result of the development. This section has been informed by relevant technical reports, to determine significance of social impacts to health and wellbeing.

This includes the 'Redfern North Eveleigh Precinct Renewal Project - Acoustic Assessment (draft)' (Acoustic Logic, 11/8/2022) which notes the following key noise receivers near to the site:

- Multi storey residential dwellings to the north across Wilson St, west at 501 Wilson St, east at Little Eveleigh Street
- Commercial block to the northeast of the site at Ivy Street
- Single storey industrial receiver to the west of the site.

Consultation raised safety concerns with the project in particular in relation to the safety of residents, pedestrians, cyclists and vehicles.

### During construction

- Construction activities may have potential negative health and wellbeing impacts for surrounding residents, workers and visitors associated with dust, noise and vibration, particularly for residents across Wilson Street. As noted above, the detailed construction methodologies will need to be carefully assessed against noise regulations to minimise social impacts to nearby residents, businesses and visitors in the PSA.
- The building is in a poor condition due to being vacant for many years (leaking roof, poor condition of the paint) and potential health impacts may arise for residents in the PSA, workers in the vicinity and visitors to the site, as a result of the building containing bonded asbestos, and other potentially toxic materials including lead containing paints (*Environmental cleaning summary letter*, Environmental Earth Sciences 8 July 2022). These impacts could be more pronounced for local residents and workers that may have existing respiratory conditions or are sensitive to noise or vibration.
- Potential for negative wellbeing impacts for surrounding residents, workers and visitors in the PSA associated with temporary changes to traffic, parking, and vehicular and pedestrian access of Wilson Street during construction. For example, cyclists along Wilson Street may choose not to ride due to potential conflicts with the construction works, which would potentially have consequences on health and wellbeing.
- Cumulative negative impacts to wellbeing for local residents, workers and visitors in the PSA – ongoing construction in this area (e.g., Redfern Station Upgrade) has the potential to cause flow-on effects on their way of life and livelihoods (for example as a result of ongoing noise).

### During operation

- Positive social benefits associated with the delivery of commercial floorspace in proximity to active and public transport modes (the Wilson Street Cycleway, 2 minute walk to Redfern Station). This will enable future workers and visitors of the site to utilise active transport, encouraging active lifestyles which would have positive health and wellbeing impacts. Enhanced convenience can encourage uptake and use of active transport modes and physical activity for commute or exercise by residents, workers and visitors to the area.
- Benefits to health and wellbeing associated with new landscaping at the site. This will increase access for surrounding residents in the PSA, particularly those on Wilson Street, and future workers at the site, to greenery and vegetation, with the potential to positively impact health and wellbeing.
- Potential negative noise impacts may arise for residents of the PSA (subject to confirmation in further noise assessment), as a result of the tenancy operations and mechanical plant servicing the development. The *Redfern North Eveleigh Precinct Renewal Project - Acoustic Assessment* (Acoustic Logic, 11/8/2022) notes "satisfactory levels will be achievable through appropriate plant selection, location and if necessary, standard acoustic treatments" (pg. 21, Acoustic Logic, 2022).
- Potential positive health and wellbeing impacts with the activation of the currently vacant building, leading to increased compliance with CPTED outcomes. This may encourage additional walkability in the surroundings, with an improvement of the passive surveillance likely to arise from the building as part of the proposal.

### Responses / mitigation measures

- Mitigation measures set out in the Construction Management Plan will be implemented to reduce the impacts associated with noise and vibration and visual amenity during the construction phase.

## Potential impacts

- Prepare a Construction Traffic Management Plan to minimise impacts during construction to pedestrian and cyclists through provision of alternative routes if needed. Footpaths adjacent to the work site should be traffic controlled to manage the conflict between construction vehicles and pedestrians.
- Mitigation measures in the Environmental Earth Sciences letter (8 July 2022) to be implemented during construction to minimise impacts on workers during the works to the building which has been vacant for many years – including no renovation work being undertaken until all lead-based paint has been stripped and removed from the building.
- Develop a communications and engagement strategy to communicate with surrounding residents, workers and visitors to ensure that all stakeholders are made aware of the timing and likely impact of the construction period. Opportunities for feedback and to ask questions should also be provided.
- Explore opportunities to support and promote active transport and sustainable travel plans for workers at the site. Ensure that the active transport links, open space and amenity node are welcoming, safe, open, and accessible to all people.
- It will be important to establish effective communication channels for local residents to find out information about the development and raise any issues or concerns, to mitigate mental health impacts which can arise through uncertainty and the effects of significant changes to a person's local environment.
- Explore opportunities for sustainable travel plans for future tenants of the proposed site and integrated end of trip facilities to maximise the utility and benefit of new active transport connections on Wilson Street.

## Significance and magnitude

<b>Extent and duration</b>	Operational benefits are long term, construction impacts are temporary.
<b>Severity, scale and intensity</b>	Moderate sensitivity due to the high volume of pedestrian activity on Wilson Street, including commuters, students, workers, and other visitors.
<b>Potential to mitigate/ enhance</b>	Construction impacts would need to be proactively mitigated due to the sensitivity of users of the site and communities directly affected. During operation, there is a high ability for workers and visitors to adapt to the facilities on the site, due to the proposed quality and design.
<b>Social impact significance rating</b>	<p>Overall, the delivery of the proposed development is likely to have no significant negative impacts to health and wellbeing, with no adverse noise impacts predicted, provision of onsite end of trip facilities, and retention of existing large onsite trees, to encourage walkability and active transport. The redevelopment of the site, if impacts associated with construction are well mitigated, will ensure positive health and wellbeing outcomes for the community.</p> <ul style="list-style-type: none"> <li>• <b>Negative construction impacts: Medium (possible minor)</b> – significance of impacts to health and wellbeing during construction</li> <li>• <b>Positive operation impacts: Low (unlikely minimal)</b> – significance of impacts to health and wellbeing during operation</li> </ul>

### 7.4.3 Accessibility - how people access and use infrastructure, services and facilities (private, public or not-for profit)

#### Potential impacts

The site is in proximity to Redfern, which is a strategic centre, hosting a range of social infrastructure as described in the *Social Infrastructure Study* prepared by Ethos Urban (June 2022) as part of the Redfern North Eveleigh Precinct Renewal project.

The CME Building is located at 505 Wilson St, at the northeastern end of the Paint Shop sub-precinct. It is within 200m walking distance (less than 2 minute walk) to the new Southern Concourse of the Redfern Station (under construction) via Little Eveleigh Street, which is also being transformed into a shared zone to provide better pedestrian connections and flow in and around the station area.

Social infrastructure in proximity to the CME Building is detailed in **Chapter 5.6** of this report, and this section considers how the proposal may impact access to surrounding social infrastructure such as schools, services, facilities and businesses. Concerns were raised in consultation with the public regarding cumulative traffic impacts, such as road closures, diversions and changes to parking/access. The consultation also noted that the building would remain privately accessible only.

The following analysis identifies social impacts on accessibility considering community perspectives and the social baseline review.

