BaptistCare Macquarie Park Concept Master Plan

Appendix Q – Social and Economic Impact Assessment

State Significant Development Application

Prepared for BaptistCare

Ethos Urban

Prepared by Ethos Urban
Submitted for BaptistCare Pty Ltd

03 November 2022 | 2220230

'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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Executive Summary

The purpose of this report is to assess the social and economic impacts of a State Significant Development (SSD) Application for a Concept Master Plan for the site located at 157 Balaclava Road, Macquarie Park. The Concept Master Plan relates to the redevelopment of existing facilities at the site to facilitate a true mixed-use precinct incorporating the following:

- Seniors housing (including independent living and aged care),
- Student housing,
- Residential housing (including built to rent (BTR)),
- School,
- Retail uses,
- Mixed uses including commercial and allied health, and
- Commercial, conference and wellbeing facilities.

This Social and Economic Impact Assessment (SEIA) has been prepared to accompany the SSDA for the proposed Concept Master Plan and responds to the Secretary's Environmental Assessment Requirements (SEARS) which outline a need for a Social Impact Assessment, and an estimate of jobs that will result from the development.

The site is in Macquarie Park and within Ryde LGA across a significant site of 6.4 hectares under a single ownership. The site is strategically positioned within proximity to Macquarie University, Macquarie Centre, and Macquarie University Metro Station.

Macquarie Park has evolved in recent years into a true mixed-use precinct, with a strong focus on employment activities and residential development. Other uses including Macquarie University and Macquarie Centre make the local area a key destination for a range of customer segments including local residents and students. Ongoing development of major projects such as the subject site and Ivanhoe Estate will continue to support the evolution of Macquarie Park into a true live/work/play precinct and will support continued growth of the local and regional area.

Results from the SEIA indicate that the proposal will deliver significant social and economic benefits including:

- **Improving activation, vibrancy and amenity in Macquarie Park:**

  On-site residents and workers, as well as the improved retail and streetscape at the site will enhance the dynamism and vibrancy of this area in Macquarie Park. The proposed mix of uses in the concept masterplan will deliver a true intergenerational community that is highly walkable, connected and provides a true live/work/play environment.

- **Stimulating economic activity in the local area:**

  The proposed concept Master Plan will redevelop the existing site into a contemporary mixed use precinct that offers a range of uses that will respond to evolving social and economic conditions and better align with the needs of the community in the long term. The project will also deliver significant economic benefits including:

  - Based on direct construction costs of $1.3 billion, the construction phase is expected to directly support employment of 1,890 job-years and deliver a direct value-add to the economy of $281.2 million.
  - When economic multipliers are taken into account, total state-wide economy effects over the construction period are forecast to be; employment of 7,740 job-years and a total direct value-add to the economy of around $1 billion.
  - On completion, the proposed development will support ongoing jobs estimated at 1,540 FTE direct jobs, contributing direct value added to the economy of $217.7 million per annum. Reflecting the multiplier effect, total ongoing economy-wide effects are estimated at; FTE employment of 2,340 jobs supported, and total direct value added to the economy of $326,7 million per annum.
  - Taking into account the proposed mix of residential dwellings at the site, there is potential for the Master Plan to support up to 3,172 residents once complete and fully occupied (excluding aged care residents). These residents will support additional retail expenditure in the local economy of around +$49.6 million each year, directly benefitting local retail business and services.

- **Contributing towards ongoing investment and the evolution of Macquarie Park:**

  Reflecting the strategic nature of the site and substantial level of growth projected to occur in Macquarie Park

across a range of segments including residents, workers and students, the BaptistCare project will be of an appropriate size and scale, and offer a diversity of uses that will support the continued growth of the local area. The BaptistCare project will enhance the role of Macquarie Park as a vibrant mixed use precinct, and support recent government investment in this area by delivering a transit oriented precinct close to key transport infrastructure. Importantly, the proposed mix of uses at the site will respond positively to the needs of Macquarie Park, and will not impact on the viability or continued operation of any existing or proposed facility within the region.

- **Benefits to health, wellbeing and amenity**
  - Positive impacts to health and wellbeing through the delivery of a Master Plan that provides enhanced care, facilities, communal gathering places, walkable networks of open spaces, and embeds liveability and wellbeing at the core of its design.
  - Increased amenity and improvements to the daily way of life routines for residents, workers, and visitors on-site and the broader community due to the establishment of a vibrant, mixed-use neighbourhood.
  - Positive impacts to community associated with the creation of an intergenerational community, supported by enhanced community infrastructure.

Key challenges identified with the proposal include:

- Managing the transition of the site from its current way of life into a future mixed-use precinct and carefully engaging with the existing community to manage impacts. This includes the high significance of impacts to community and way of life identified associated with the relocation and decanting of existing residents.
- Health and wellbeing impacts associated particularly with the physical, social, spiritual, and mental health impacts of relocation and decanting on older residents.