#### During construction

- Increased traffic and heavy vehicle movements associated with construction and potential temporary changes to pedestrian and vehicular access to and surrounding the site may have accessibility impacts on residents, workers and visitors to the PSA. It is noted that Wilson Street accommodates a popular active transport (cycling) route from Redfern Station. Reduced or temporarily relocated parking and vehicle movements associated with the construction activity may have an effect on accessibility surrounding the site. However, the *Traffic, Transport and Accessibility Study* (pg. 36 SCT Consulting, 2022) notes 'the level of construction traffic is expected to be limited' and 'it is not expected significant number of heavy vehicles would be generated' for this scale of refurbishment.
- Changes to the streetscape associated with the construction phase may influence wayfinding and access for workers, residents and visitors in the PSA and SSA, particularly those living on Wilson Street. Establishment of hoarding and changes to the streetscape associated with the construction phase may affect wayfinding and access for residents, workers and visitors through Wilson Street as well as visitors to the area.
- Potential cumulative accessibility impacts for residents and workers in the PSA due to other construction projects in the local area, for example, the Redfern Station Upgrade and the RNE Precinct. Construction activities, including the generation of additional heavy and light vehicle movements in the locality, has the potential to place pressure on existing parking due to the presence of construction worker vehicles. The potential flow-on effect is disruption to access to local residential and commercial buildings, businesses, and community services providers and public transport in the area – due to limited access on parking.

#### During operation

- Potential impacts to accessibility as a result of no existing or proposed onsite provision of parking. The *Traffic, Transport and Accessibility Study* (SCT Consulting, 2022) notes there will be no car park provision on-site - the project will use an on-street loading zone along Wilson Street frontage immediately outside of the existing driveway to support loading and unloading for day-to-day deliveries, waste collection as well as a pick-up drop-off area for any visitors to the CME Building. No vehicles will be permitted to cross the existing cycle crossover with the existing driveway.
- Delivery of new commercial floor space in an accessible inner-city location, with onsite bike parking and end of trip facilities would encourage active transport to the site by future tenants and employees, positively increasing accessibility for future workers to the site. Bike parking facilities will be located at the back of the building. Potential impacts to accessibility as a result of the new accessible ramp to the site to connect the existing footpath at Wilson Street and the building entrance. This will have benefits to any visitors to the site with mobility requirements (vulnerable members of community).
- Improved accessibility to local employment opportunities for people living in the SSA (City of Sydney) at the site within close proximity to Redfern Station and local bus routes – a strong public transport network exists to support visitors and staff trips to the CME. It is a state and local priority to drive economic and social outcomes for

## Potential impacts

Greater Sydney aligned with the strategic direction for a “30-minute city”. This has the potential to improve accessibility for residents, workers and visitors to social infrastructure and transport.

- Potential improved accessibility to the building itself with the proposal incorporating a ramp and lift access, which will improve social benefits for people with limited mobility who may be future workers or visitors of the CME Building.

## Responses / mitigation measures

- Mitigation measures set out in the *Traffic and Transport Accessibility Study* by SCT should be implemented to reduce the impacts associated with traffic during construction phase.
- Continue to collaborate with City of Sydney and other relevant stakeholders if any potential conflicts with active transport routes or roads may arise.
- Review potential concurrent construction activities as part of the Construction Traffic Management Plan, to ensure that mitigations are proposed if needed.
- Develop a Communications and Engagement Strategy to communicate with surrounding residents, workers, and visitors to ensure that all stakeholders are made aware of the timing and likely impact of the construction period. Opportunities for feedback and to ask questions should also be provided.
- Provision of onsite bike parking and end of trip facilities as recommended in Section 4.2.3 of the *Traffic, Transport and Accessibility Study* (SCT Consulting 2022) would encourage future tenants and employees of the future commercial office space to use active transport.
- A Green Travel Plan has been prepared, and should be implemented to encourage sustainable transport and support the delivery of a transit-oriented development that provides significant opportunities for alternative travel options and reduces the need for car travel.
- A Waste Management Plan and Loading Management Plan to be prepared to mitigate impacts to traffic and transport, as no onsite loading is proposed.

## Significance and magnitude

<b>Extent and duration</b>	Operational benefits are long term, construction impacts are temporary. Construction impacts would likely impact residents, workers, and visitors in the immediate vicinity. Operational impacts have the potential to impact residents across the Sydney LGA and beyond.
<b>Severity, scale and intensity</b>	Social infrastructure has a high level of importance to the persons who rely on them. Redfern Train Station and Wilson St are vital transport nodes, catering for a high volume of users and cyclists daily.  Moderate sensitivity due to the high volume of pedestrian activity on Wilson Street, including commuters, students, workers, and other visitors.
<b>Potential to mitigate/ enhance</b>	Temporary access changes to Wilson Street during construction need to be carefully monitored if proposed, as this route is an important cycle route. Potential to mitigate impacts to accessibility are high, with various technical reports recommending methods to enhance accessibility to the site and surrounds. As onsite loading is not proposed the operation phase of the development will need to consider mitigation of traffic impacts utilising onstreet loading.
<b>Social impact significance rating</b>	Permanent accessibility impacts are not significant as the proposed development involves mostly internal alterations. It is noted that traffic generated by the proposed use of the site is unlikely to have any significant impact on traffic performance on the surrounding road network.  Negative social impacts associated with accessibility are medium during construction, but low during operation:  <ul style="list-style-type: none"> <li>• <b>Negative construction impacts: Medium (possible minor)</b> – significance of impacts to accessibility to nearby infrastructure during construction</li> <li>• <b>Negative or positive operation impacts: Low (unlikely minimal)</b> – significance of impacts to accessibility following development</li> </ul>

## 7.4.4 Community including its composition, cohesion, character, how it functions, resilience, and people's sense of place

### Potential impacts

The community of the PSA and SSA is diverse with a younger age structure, relatively transient, and contains a lower share of household families identified as key characteristics as per **Section 5.3**. The SSA is characterised by a low rate of home ownership, and small share of separate houses. Clusters of socio-economic disadvantage surround the Redfern North Eveleigh Precinct project site.

The following analysis identifies social impacts on community, considering community perspectives and the social baseline review. It considers if community cohesion will be impacted during construction, and if changes to community character, composition and sense of place following development will arise.

#### During construction

- The construction period may temporarily disrupt the existing local community surrounding the site (PSA), including impacts to composition of community which may be experienced during construction, with an increased number of construction workers in the local area. However, it is noted that only 39 additional jobs will be generated – this will be a minor impact – but considered with cumulative construction works (Redfern Train Station, South Eveleigh) – the community composition may be affected. It is also noted that the area has a high level of transient residents (less than 5 years) which may reduce impacts to community composition.
- Potential impacts to how the community in the PSA functions associated with the establishment of a construction site within a mixed-use community may arise, causing impacts to daily routines and networks of local residents, visitors and workers in the area. Again, this is considered cumulatively in the context of recent/future nearby construction activities.
- Impacts to sense of place for the community in the PSA: The site is currently listed on the State Heritage Register and exists as a significant historical building in the community; therefore, local residents may be sensitive to aesthetic changes to the site, such as construction hoarding and site preparation. The Redfern North Eveleigh Precinct is located within the State Heritage-listed area of Eveleigh Railway Workshops.

#### During operation

- Potential changes to the community profile in the PSA associated with delivery of new employment opportunities and expansion of the commercial floor space and employees at the site. It is expected the site will provide additional operational jobs with the provision of office floor space, which may change the composition of the local worker community. It is noted that this is in line with the state and local government plans to invest in the 'Tech Central' corridor and the recent South Eveleigh redevelopment, which has generated numerous employees to the area.
- Potential benefits to community cohesion in the PSA associated with potentially increased pedestrian activation at Wilson Street, catalysing new opportunities for community interaction and connection.
- Benefits to community character and sense of place in the SSA associated with the conservation and restoration of a State-listed heritage building. The works are largely internal and aim to restore the CME Building which is listed on the State Heritage Register as "an important element in the town and streetscape of Wilson St, Redfern" (NSW State Heritage Register, 2013). Community satisfaction and pride may be strengthened due to the proposed works which conserve the site's heritage aspects. This may be further enhanced if the building is used for community purposes (Aboriginal art gallery, social enterprise, library, museum) as raised in consultation with nearby residents. It is understood the building will not likely be publicly accessible, which may minimise the significance of the positive social impacts in terms of community that could be achieved by this development. Regardless, the external upgrades and activation of the building is still likely to have a positive impact on community.

### Responses / mitigation measures

- Mitigation measures set out in the Construction Management Plan should be implemented to reduce the impacts associated with disruption to the surrounding land uses during the construction phase.
- Positive social impacts and community acceptance of the project can be amplified by employing local residents to undertake the construction works.
- Develop a communications and engagement strategy to communicate with surrounding residents, workers and visitors to ensure that all stakeholders are made aware of the timing and likely impact of the construction period. Opportunities for feedback and to ask questions should also be provided.

## Potential impacts

- Explore opportunities for uses to form partnerships, knowledge sharing and contribute towards collaboration and innovation within the area and support the economic performance of 'Tech Central'.
- Ensure the proposed works are undertaken in accordance with the Heritage Impact Statement (HIS) and Conservation Management Plan recommendations to ensure the heritage qualities of the building are maintained, enhanced and revitalised which contributes to the community as an important historical site.
- Ensure flexible building layouts are provided so as to not restrict the use of the proposed floorspace for community or other public uses, such as social enterprise, galleries, etc.

## Significance and magnitude

<b>Extent and duration</b>	Construction impacts would likely impact residents, workers, and visitors in the immediate vicinity. Operational impacts have the potential to impact residents across the Sydney LGA and beyond. Operational benefits are long term, construction impacts are temporary.
<b>Severity, scale and intensity</b>	Moderate sensitivity due to the high volume of pedestrian activity on Wilson Street, including commuters, students, workers, and other visitors. No particular sensitivities to changes in community composition or sense of place have been identified, due to the highly transient nature of the area.
<b>Potential to mitigate/ enhance</b>	Construction impacts would need to be proactively mitigated due to the sensitivity of users of the site and communities directly affected. During operation, there is a high ability for workers and visitors to adapt to the facilities on the site, due to the proposed quality and design.
<b>Social impact significance rating</b>	<p>Overall improved high quality proposed development would have a significant positive benefit to community. The redevelopment of the site, if impacts associated with construction are well mitigated, will could lead to positive social outcomes for the broader community, with the adaptive reuse of a State listed heritage building.</p> <p>Social impacts on the community composition and cohesion are Low during construction and Medium (positive) during operation:</p> <ul style="list-style-type: none"> <li>• <b>Negative construction impacts: Low (unlikely, minor)</b> – significance of impacts to community cohesion during the construction period</li> <li>• <b>Positive operation impacts: High (likely moderate)</b> – significance of impacts to community character and sense of place</li> </ul>

## 7.4.5 Culture - both Aboriginal and non-Aboriginal – people’s shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, waterways, places, buildings

### Potential impacts

Redfern North Eveleigh is located on the land of the Gadigal people of the Eora Nation, which holds extensive cultural significance for Aboriginal people and the land. As such, places in and around the Precinct, namely Redfern, have come to symbolise the urban cultural centre of Sydney’s Indigenous population.

Relevant to the Redfern North Eveleigh Precinct study area, 515 Indigenous Australians were estimated to live within a smaller Redfern-Chippendale Statistical Area 2 (SA2), making up 2.2% of the population, which is higher than across the Sydney Inner City SA3 on average (*Redfern North Eveleigh Precinct Renewal - Social Infrastructure Study and Equity-Focused Health Impact Assessment, Ethos Urban June 2022*).

The Paint Shop Sub Precinct currently hosts a number of items of heritage significance, including the Paint Shop Building, Fan of Tracks, Science Lab Building, Telecommunications Building, and CME Building.

The site is also close to Carriageworks, a key cultural and arts precinct in Sydney.

The following analysis identifies social impacts on local culture, taking into account local perspectives and providing enhancement/mitigation measures to minimise negative impacts and maximise benefits:

#### During construction

- Potential negative impacts to the State-listed heritage building during construction as a result of the works, such as damage to items of significance internally or externally to the building. This impact would negatively impact on the perception of the culture and heritage of the area, and may be most highly felt by residents and workers in the PSA.
  - The building was originally constructed in 1887. It was subsequently extended to keep pace with the expansion of the NSW railways and demand for engineering services. The CME Building is listed as a heritage item on both the NSW Heritage Register (SHR No. 5014147) and TAHE’s s170 Register. The statement of significance provided on the NSW Heritage Inventory outlines the significance of the site: *‘The building is a very fine late Victorian railways office on a scale above all other structures in the State. The building reflects the importance of the railway engineers in the development of the State and its closeness to the Eveleigh workshops (mainly under the control of the Mechanical Branch) indicates the confidence in railway construction. The building is in a style not often seen in Sydney and is a rare survivor. More often this form of building is in evidence in the country where the pressure of development is less. It is an important element in the town and streetscape of Wilson Street, Redfern, particularly in close proximity to the railway workshops.’*
- Potential negative cultural impacts to Aboriginal cultural heritage noting that Redfern is culturally significant for the Aboriginal and Torres Strait Islander community. Further, historically many members of the Redfern Aboriginal communities became connected to the railway, travelling via rail from the country to Sydney to find work and search for family members. Consultation conducted by Balarinji to inform the Connecting with Country framework for the Redfern North Eveleigh Precinct identified that the community strongly supported the need for the precinct to continue as a place of living culture (RNE Social Infrastructure Study and Health Impact Assessment, Ethos Urban 2022). The proposed redevelopment may have impacts for the Aboriginal and Torres Strait Islander community as the site is in proximity to RNE-PAD001 Aboriginal archaeological deposit (*Redfern North Eveleigh Precinct Renewal - Aboriginal Cultural Heritage Study, Artefact 2022(ACHS)*). A review of the ACHS prepared for the RNE Precinct finds:
  - The site has been subject to very significant impacts through the cutting and levelling of land, and the construction of the train infrastructure over the past 140 years
  - There does not appear to be sufficient evidence to state that construction of the Chief Mechanical Engineer’s Building will have resulted in significant disturbance
- Potential changes to the community’s connection to place and heritage associated with redevelopment of the site - some surrounding residents (particularly those on Wilson Street), workers and visitors to the area (community members of the PSA) may have connections and memories associated with the existing building and streetscape that will be disrupted by the redevelopment, however it is noted that significant external works or demolition of the building are not proposed.
- Potential negative impacts to connection to land may arise from possible damage to local ecosystems, which may impact negatively on community members in the PSA and local environmental groups who have strong interests in natural heritage. The vacant building potentially being a habitat for microbats

## Potential impacts

however 'no evidence of roosting microbats was identified to date. The potential for threatened microbat species occurring has been identified as 'low' (BDAR Waiver, TfNSW 2022).