This Social and Economic Impact Assessment concludes that the overall outcome, subject to appropriate mitigation of construction and operational impacts, will be positive. Temporary impacts during construction can be managed accordingly through implementation of relevant technical report recommendations, communications strategies, legislative requirements, and conditions of consent. Engagement with the local community and stakeholders during construction is strongly recommended to minimise impacts on community, culture, livelihoods, and way of life.

The manner in which BaptistCare has engaged respectfully and sincerely with their community, as understood from the Engagement Outcomes Report, is commendable and helps to address those impacts on the existing residents which are identified as being of the highest level of significance. The implementation of a rigorous and caring approach to engagement, including embedding collaborative and authentic decision-making in the heart of the relocation process, has the potential to substantially mitigate the social impacts identified with this stage of the proposal.

Overall, it is considered that with a range of mitigation measures to manage any risks as well as enhance the positive benefits, the project is anticipated to bring significant public social and economic benefits to the future residents of the site, as well as the broader community.

1.0 Introduction

1.1 Purpose of this report

This Social and Economic Impact Assessment (SEIA) has been prepared to accompany a State Significant Development (SSD) Development Application (DA) for a Concept Master Plan for the site located at 157 Balaclava Road, Macquarie Park. Specifically, consent is sought for the following in this Concept SSDA:

- A mixed-use development comprising a potential maximum GFA of 190.000m^2 dedicated to a range of land uses including:
  - Student Housing
  - Seniors Housing (retirement living and residential aged care)
  - Build to Rent
  - Retail
  - Mixed uses including commercial/conference and allied health
  - Conventional Residential
  - A school.
- Maximum building heights and GFA for each development block
- Public domain landscape concept, including parks, streets, and pedestrian connections
- Vehicular and intersection upgrades.

1.2 Report requirements

This report has been prepared in response to the Secretary's Environmental Assessment Requirements (SEARS) dated 17 August 2022 for SSD-46561712. Specifically, this report has been prepared to respond to those SEARS summarised in **Table 1.**

Table 1 SEARS Requirements

Item	Description of Requirement	Section Reference (This report)
19. Social	Provide a Social Impact Assessment prepared in accordance with the Social Impact Assessment Guideline for State Significant Projects	**Sections 6.0-8.0**
21. Economic, Capital Investment Value and Employment	Provide an estimate of jobs that will result of the development.	**Section 9.0**

This assessment responds to the SEARS Requirements outlined above and sets out the following information:

- Introduction
- Site Context, including a site description and existing development context
- Strategic Context, including relevant state and local government drivers, particularly within the context of the City of Ryde
- Local social and economic context, including an analysis of the resident and worker profile of the area, social infrastructure context, and social and economic trends
- Engagement and Consultation Outcomes
- Social Impact Assessment
- Economic Impact Assessment
- Concluding comments.

1.3 Scope of assessment

1.3.1 Social Impact Assessment

Assessment objectives and framework

The assessment of social impacts in this report has been based on the *Social Impact Assessment Guideline for State Significant Projects* (NSW SIA Guideline) released by the NSW Department of Planning and Environment (DPE) in July 2021.

The NSW SIA Guideline is considered by NSW Government to represent best practice in social impact assessment processes and provides a consistent framework and approach to the assessment of social impacts associated with all state-significant projects and developments in NSW.

Social impact assessment (SIA) involves the analysis of social changes and impacts on communities that are likely to occur because of a particular development, planning scheme, or government policy decision. The purpose of social impact assessment is to assess the impacts of the development, both positive and negative, for all stages of the project lifecycle for key stakeholders and the broader affected community.

The assessment of social impacts in this report has been prepared in accordance with the NSW SIA Guideline. The NSW SIA Guideline provides a consistent framework and approach to the assessment of social impacts associated with all state-significant projects and developments in NSW.

As outlined in the NSW SIA Guideline, social impacts vary in their nature and can be positive or negative, tangible, or intangible, physically observable, or psychological (fears and aspirations). Social impacts can be quantifiable, partly quantifiable, or qualitative. They can also be experienced or perceived differently by different people and groups within a community, or over time.

The assessment involves a number of steps, including a baseline analysis of the existing socio-economic environment of a defined study area or areas; scoping of relevant issues; identification and assessment of potential impacts against the specified suite of factors set out in the NSW SIA Guideline; 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 this 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.

Social factors for assessment

The NSW 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
- **Community:** its composition, cohesion, character, how it functions, resilience, and people's sense of place
- **Accessibility:** how people access and use infrastructure, services, and facilities (private, public, or not-for-profit)
- **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
- **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
- **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:** 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 are assessed across each of these factors on the basis of both tangible observable impacts, and community perspectives – i.e., regarding the expressed fears and aspirations of impacted communities.