- Potential impacts during construction may have cultural impacts to Carriageworks, 400m from the site – an arts and cultural hub which features weekly markets, gallery exhibitions and other scheduled events.

### During operation

- Potential impacts to heritage may arise as a result of the adaptive re-use of a heritage listed building. These may be positive or negative dependant on the receiver and the nature of the works.
- Positive impacts to connection to place associated with the built form and design of the new building. The CME Building is listed on the State Heritage Register as “an important element in the town and streetscape of Wilson St, Redfern” (NSW State Heritage Register, 2013). The proposed design will restore and conserve heritage aspects of the site, which will enhance connection to place for the local community.
- Potential positive impacts to culture (dependant on the future tenants in the building) as a result of improved access to floor space for creative industries, which may improve social benefits for the SSA and beyond. Diverse cultural perspectives of the residents and workers of Redfern area can be harnessed as drivers of innovation to deliver the broader plans and aspirations for the 'Tech Central' corridor. The Redfern North Eveleigh locality is home to extensive networks of cultural and creative industries and infrastructure.

### Responses / mitigation measures

- Ensure test excavations are undertaken as recommended in the ACHS pg. 86 (Artefact, 2022) as it is noted there is one location of potential archaeological deposit near to the CME (RNEP-PAD001) which will require assessment of the nature and significance prior to construction. It will not be known whether Aboriginal objects will be impacted by the proposal until the results of the test excavation are available.
- Ensure stakeholder consultation with nearby cultural institution Carriageworks is undertaken early in the construction process to mitigate construction related impacts to any scheduled events or exhibitions.
- Identify opportunities for design that celebrates culture, public art or other placemaking opportunities in consultation with the City of Sydney and technical consultants to reduce visual impact of construction activity and catalyse improved connection to place at the site.
- Incorporate Aboriginal cultural heritage into the design of indoor and outdoor spaces, in accordance with Connecting with Country. Consider opportunities for native plantings and soundscapes inspired by Australian environments.
- Encourage various uses in the building as tenants are sought including creative and cultural uses if possible.

### Significance and magnitude

<b>Extent and duration</b>	Impacts associated with culture would primarily impact the SSA due to the nature of the area as a node of cultural heritage for persons across the broader area.
<b>Severity, scale and intensity</b>	The scale of cumulative impacts is potentially high, affecting a wide range of persons with existing cultural connections to the CME building and broader Redfern North Eveleigh precinct. Approximately 2.2% of the population identify as Indigenous as per the <i>RNE Social Infrastructure study and Health Impact Assessment</i> - as compared to 1.6% of the population of the City of Sydney LGA area boundaries.
<b>Potential to mitigate/ enhance</b>	Community engagement has highlighted that people want the renewed precinct to be 'community focused' and provide new and accessible facilities and open spaces for all ages and cultures, and that the Precinct's Aboriginal and non-Aboriginal history should be preserved and shared with the community. Potential to enhance / mitigate impacts can be undertaken through continued engagement with the community through a CES, including Aboriginal stakeholders. Connecting with Country commitments highlighted by Balarinji in the Connecting with Country report (2022) to be incorporated.
<b>Social impact significance rating</b>	Provision of high quality contemporary proposed development at this location would have a positive benefit to culture if cultural needs of the workers, residents and visitors, taking into account the high-quality design that reflects the culture of place.  Social impacts associated with culture are Low to Medium during construction and operation:

## Potential impacts

- **Negative construction impacts – Medium (possible, moderate)** significance of impacts associated with disruptions to connections to the site. Dependant on further test excavations as recommended in the ACHS.
- **Positive operation impacts – Low (possible, minimal)** significance of impacts associated with the delivery of this project and accompanying cultural elements.

As noted in the ACHS for the Paint Shop Precinct – ‘if recommendations in the Connecting with Country Framework, Aboriginal Heritage Interpretation Strategy and Public Art Strategy, as well as Aboriginal recommendations in the planning documents for the precinct development, are followed, opportunities for positive impacts are identified in the planning, design development, construction and operation of the RNEP’.

## 7.4.6 Surroundings - amenity (access to and use of natural and built environment, including ecosystem services (shade, pollution control, erosion control), public safety and security as well as aesthetic value and amenity)

### Potential impacts

The existing building is vacant, and its surroundings are highly urbanised. The nature of the proposal is minor in terms of external works – significant visual impacts are not expected.

The proposal includes mostly internal works; however, it is noted there are existing trees on site which provide amenity to the surroundings. No surveyed trees are proposed to be removed as part of the proposal (*CMEO Redfern North Eveleigh Tree Assessment*, Arterra, 2022).

The following analysis identifies social impacts on surroundings taking into account community perspectives, relevant technical studies and provides enhancement/mitigation measures to minimise negative impacts and maximise benefits.

#### **During construction:**

- Potential negative impacts on the amenity of the area for residents and workers in the PSA (particularly those residents living on Wilson Street) on a temporary basis associated with dust, noise, vibration due to construction activity. It is noted that the site is situated within a mixed-use locality and nearby workers and residents are considered as sensitive receivers. Construction impacts because of the presence of scaffolding, creating noise, vibration, dust, glare and visual impacts have the potential to reduce the amenity and enjoyment of local streets and public spaces by residents, workers, and visitors to the area.
- Temporary negative changes to the streetscape and appearance of the site associated with construction activity may impact the surroundings and residents on Wilson Street and to a lesser extent in the PSA through:
  - The establishment of hoarding and changes to the streetscape associated with the construction phase may have an adverse effect on:
    - Visual and aesthetic value of the high-use area.
    - Perceptions of night-time safety in the area – for visitors and workers departing the site at the night, particularly for events.
  - Changes to views in the area associated with construction activity. Construction activity on the site will likely temporarily reduce the aesthetic value and views in this area. It is noted that the site is listed on the State Heritage Register.
  - The site has street trees and onsite trees that are proposed to be retained as per the Urban Forest and Greening Study for the Paint Shop Sub-Precinct project.

#### **During operation:**

- Potential for increased traffic (including public transport) movements associated with the operation and visitation of the proposed development at this site associated with the additional commercial GFA and subsequent future tenants/employees at the site. This may be experienced negatively by existing residents and workers in the PSA in terms of impacts on amenity, as a result of additional traffic noise.
- Potential improved perceptions of safety associated with increased activation of the site due to increased number of workers and visitors on the site, which may benefit residents of the PSA, and those residents living Wilson Street in particular. This may be valuable for visitors attending events at night and those who need to access and move around the site during late night hours.
- Benefits to the surroundings associated with the conservation and restoration of a heritage building, which will affect the PSA and SSA, and broader receivers visiting the site. The CME Building is listed on the State Heritage Register as “an important element in the town and streetscape of Wilson St, Redfern” (NSW State Heritage Register, 2013).
- Potential noise impacts to surrounding residents, workers and visitors in the PSA, depending on the nature of the future tenants and their resultant operational noise, which are unknown at this stage. However, it is noted that they will be likely offices – adverse noise impacts during operation are not predicted.
- Potential improvements to surroundings may arise as a result of the landscaping works proposed to the building, and external conservation works – the heritage building has been vacant for some time. The proposal seeks to restore elements of the façade in accordance with recommendations in the Heritage Impact Statement and Conservation Management Plan

## Potential impacts

### Responses / mitigation measures

- Mitigation measures set out in the Construction Management Plan and Acoustic Report should be implemented to reduce the impacts associated with noise, dust, vibration, traffic and visual amenity during the construction phase.
- Develop a communications and engagement strategy to communicate with surrounding residents, workers and visitors to ensure that all stakeholders are made aware of the timing and likely impact of the construction period. Opportunities for feedback and to ask questions should also be provided.
- Identify opportunities for public art on hoardings or other placemaking opportunities in consultation with the City of Sydney, to reduce visual impact of construction.
- Mitigation measures recommended in the Arborist Report should be implemented to minimise impacts to street trees and onsite trees during construction.
- Develop and implement a sustainable travel plan to encourage active and public transport use by future staff and visitors to the site and reduce traffic and congestion impacts across the precinct.
- Consider opportunities to enhance pedestrian connections between the site and surrounding facilities to encourage active transport and improve perceptions of safety in the areas surrounding the development (e.g., wayfinding, lighting, adequate shade, public art).
- Ensure future tenants comply with relevant noise regulations and prepare Acoustic Reports if anticipated noise impacts are likely to arise.

### Significance and magnitude

<b>Extent and duration</b>	Operational benefits are long term, construction impacts are temporary. Construction impacts would likely impact residents, workers, and visitors in the immediate vicinity. Operational impacts have the potential to impact residents across the Sydney LGA and beyond.
<b>Severity, scale and intensity</b>	Moderate sensitivity due to the high volume of pedestrian activity on Wilson Street, including commuters, students, workers, and other visitors.
<b>Potential to mitigate impacts</b>	Construction impacts would need to be proactively mitigated due to the sensitivity of users of the site and communities directly affected, however works are largely internal. A Construction Management Plan can be prepared to address impacts. During operation, there is a high potential to mitigate any impacts associated with surroundings (for example such as noise from operations – tenancy acoustic report, traffic impacts – green travel plan).
<b>Social impact significance rating</b>	<p>Potential temporary negative social impacts to surroundings during construction may arise, however once completed the proposed redevelopment will likely make a positive benefit to surroundings, through the external and internal improvements to a heritage item, and activation of a currently vacant building to improve passive surveillance.</p> <p>The following significance ratings were identified for surroundings impacts, based on the criterion for magnitude levels identified above.</p> <ul style="list-style-type: none"> <li>• <b>Negative construction impacts - Medium (possible moderate)</b> – significance of impacts on enjoyment of local streets and public spaces during construction period</li> <li>• <b>Positive operation impacts - Low (unlikely minimal)</b> – significance of impacts on surroundings once operational, including sympathetic heritage works to improve the aesthetic quality of the CME building.</li> </ul>

## 7.4.7 Livelihoods - including impacts on employment or business, experience of personal breach or disadvantage, and the distribution equity of impacts and benefits

### Potential impacts

Jobs will be generated from the construction phase of the proposal and potentially through the operation phase with the creation of additional office floor space.

The following section addresses impact to livelihoods and outlines how livelihood impacts and benefits will be distributed.

#### During construction

- Establishment of the construction site generating 39 jobs may improve livelihoods for residents in the PSA and SSA with increased access to employment opportunities within the construction sector during the construction phase. While these jobs will be temporary, project-based work is typical to the sector.
- Establishment of the construction site may have cumulative impacts to livelihoods for local businesses in the PSA that may be adversely impacted by the decreased amenity of the site, due to the other recent construction impacts in the area (e.g., Redfern Station Upgrade).
- Potential improved viability of businesses in the PSA associated with trade from increased construction workers in the area (for example for cafes and shops in the locality, including at South Eveleigh).

#### During operation

- Delivery of new commercial floor office space will deliver positive benefits to livelihoods associated with contributing towards the ongoing transformation of the 'Tech Central' corridor, expected to result in increased employment opportunities and economic activity in the area. It is a vision of the Global NSW Strategy to connect NSW to world-leading industries, nurture innovation and start-up ecosystems, and strengthen the international trade and investment network by creating great places to live and work. However, it is noted that this proposed development is aligned with the strategic vision for the 'Tech Central' corridor, and further, possible positive impacts to property prices as a result of the proximity to the broader Redfern North Eveleigh redevelopment may arise.
- Potential positive impacts to livelihoods for the PSA and SSA associated with delivery of employment opportunities at this site. During the operational phase, the proposed development is forecast to generate jobs as a result of additional commercial floorspace, as the building is currently vacant (~1,430sqm).
- Permanent changes to the streetscape in the provision of amenity improvements at the site will lead to potential for improved viability of businesses in the area. In addition, potential for improved livelihoods associated with trade from future workers at the site (for example for cafes and shops in the locality) may arise.

### Responses / mitigation measures

- Mitigation measures set out in the Construction Management Plan should be implemented to reduce the impacts to local businesses associated with disruption during the construction phase.
- Develop a communications and engagement strategy to communicate with surrounding residents, workers and visitors to ensure that all stakeholders are made aware of the timing and likely impact of the construction period. Opportunities for feedback and to ask questions should also be provided.
- Advocate for the procurement of local employees where possible to potential tenants of the commercial spaces. Efforts should be made to try and procure local employees for both the construction and operational phases of the development. Further social procurement principles could be considered to amplify social impact, for example offering traineeships, or employing people from vulnerable backgrounds.

### Significance and magnitude

<b>Extent and duration</b>	Construction and operational benefits have the potential to impact residents across the Sydney LGA and beyond, generating some employment opportunities. Operational benefits are long term, construction impacts are temporary.
<b>Severity, scale and intensity</b>	The scale of beneficial impacts to livelihoods is considered to be moderate – based on the number of future jobs relative to the potential minimal impacts to existing livelihoods. Clusters of socio-economic disadvantage surround the Redfern-North Eveleigh Precinct site therefore the impacts to livelihoods may be more pronounced, subject to local procurement methods which would enhance these social benefits.

## Potential impacts

### Potential to mitigate impacts

Construction impacts would need to be proactively mitigated due to the sensitivity of users of the site and communities directly affected. During operation, positive social benefits to livelihoods can be enhanced through social procurement plans.

### Social impact significance rating

Provision of contemporary commercial space at this location, adaptively reusing a heritage building, would have a positive benefit to livelihoods – jobs may be generated during construction and operation. The redevelopment of the site, if impacts associated with construction are well mitigated, will ensure positive social outcomes in terms of increased employment opportunities and potential flow-on impacts in terms of viability of local businesses.

Low to medium impacts to livelihoods are expected during construction and operation:

- **Negative construction impacts - low (minimal, unlikely)** significance of impacts on surrounding businesses and livelihoods associated with construction activities.
- **Positive construction impacts – medium (minor, likely)** significance of impacts associated with construction jobs benefiting the broader SSA.
- **Positive operation impacts - medium (minor, possible)** significance of impacts associated with the creation of operational jobs benefiting the broader SSA.

## 8.0 Summary of residual impacts

The following table summarises the above social impact ratings against each category, and summarises the mitigation measures recommended to mitigate/enhance these impacts. A full list of mitigation measures is provided in **Chapter 9.0**.