Assessment methodology

Stages in the preparation of this Social Impact Assessment 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 (see **Section 4.2** of this report)
  - Demographic analysis, including socio-economic characteristics of current communities and population forecast (see **Section 4.3-4.4**)
  - Review of other factors relevant to an understanding of the social baseline of the relevant study areas (see **Section 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 (see **Section 5.0**).
- Scoping of issues: Analysis of potential impacts during and post-construction, with each of the directly affected communities and other stakeholders identified in relation to the way they may be affected. Both positive and negative potential issues are identified. An SIA Scoping Checklist has been prepared at the outset of this assessment, in line with the specifications of the NSW SIA Guideline. The scoping process has underpinned the social impact assessment in **Section 6.0**.
- Identification of impacts as per the NSW 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 **Section 6.0**.
- Identification of mitigation strategies to manage impacts and enhance benefits of the development (**Section 7.0**).
- Summary of residual impacts following the implementation of additional responses and controls (**Section 8.0**).

Qualifications of report authors

The NSW SIA Guideline requires authors to hold appropriate qualifications in relevant social science disciplines and/or proven experience over multiple years and competence in social science research methods and SIA practices. The team's expertise and qualifications are set out below.

Table 2 Qualifications of report authors

Author	Expertise/Qualifications
Liesl Codrington Director Social Strategy	BA (Bachelor of Arts – Demography and Geography) MEnvPl (Master of Environmental Planning) Over 20 years' experience in social planning, social sustainability, and stakeholder engagement in both public and private sector.
Sean Perry Senior Consultant Social Strategy	BA (Bachelor of Arts - Social Sciences) Cert.II (Outdoor Recreation)
Chloe Brownson Consultant Social Strategy	BComms (Social & Political Sciences)

1.3.2 Economic Impact Assessment

In the absence of formal guidelines for economic impact assessments, the methodology for this economic assessment has been developed with consideration of socio-economic assessment practices.

Key steps in undertaking the economic assessment have included: analysis of the existing locality and the community, including its economic profile; identification and assessment of potential impacts (both direct and indirect) as a result of the proposed development.

The baseline profile for current residents and the economy within the defined study area was developed using published data sources, including the NSW Department of Planning and Environment (DPE), and the Australian Bureau of Statistics (ABS), with this data supplemented by additional information where available.

Economic impacts were then evaluated in terms of direct impacts and indirect impacts. In the case of both direct and indirect effects, the key metric for the analysis is an estimate of jobs and economic output.

1.4 Sources and assumptions

The following sources have been referenced in this document:

- ABS Census of Population and Housing, 2021
- ABS Census of Population and Housing, 2016
- ABS Population Estimates, 2021
- ABS Building Approvals, 2021
- Department of Planning and Environment Population Projections 2022
- Macquarie Park Place Strategy.

Assumptions applied to complete the SEIA 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 proposed development

2.1 Site context

The site is located at 157 Balaclava Road, Macquarie Park and is legally identified as Lot 60 in DP 1107965. The site is located near the corner of Herring Road and Epping Road within the City of Ryde Local Government Area (LGA) and is situated upon the lands of the Wallumedegal clan. It is directly south of Macquarie University and in proximity to Macquarie Shopping Centre and the Macquarie University Metro Station. The surrounding area is characterised by a mix of commercial and education uses, as well as student accommodation and residential dwellings.

The site comprises a significant land holding with street frontages to Balaclava Road and Epping Road. It currently accommodates several low-medium density buildings that are connected via internal footpaths and lower order road networks. The total site area of the BaptistCare landholding is 63,871m^2.

The current composition of the landholding includes three residential aged care facilities (providing just under 300 beds) and the Willandra Retirement Village (providing 130 independent living units). The site also has good pedestrian interface, with footpaths being provided along the site boundary and within the vicinity of the site.

The Aboriginal Cultural Heritage Assessment Report (Biosis) identifies that the land within this study area was originally occupied by the Wallumedegal clan, called Wallumetta (page 15).

> *"The wider region includes distinct ecological zones, including open forest and open woodland, with riparian vegetation extending along many of the watercourses. Each ecological zone hosts a different array of floral and faunal species, many of which would have been utilised according to seasonal availability. Aboriginal inhabitants of the region would have had access to a wide range of avian, terrestrial, and aquatic fauna and repeated firing of the vegetation would have opened up the foliage allowing ease of access through and between different resource zones." (Biosis, page 10).*