### Key to mitigation measures

- ACHS – Aboriginal Cultural Heritage Study
- CMP – Construction Management Plan
- CTMP – Construction Traffic Management Plan
- CES – Communications and Engagement Strategy
- GTP – Green Travel Plan
- LMP – Loading Management Plan
- HIS – Heritage Impact Statement

**Table 8 Social impact significance ratings summary**

Impact	Impact Dimensions							Selected mitigation measures	Summary of residual impact
	Period	Duration	Extent	Likelihood	Magnitude	Perception	Rating		
<b>Way of Life</b>									
Disruptions to way of life from noise, dust, vibration, traffic	Construction	Temporary	PSA	Likely	Minor	Negative	<b>Medium</b>	<ul style="list-style-type: none"> <li>• CMP</li> <li>• CTMP</li> <li>• CES</li> <li>• LMP</li> </ul>	Potential impacts to daily life and usual routines due to changes in construction activity. May impact landholders in the PSA for the duration of construction activities.
Potential changes to daily activities for nearby residents and visitors due to additional capacity at a previously vacant building.	Operation	Long term	SSA	Likely	Minor	Positive	<b>Medium</b>		No significant permanent changes to way of life are identified once the building is operational, as long as traffic impacts from the use of onstreet loading are carefully managed with the presence of the Wilson St cycleway.
<b>Health and Wellbeing</b>									
Potential noise, dust, vibration, light pollution, traffic, visual impact to nearby residents, visitors, workers.	Construction	Temporary	PSA	Possible	Minor	Negative	<b>Medium</b>	<ul style="list-style-type: none"> <li>• CMP</li> <li>• CTMP</li> <li>• CES</li> </ul>	Potential impacts to mental and physical wellbeing, due to construction impacts. This will likely impact landholders in the PSA for the duration of the construction.
Potential for ongoing noise impacts to nearby residents which has health and wellbeing impacts - details of tenants and mechanical plant is unknown.	Operation	Long term	SSA	Unlikely	Minimal	Dependant on receiver	<b>Low</b>		Potential ongoing noise impacts subject to further details on mechanical plant and tenancies.
<b>Accessibility</b>									
Potential for impacts to nearby infrastructure such as Wilson St and Redfern Train Station during construction	Construction	Temporary	PSA	Possible	Minor	Negative	<b>Medium</b>	<ul style="list-style-type: none"> <li>• CTMP</li> <li>• GTP</li> <li>• LMP</li> <li>• CES</li> </ul>	This may affect numerous people on a daily basis if various hoarding/construction activities impact how people might access Redfern Train Station or use Wilson St cycleway, both key infrastructure routes.
Potential impacts to accessibility due to increased traffic with the capacity at the	Operation	Long term	SSA	Unlikely	Minimal	Dependant on receiver	<b>Low</b>		Potential impacts on an ongoing basis to accessibility with the use of onstreet loading for deliveries, waste and drop off as well as increased capacity of workers at

Impact	Impact Dimensions							Selected mitigation measures	Summary of residual impact
	Period	Duration	Extent	Likelihood	Magnitude	Perception	Rating		
building increased (previously vacant building) . New ramp proposed will improve accessibility to the building.									the site. Likely improved accessibility to the building due to the ramp proposed to the entrance though this will only affect the visitors and workers to the building.
<b>Community</b>									
Potential impacts to community composition and sense of place as the heritage building undergoes construction.	Construction	Temporary	PSA	Possible	Moderate	Negative	<b>Low</b>	<ul style="list-style-type: none"> <li>• CMP</li> <li>• CES</li> </ul>	Unlikely residual impact during construction as number of construction workers is low, unlikely to change community composition. Potential for impacts to sense of place and character of the community if not communicated properly that the works are largely minor, do not involve extensive demolition etc.
Potential positive impacts to the community once works have been completed, dependant on interest in preservation of heritage.	Operation	Long term	SSA	Possible	Moderate	Dependant on receiver	<b>High</b>		Potential changes to sense of place and community character with the works proposed to a heritage item.
<b>Culture</b>									
Potential impacts to Aboriginal and European cultural heritage on site, as a result of construction activities.	Construction	Temporary	SSA	Possible	Moderate	Negative	<b>Medium</b>	<ul style="list-style-type: none"> <li>• CMP</li> <li>• HIS</li> <li>• ACHS</li> </ul>	Potential for impacts to Aboriginal cultural heritage during construction
Potential impacts to local community connection to land and culture. Potential impacts to local culture in terms of heritage conservation works to restore a historic building.	Operation	Long term	SSA	Possible	Minor	Negative	<b>Low</b>		Potential for works to impact cultural values on the heritage item positively once restored

Impact	Impact Dimensions							Selected mitigation measures	Summary of residual impact
	Period	Duration	Extent	Likelihood	Magnitude	Perception	Rating		
<b>Surroundings - amenity</b>									
Establishment of construction site and impact of hoardings, traffic, noise has potential impacts on amenity	Construction	Temporary	PSA	Possible	Moderate	Negative	<b>Medium</b>	<ul style="list-style-type: none"> <li>• CMP</li> <li>• CES</li> <li>• Public art on hoardings</li> <li>• HIS</li> <li>• CMP</li> </ul>	Potential for amenity impacts on enjoyment of surroundings, associated with noise, vibration and traffic. This will impact landholders in the primary study area for the duration of construction activities.
Potential for positive amenity impacts with restoration of a heritage facade	Operation	Long term	SSA	Unlikely	Minimal	Dependant on receiver	<b>Low</b>		Changes to the façade will likely improve the street scape for the PSA residents and SSA residents, visitors, workers
<b>Livelihoods</b>									
Potential for construction impacts to nearby businesses with any path closures - which may affect livelihoods	Construction	Temporary	PSA	Minimal	Unlikely	Negative	<b>Low</b>	<ul style="list-style-type: none"> <li>• CMP</li> <li>• CES</li> <li>• Social procurement local job creation</li> </ul>	Potential impacts to nearby businesses may affect income depending on construction management and any road closures or path closures
Generation of construction jobs would possibly improve livelihoods	Construction	Temporary	SSA	Minor	Likely	Positive	<b>Medium</b>		Potential for local jobs to be available to the PSA residents during construction
Potential for livelihoods to be improved once operational with new commercial GFA generated	Operation	Long term	SSA	Minor	Possible	Positive	<b>Medium</b>		Potential for future employment space generated by the creation of commercial office GFA.

## 9.0 Monitoring and management framework

A summary of mitigation measures, to monitor and measure the ongoing impact of the proposed development on relevant stakeholders and the surrounding community, is below. The following framework is recommended:

### **During construction**

- Mitigation measures in the Environmental Earth Sciences letter (8 July 2022) to be implemented during construction to minimise impacts on workers during the works to the building which has been vacant for many years – including no renovation work being undertaken until all lead-based paint has been stripped and removed from the building.
- Mitigation measures set out in the Construction Traffic Management Plan should be implemented to reduce the impacts associated with traffic during construction phase. Continue to collaborate with City of Sydney if any potential conflicts with active transport or roads may arise.
- Implement all required mitigations as outlined in technical assessments such as Noise, Arborist Report, Traffic, Heritage, Aboriginal Cultural Heritage Assessment Report (ACHAR) and others.
- Implementation of a Construction Management Plan that includes complaints handling procedure for identifying and responding to community issues related to construction impacts.
- Develop a communications and engagement strategy to communicate with surrounding residents, workers and visitors to ensure that all stakeholders are made aware of the timing and likely impact of the construction period. Opportunities for feedback and to ask questions should also be provided.
- Liaise with City of Sydney Council and other key stakeholders to reduce construction impacts to residents, cyclists and pedestrians in the vicinity.
- Exploring opportunities with local community groups and Aboriginal organisations to preserve and maintain local connections to cultural heritage.
- Identify opportunities for design that celebrates culture, public art or other placemaking opportunities in consultation with the City of Sydney and technical consultants to reduce visual impact of construction activity and catalyse improved connection to place at the site.
- Identify opportunities for public art on hoardings or other placemaking opportunities in consultation with the City of Sydney, to reduce visual impact of construction.
- Consider development of a Social and Sustainable Procurement Strategy to ensure local community and disadvantaged groups can benefit from the employment and business opportunities associated with construction.

### **During operation**

- Continued consultation with relevant stakeholders, to identify emerging social issues and trends.
- Ensure high quality design in relation to the landscape setting, vegetation and shade, and heritage works
- Enhance pedestrian connections between the site and surrounding facilities to encourage active transport and promote physical activities.
- Advocate for the procurement of local employees where possible to potential tenants of the commercial spaces. Efforts should be made to try and procure local employees for both the construction and operational phases of the development. Further social procurement principles could be considered to amplify social impact, for example offering traineeships, or employing people from vulnerable backgrounds.
- Ensure future tenants comply with relevant noise regulations and prepare Acoustic Reports if anticipated noise impacts are likely to arise.
- Develop and implement a sustainable travel plan to encourage active and public transport use by future staff and visitors to the site and reduce traffic and congestion impacts across the precinct.
- Consider opportunities to enhance pedestrian connections between the site and surrounding facilities to encourage active transport and improve perceptions of safety in the areas surrounding the development (e.g., wayfinding, lighting, adequate shade, public art).
- Incorporate Aboriginal cultural heritage into the design of indoor and outdoor spaces, in accordance with Connecting with Country report for the RNE Precinct proposal (Balarinji, 2022). Consider opportunities for native plantings and soundscapes inspired by Australian environments.

- Provision of onsite bike parking and end of trip facilities would encourage future tenants and employees of the future commercial office space to use active transport.
- Explore opportunities for uses to form partnerships, knowledge sharing and contribute towards collaboration and innovation within the area and support the economic performance of 'Tech Central'.
- Ensure the proposed works are undertaken in accordance with the Heritage Impact Statement recommendations and a heritage consultant is employed to monitor the works as they progress. A Conservation Management Plan to be prepared.
- Heritage interpretation of the building to be implemented as recommended by heritage consultants to ensure the redevelopment of the State heritage building contributes to the community as an important historical site.
- Consider opportunities to enhance pedestrian connections between the site and surrounding land uses to ensure that workers, residents and visitors are able to easily access surrounding businesses and housing, as well as Redfern Train Station (e.g. ensuring surrounding walking paths are level and well-maintained, safe, and wayfinding provided if needed).
- Explore opportunities to support and promote active transport and sustainable travel plans for staff of the site through the provision of bike parking and end of trip facilities
- A Green Travel Plan should be prepared to encourage sustainable transport and support the delivery of a transit-oriented development that provides significant opportunities for alternative travel options and reduces the need for car travel.
- A Waste Management Plan and Loading Management Plan should be prepared to mitigate impacts to accessibility (traffic and transport) as no onsite loading is proposed and the proposal relies on the use of onstreet loading.

## 10.0 Concluding comments

This report addresses the requirements for a Social Impact Assessment (SIA) specified in the Department of Planning and Environment's (DPE) *Secretary's Environmental Assessment Requirements* (SEARs) for the redevelopment of the Chief Mechanical Engineer's (CME) Building located at 505 Wilson St, Redfern. The CME Building is a State Heritage listed two storey building within the Redfern North Eveleigh Paint Shop Sub-Precinct – which aims to be a connected centre for living, creativity and employment opportunities that support the jobs of the future, as well as providing an inclusive, active and sustainable place for everyone, where communities gather.

The SIA provides an analysis of key social considerations impacting the project. An assessment of the social impact categories, as defined in the Social Impact Assessment Guideline (DPE, 2021) has been undertaken with consideration to the issues identified through the baseline analysis. Each category of impact is appraised with a significance of the impact based on the likelihood, consequence and social risk rating.

Overall, the level of social impacts as a result of the proposal ranges from **Low** to **High**, with no major significant negative impacts identified that cannot be effectively mitigated.

### **Potential negative social impacts identified with the proposed development relate to:**

- Temporary impacts to way of life, accessibility and surroundings (amenity) during construction due to potential traffic and transport rearrangements, which will be experienced by residents, workers and visitors in the Primary Study Area (PSA). The site faces a prominent cycleway on Wilson St and active transport route and is in proximity to Redfern Train Station. Any potential conflicts with cyclists and pedestrians along this route, as well as users of Redfern Train Station during construction should be appropriately handled prior to construction through a Construction Pedestrian Traffic Management Plan (CPTMP), as well as other technical recommendations.
- Temporary impacts to health and wellbeing during construction due to the potential for noise, dust and vibration impacts to residents, visitors and workers within the PSA. The site has been vacant for some time and the building is in poor condition – lead paint and asbestos has been identified on the site. It will be important to carefully manage the impacts to workers on site during the construction.
- Potential community social impacts during construction to the building, a State-listed heritage item, may affect the PSA and broader SSA, if not mitigated appropriately through heritage conservation management plans.

### **The most significant social benefits relate to:**

- The adaptive reuse of a State listed heritage item, built in 1887, will have a positive contribution to the character of area, improving community and cultural benefits to the PSA and SSA, including the broader Redfern suburb and North Eveleigh precinct – the works will enhance the heritage item with no major alterations proposed.
- The proposal will result in activation of a vacant building, contributing more broadly to the transformation of the Redfern North Eveleigh and Central precincts, as well as the recent redevelopment of the South Eveleigh precinct. This will have positive benefits to surroundings, community and way of life for those residents, visitors and workers in the PSA and SSA, through increased activation of an existing empty building – improved consistency with CPTED objectives.
- Adherence to the overarching Connecting with Country framework (Redfern North Eveleigh Precinct Renewal) will have positive social benefits to Aboriginal cultural heritage in an area with huge significance to Aboriginal people.
- The provision of additional commercial floorspace is likely to improve the activation of the area, potentially having flow on effects to livelihoods as a result of employees in the area, and broader contribution to other large scale projects in the vicinity including the Redfern Train Station Upgrades. Social impacts to livelihoods will arise for those in the PSA and SSA, particularly in the context of the demographics of the area, with clusters of low-socio-economic disadvantage. The proposal will support livelihoods and economic benefits through the creation of jobs and economic activity with 39 jobs created during construction and creation of approximately 1,430sqm of new commercial GFA in a currently vacant building.

Overall, it is considered that the proposal is consistent with the strategic growth-focused aims and objectives for the Redfern North Eveleigh Precinct and any potential temporary negative amenity and way of life impacts that may arise during construction in the immediate locality can be well-managed and mitigated through a robust Construction Management Plan, and the ongoing consultation with the local community and relevant stakeholders.