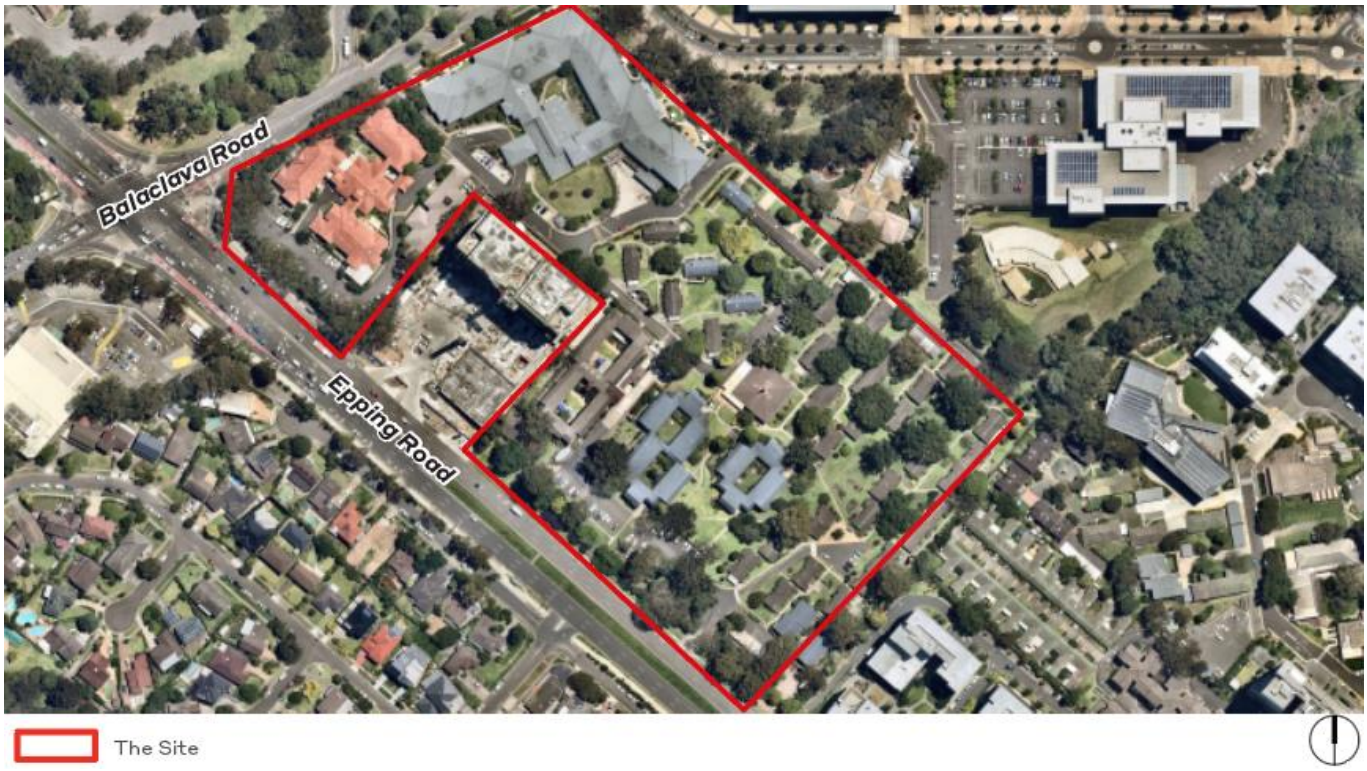

Figure 1 Location Plan

2.2 Existing development

The BaptistCare site is a significant land holding with extensive street frontages to Balaclava Road and Epping Road (approximately 185m and 365m respectively). It accommodates several low-medium density buildings that are connected via internal footpaths and lower order road networks. The buildings accommodate aged care and retirement living uses comprising the following:

- Three residential aged care facilities:
  - Coorinda Court (68 single rooms)
  - Dorothy Henderson Lodge (66 single rooms, 14 dementia rooms)
  - Shalom Centre (132 beds)
- Willandra Retirement Village (130 independent living units).

Throughout the site there are various areas of passive open space, with well matured trees and vegetation scattered along the existing streets and between buildings.

Towards the north-west fronting Epping Road, is a strata site (legally described as SP9264) that does not form part of the site or proposed Master Plan and is subject to an approved DA for a residential flat building.

2.3 Surrounding development

The area surrounding the site predominately comprises a mix of uses and density and includes:

- **North:** Directly to the north of the site is the Macquarie University Campus, which encompasses predominately tertiary education facilities, and of significance, Macquarie University Hospital. Other uses as part of the Campus include student accommodation facilities, a Mercure Hotel, a sports and aquatic centre, an observatory, and private independent colleges. Beyond this is the M2 Motorway which is a major state road providing a regional connection from the east to the west.
- **East:** Directly to the east is the Morling Residential College and Dunmore Lang College. Along Herring Road is medium-high density residential development, as well as the Macquarie Centre, and Macquarie University Metro Station. Much of Macquarie Park's employment precinct is located to the east along Waterloo Road comprising campus style commercial buildings. Lane Cove National Park and Lane Cove River are located further east.
- **South:** Across Epping Road is the suburb of Marsfield comprising low-medium density residential development accessed off the Waring Street service road. Further south is Denistone East, Ryde Hospital and Eastwood Shopping Centre.
- **West:** Across Balaclava Road is Macquarie University, medium density residential development and various sportsgrounds and open space. Further west is Epping, including Epping Metro Station.

2.3.1 Evolution of Macquarie Park

Macquarie Park has evolved in recent years into a true mixed-use precinct, with a strong focus on employment activities and residential uses. Many major companies are located in Macquarie Park, such as Microsoft, Optus and CSIRO, and reinforce the position of the precinct as an active and highly strategic employment centre in the context of Greater Sydney. Other institutions and key uses include Macquarie University, Macquarie University Hospital, and Macquarie Centre which combined to make the local area a key destination for local residents, students and visitors.

There has been significant investment in infrastructure to support the continued growth of Macquarie Park. Most notably, this includes Macquarie University Metro Station, which forms part of the broader Sydney Metro Northwest, and will soon connect to the Sydney Metro City and Southwest line. This will enhance the connectivity of Macquarie Park to major centres including the Sydney CBD.

The Macquarie Park Place Strategy highlights the opportunity to create jobs and homes in Macquarie Park. Notably, it aims to:

> '*create opportunities to develop and enhance Macquarie Park, centres on attractive public spaces and connections within and around the area. This will boost its economic capacity and see it transition into a leading 21st century place to collaborate, innovate and do business*'.

The Place Strategy identifies areas defined as 'urban activation precincts', which encompasses the site (see **Figure 2**). As such, the strategy supports the need for ongoing development (including residential) at Macquarie Park to establish a true live/work/play precinct.

Major projects such as the proposed Master Plan at the BaptistCare site and approved developments including Ivanhoe Estate, will align with and support continued growth of the local and regional area over time in long with the strategic vision.