## Appendix A Community profile

Category	PSA	SSA	Greater Sydney
<b>Income</b>			
Median individual income (annual)	\$63,000	\$64,700	\$45,930
<i>Variation from Greater Sydney median</i>	37.2%	40.9%	n.a.
Median household income (annual)	\$123,620	\$114,250	\$108,750
<i>Variation from Greater Sydney median</i>	13.7%	5.1%	n.a.
<b>Individual income</b>			
No income	7.1%	8.0%	11.2%
Low	20.9%	20.3%	28.7%
Medium	46.8%	43.9%	43.1%
High	25.2%	27.9%	17.0%
<b>Household income</b>			
No income	1.4%	3.4%	2.1%
Low	6.3%	11.2%	11.3%
Medium	30.6%	29.4%	34.3%
High	61.7%	55.9%	52.3%
<b>Age Structure</b>			
0 years	1.0%	0.9%	1.2%
1-2 years	1.1%	1.5%	2.4%
3-4 years	0.9%	1.1%	2.4%
5-6 years	1.0%	1.0%	2.5%
7-11 years	2.1%	2.0%	6.3%
12-17 years	1.8%	2.0%	7.1%
18-24 years	18.2%	11.7%	8.8%
25-34 years	38.3%	32.2%	15.6%
35-49 years	19.9%	24.3%	21.7%
50-59 years	8.2%	9.6%	12.0%
60-69 years	4.9%	7.1%	9.7%
70-84 years	2.3%	5.5%	8.4%
85 years and over	0.3%	1.0%	1.9%
Males	52.9%	52.3%	49.4%
Females	47.1%	47.7%	50.6%
Median Age (years)	31.0	33.3	37.3
<b>Country of Birth</b>			
Australia	61.2%	48.5%	61.1%
<i>Aboriginal and Torres Strait Islanders</i>	5.3%	1.5%	1.8%
Other Major English Speaking Countries	11.9%	12.9%	7.1%
Other Overseas Born	26.9%	38.6%	31.8%
<i>% speak English only at home</i>	73.2%	62.4%	61.0%
<b>Household Composition</b>			
<i>Couple family with no children</i>	32.2%	30.2%	24.5%
<i>Couple family with children</i>	9.0%	11.1%	36.1%
Couple family - Total	41.2%	41.3%	60.5%
One parent family	5.9%	4.7%	11.0%
Other families	1.4%	1.4%	1.1%
Family Households - Total	48.4%	47.4%	72.6%
Lone person household	33.8%	41.1%	23.3%
Group Household	17.7%	11.6%	4.1%
<b>Dwelling Structure (Occupied Private Dwellings)</b>			
Separate house	2.0%	2.1%	56.1%
Semi-detached, row or terrace house, townhouse etc.	42.8%	18.4%	12.8%
Flat, unit or apartment	54.4%	78.9%	30.7%
Other dwelling	0.8%	0.6%	0.4%
<i>Occupancy rate</i>	88.5%	83.9%	91.8%
Average household size	2.1	1.9	2.7
<b>Tenure Type (Occupied Private Dwellings)</b>			
Owned outright	13.0%	14.3%	28.3%
Owned with a mortgage	19.8%	19.4%	34.0%
<b>Rented</b>	<b>66.7%</b>	<b>65.0%</b>	<b>36.1%</b>
<i>State or territory housing authority</i>	3.3%	5.9%	3.3%

Housing co-operative/community/church group	7.2%	1.5%	0.8%
Other	56.3%	57.6%	32.0%
Other tenure type	0.4%	1.3%	1.6%

#### **Attending Education (% of those attending)**

Pre-school	3.3%	4.4%	8.0%
<b>Infants/Primary Total</b>	<b>9.8%</b>	<b>11.6%</b>	<b>31.4%</b>
Government	7.0%	8.1%	21.5%
Catholic	1.4%	1.7%	5.9%
Other	1.4%	1.8%	3.9%
<b>Secondary Total</b>	<b>6.6%</b>	<b>8.0%</b>	<b>24.9%</b>
Government	4.9%	4.0%	13.6%
Catholic	1.1%	1.7%	6.3%
Other	0.7%	2.4%	5.0%
Technical or Further Educational Institution	13.2%	16.9%	10.2%
University or other Tertiary Institution	60.8%	46.7%	21.4%
Other type of educational institution	6.3%	12.5%	4.2%
<i>% of total population attending education</i>	<i>27.9%</i>	<i>23.2%</i>	<i>25.8%</i>

#### **Highest Level of Education Completed (% of population aged 15 years and over)**

Year 12 or equivalent	89.7%	87.7%	71.4%
Year 9-11 or equivalent	9.4%	10.2%	23.5%
Year 8 or below	0.6%	1.3%	3.5%
Did not go to school	0.4%	0.8%	1.6%

#### **Need for Assistance**

With Need for Assistance	2.2%	3.0%	5.5%
No Need for Assistance	97.8%	97.0%	94.5%

#### **Top 10 Countries of Birth**

	<b>PSA</b>	<b>SSA</b>	<b>Greater Sydney</b>
1	Australia (61.2%)	Australia (48.5%)	Australia (61.1%)
2	China (5.1%)	China (8.5%)	China (4.9%)
3	England (4.5%)	England (5.2%)	India (3.8%)
4	New Zealand (3.0%)	Thailand (3.3%)	England (3.1%)
5	India (2.2%)	Indonesia (3.0%)	Vietnam (1.9%)
6	United States of America (2.0%)	New Zealand (2.9%)	Philippines (1.9%)
7	Thailand (1.6%)	India (2.0%)	New Zealand (1.7%)
8	Philippines (1.3%)	United States of America (1.4%)	Lebanon (1.2%)
9	Malaysia (1.2%)	Malaysia (1.4%)	Nepal (1.2%)
10	Bangladesh (0.0%)	Philippines (1.2%)	Iraq (1.1%)

#### **Top 10 Languages Spoken at home (other than English)**

	<b>PSA</b>	<b>SSA</b>	<b>Greater Sydney</b>
1	Mandarin (6.0%)	Mandarin (9.3%)	Mandarin (5.3%)
2	Spanish (2.7%)	Cantonese (3.1%)	Arabic (4.4%)
3	Thai (1.7%)	Thai (3.0%)	Cantonese (2.9%)
4	Cantonese (1.4%)	Spanish (2.6%)	Vietnamese (2.3%)
5	French (1.2%)	Indonesian (2.2%)	Hindi (1.5%)
6	Arabic (1.1%)	Vietnamese (1.3%)	Greek (1.5%)
7	Korean (1.1%)	Portuguese (1.1%)	Spanish (1.3%)
8	Vietnamese (0.9%)	Korean (1.1%)	Nepali (1.2%)
9	Italian (0.7%)	French (1.1%)	Korean (1.2%)
10	Southeast Asian Austronesian - other (0.7%)	Italian (1.0%)	Italian (1.0%)

#### **Religion**

Buddhism	4%	7%	4%
Christianity	23%	30%	49%
Hinduism	2%	2%	5%

Islam	2%	2%	7%
Judaism	1%	1%	1%
Other Religions	0%	1%	1%
No religious association	68%	57%	33%
<hr/>			
<b>Provided Unpaid Childcare</b>			
Females	13%	15%	29%
	8%	11%	24%
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Source: ABS 2021