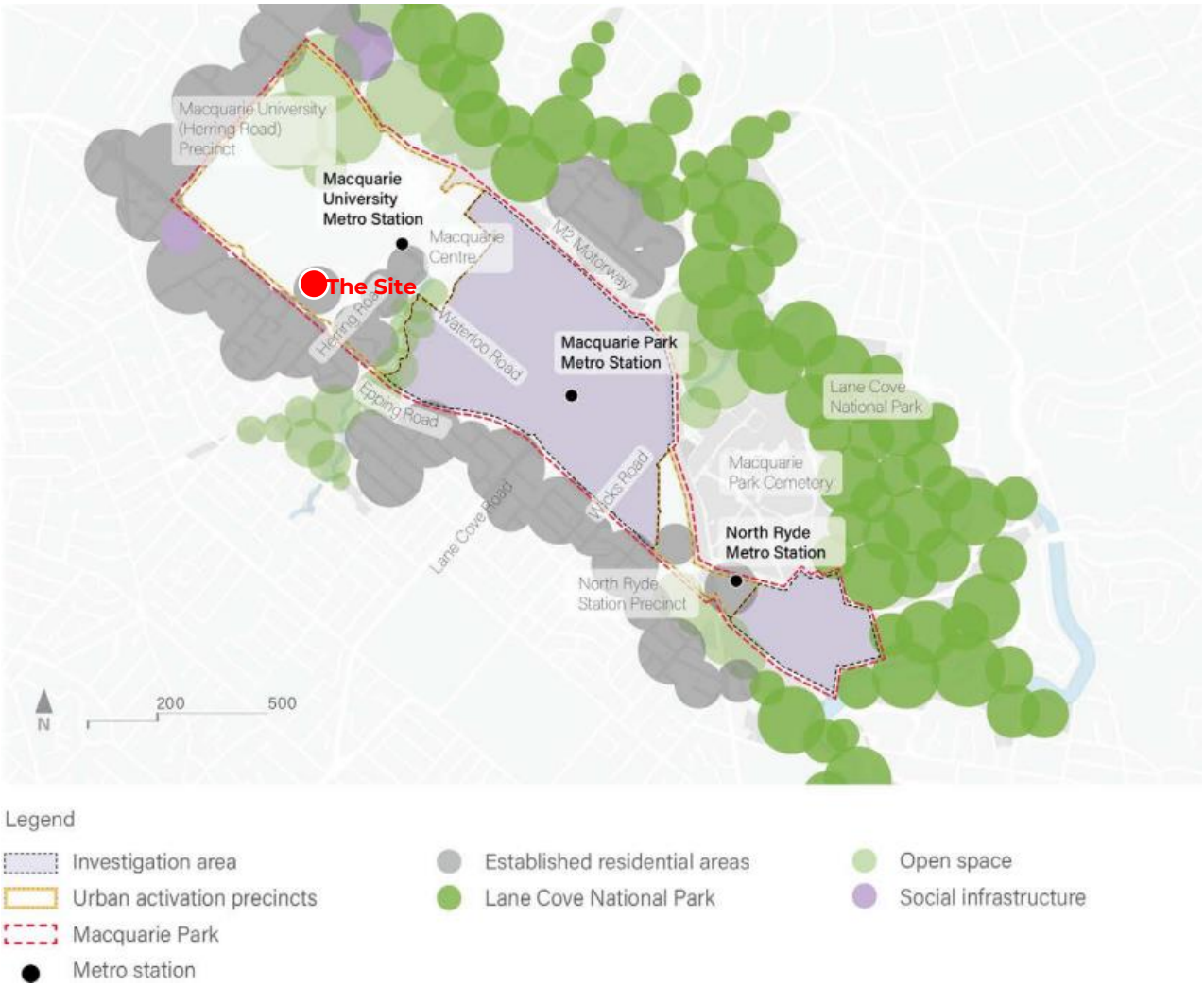

Figure 2 Macquarie Park

Source: Macquarie Park Place Strategy

2.4 Proposed development

2.4.1 Overview

The BaptistCare Macquarie Park Concept Master Plan seeks approval for a concept proposal that will facilitate the future redevelopment of the site for the purposes of seniors housing including a residential aged care facility (RACF) and independent living units (ILUs), student accommodation (co-living), build to rent and build to sell residential flat buildings, a school, retail, commercial and community land uses. Specifically, consent is sought under 'Division 4.7 - Stage Significant Development' of the EP&A Act for the Master Plan. While still indicative, the proposal's key elements include:

- A mixed-use development comprising a potential maximum GFA of 190,000m^2 dedicated to a range of land uses (see **Table 3**) including:
  - Student Housing
  - Seniors Housing

- Build to Rent
- Retail
- Residential
- Mixed uses including commercial and allied health
- A school.

- Maximum building heights and GFA for each development block
- Public domain landscape concept, including parks, streets, and pedestrian connections; and
- Vehicular and intersection upgrades.

Table 3 Proposed land uses and indicative floor areas

Use	Indicative GFA
Student housing (co-living)	11,832m²
Senior's housing (independent living and aged care)	71,047m²
Build to rent	38,048m²
Retail/conference/commercial	13,770m²
Primary School	9,775m²
Residential	43,662m²
Total (indicative) GFA	187,134m²

The proposed Master Plan includes 9 Super lots accommodating the various land uses to support the vision for the precinct. The drawings illustrate the indicative built form and the likely location of land uses, including the configuration of the residential, retail, education and seniors housing land uses. It is emphasised that no physical works are proposed as part of this Concept SSDA (SSD-46561712), which will be detailed in separate future Development Applications.

Figure 3 Proposed Concept Master Plan

Source: BVN

Figure 4 Indicative Master Plan aerial photomontage

Source: BVN

2.4.2 Development objectives

Project visioning for the development of the concept Master Plan has been undertaken which aims to achieve three core objectives: community building, delivering BaptistCare's mission, and to create a smart and sustainable precinct that will positively change people's lives. This visioning exercise was undertaken independently by BaptistCare via a facilitated process to ensure alignment of BaptistCare's intentions for the site and to guide the strategic planning process.

The Master Plan design concept is focussed on delivering a seamlessly integrated community of seniors, students and built-to-rent housing with complementary education, retail, commercial and allied health land uses. The urban design of the Master Plan will strategically locate these land uses across the site, where they will be linked by existing and future vehicle and pedestrian connections. Employment generating land uses will activate the internal road network, with high quality housing nearby. Connected walking and cycling routes will intertwine the precinct and provide connections to the wider public domain and transport networks, providing various north-south and east-west connections.

The objectives and principles are outlined below, :

Table 4 Key principles informing the vision for the site

Key design principles	Explanation
Community building	• Creation of intergenerational living to foster connections between generations within the Mixed-Use Precinct • Diversity and inclusivity to form a strong, sustainable community which brings people together • Seamlessly connecting the site to connect people living and moving across the site • Communal open space which is open, green, diverse and accessible to encourage positive community outcomes
Delivering our mission	• BaptistCare's purpose is central to decision-making: *Transforming lives by expressing the love of Christ* • Housing for vulnerable women • Affordable housing (with consideration given to housing for people with a disability) • Planning that acknowledges and celebrates the organisation's, and the site's, legacy • Optimising the opportunity presented by the site to 'do mission' and deliver financial security

Key design principles	Explanation
	• Aged care and residential living as well as investigating options to expand and provide leadership and innovation in aged care, research, allied health care and community building
A smart and sustainable precinct (that will positively change people's lives)	• Establishment of clear timeframes to accommodate investigations and consultation to improve the quality of the site in both planning and operation • Outlining the rationale for departing from highest and best use to deliver a simultaneously financially viable and liveable Mixed-Use Precinct • Designing with agility to forward-plan for aged-care industry rapid changes

The Place Strategy for this project outlines six place drivers, with implications for the project. Relevant aspects of this Place Strategy for the social and economic assessment are highlighted below:

- **Place driver 1 – Intergenerational living**, which could mean:
  - Clear articulation of future audiences and how they want to live together and live separately,
  - On site management for vulnerable members of the community,
  - Permeable site edges and less fences where appropriate,
  - Collaboration with neighbours and resource sharing.
- **Place driver 2 – Support for seniors**
- **Place driver 3 – Caring through change**, which including being sensitive to existing residents physical and psychological needs. This could mean:
  - Asking residents about what change means for them,
  - Sensitive communications and engagement,
  - Planning for change management during the construction phase,
  - Supporting staff and visitors through change,
  - Engaging with neighbours to determine opportunities for collaboration and place management.
- **Place driver 4 – Balancing market forces**
- **Place driver 5 – Healthy Environments,** which includes encouraging opportunities for personalisation and keep active mentally, socially, and physically.
- **Place driver 6 – Building community** and contributing to the wider neighbourhood, which could include:
  - Completely unpacking what 'living well' looks like,
  - Investigating how place can deliver better communities,
  - Look at new retail, community, health, and education uses,
  - Considerations of new place governance and management models,
  - Community development opportunities and partnerships with other major asset holders/community managers such as Macquarie University/Colleges/Ryde Council.

These guiding place drivers indicate a commitment by BaptistCare to social and economic sustainability and indicates a higher potential for positive impacts associated with a Master Plan which actively and consistently applies these principles. Particularly, these principles will inform the development of social enhancement and mitigation measures outlined in **Section 7.0** below.

2.5 Construction staging

The future development of the site will occur in a staged manner. An indicative staging plan is provided at **Figure 5** below.

The Vertical Village application will form the first stage of development. This will include the demolition of the existing Willandra Village and Cooinda Court, renewal of the existing road network including an interim solution for access from Balaclava Road (to accommodate the Shalom Centre and DHL as longer-term options), temporary landscaping works and services of the Vertical Village super lot and associated civil works.

The second aged care/retirement 'neighbourhood' will form the Stage 2 development. Stage 2 continues to be subject to further consideration, however there is a strong opportunity for the construction of the build to rent, mixed-use buildings, school and open space surrounding the creek corridor.

Both Stage 3 and Stage 4 will develop the west part of the site. Specifically, Stage 3 consists of residential development on the location of DHL. Stage 4 will see the final aged care/retirement 'neighbourhood', consisting of residential and student accommodation on the location of the current Shalom Centre as well as final road works for connection to Balaclava Road.

Figure 5 Proposed indicative staging plan

Source: BVN

3.0 Strategic Context

The following section identifies the key social and economic drivers for the site and development, based on a review of the key state and local government policies and strategies relevant to the proposed development.

3.1 Key policy themes and drivers

The following section synthesises the findings of a review of state and local policies, strategies and documents that articulate the desired social, cultural, and economic outcomes relevant to the proposed development.

These findings and their influence on the community benefits offer are summarised in **Table 5**.

The following documents have been reviewed to inform this analysis:

- Premier's Priorities (NSW Government, 2019)
- Greener Places (NSW Government Architect, 2020)
- NSW Housing Strategy (NSW DPE, 2021)
- NSW State Environmental Planning Policy (Housing) (2021)
- Ageing Well in NSW: Seniors Strategy (NSW Government, 2021)
- Macquarie Park Place Strategy (NSW DPE, 2021)
- Greater Sydney Region Plan: A Metropolis of Three Cities (Greater Sydney Commission, 2018)
- North District Plan (Greater Sydney Commission, 2018)
- Planning Ryde: Local Strategic Planning Statement (City of Ryde, 2020)
- Ryde Community Strategic Plan (City of Ryde, 2018)
- Ryde Resilience Plan (City of Ryde, 2020)
- Local Housing Strategy (City of Ryde, 2020).

Table 5 Strategic policy drivers

Policy theme	Key implications for impact assessment	Source
Priorities for housing	• It is a state priority to allow people to remain in their communities as they age, in environments which suit their needs and enable mobility. In order to achieve this, housing needs to be delivered in the right places, at the right time, be easily adaptable, resilient to change. • The 2021 NSW Housing SEPP legislates that senior's housing should "have obvious and safe pedestrian links from the site that provide access to transport services or local facilities" (Division 6, 104). • Strategic directions of the Ryde Housing Strategy include planning for an addition 20,000-22,000 dwellings by 2036, expanding medium-density development near around centres, and preserving local character. • Seniors' housing "would generally be most suitably located along the train lines within a radius of 400m" (Ryde Housing Strategy, pg. 31). • "Housing supply must be coordinated with local infrastructure to create liveable, walkable neighbourhoods with direct, safe and universally designed pedestrian and cycling connections to shops, services and public transport" (North District Plan, pg. 37). • The North District Plan has identified an opportunity to provide addition housing supply in Macquarie Park.	• NSW Housing Strategy (NSW DPE, 2021) • NSW State Environmental Planning Policy (Housing) 2021 • Ageing Well in NSW: Seniors Strategy (NSW Government, 2021) • North District Plan (Greater Sydney Commission, 2018) • Local Housing Strategy (City of Ryde, 2020)

Supporting liveability, community health and wellbeing in Ryde LGA	• The population of Ryde LGA is forecasted to grow from 116,302 in 2016 to 160,000 in 2031, with the largest growth occurring within the suburbs of Macquarie Park, Ryde South, Meadowbank, and Top Ryde. It is a local priority to ensure that infrastructure provision keeps pace with projected population growth and subsequent demand for services. • In order to increase resilience in Ryde LGA, it is a Council priority to connect the community with "services that meet their diverse physical and mental health needs... addressing service gaps and barriers and ensuring affordability and accessibility..." (Resilience Plan, pg. 68). • Public school enrolments in Ryde LGA have increased by approximately 6.2% annually between 2010 and 2018. "Given the expectation for continued population growth and the with the trend for families to live in apartments, Council should maintain open communications with NSW Department of Education to ensure education infrastructure continues to develop and meet the needs of Ryde residents" (Ryde Housing Strategy, pg. 41). • It is a vision of the NSW Government Architect framework, Greener Places, to integrate green infrastructure with other urban infrastructure such as built form and transport infrastructure, in order to create high-quality urban environments and promote active, healthy lifestyles. It is a key action of the framework to balance the recreational and functional requirements of parks with greening objectives to increase canopy cover. • It is a Premier's Priority to "green" Greater Sydney by increasing tree canopy and green cover across the region, and to plant 1 million trees by 2022. The NSW Premier recognises the role that trees play in creating great community places and enhancing outdoor recreation and exercise opportunities.	• Planning Ryde: Local Strategic Planning Statement (City of Ryde, 2020) • Ryde Community Strategic Plan (City of Ryde, 2018) • Ryde Resilience Plan (City of Ryde, 2020) • Premier's Priorities (NSW Government, 2019) • Greener Places (NSW Government Architect, 2020)
Growth of Macquarie Park	• It is forecasted that jobs will grow from 58,500 to 79,000 by 2036, and student places will grow from 32,500 to 55,000 by 2030 in Macquarie Park, becoming the third largest concentration of jobs and students in NSW. • Ryde's Local Strategic Planning Statement has identified that local office workers would like to see additional meeting places, parks, lifestyle, retail, and entertainment options in Macquarie Park. There is a need to ensure that residential development does not displace active land uses such as co-working, childcare, indoor recreation, and cafes. • 'Big moves' of the Macquarie Park Place Strategy include driving the growth of Macquarie Park into an innovation district, prioritising the pedestrian experience, rebalancing transport uses, creating sustainable neighbourhoods, and delivering better open spaces. • "Capacity and adequate levels of service to meet recent and future growth consistent with the vision and objectives of [the Macquarie Park Place Strategy] will need investment in upgrades, expansions and new facilities across most sectors, especially schools and open space, given the current deficit" (pg. 16).	• Macquarie Park Place Strategy (NSW DPE, 2021) • Planning Ryde: Local Strategic Planning Statement (City of Ryde, 2020)
Delivering on the vision of a 30-minute city	• The Greater Sydney Commission's (GSC) Greater Sydney Region Plan outlines a vision of a "30-minute city", in which jobs, services and other quality public spaces are accessible within 30-minutes of people's homes. • There is a need for 'place-based' planning which enhances social connection through walkability, high provision of social infrastructure, cultural and economic diversity, and co-location of a variety of land uses. This will improve overall access to daily needs and enhance social cohesion.	• Greater Sydney Region Plan: A Metropolis of Three Cities (Greater Sydney Commission, 2018) • North District Plan (Greater Sydney Commission, 2018)

4.0 Social and economic baseline study

The following section analyses the local social and economic context of the proposed development, including demographic characteristics, local social infrastructure available to the site as well as current local social and economic issues and trends.

This chapter provides an overview of the subject site and its current social and economic context, with regard to a defined Primary Study Area (PSA), Secondary Study Area (SSA), reflecting geographies of primary and secondary relevance to likely social and economic impact. The baseline analysis assesses the existing social and economics characteristics of the community within the identified study area/s to better understand the potential community characteristics and receivers 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.
- Forecast community profile – including population and age projections.
- Estimates of employment - including broad industry estimates across the study areas.
- Community assets – both tangible (social infrastructure) and intangible (human and social capital, community cohesion, community values and connection to place, and social issues and trends.
- Social and economic trends - -identified social and economic issues and trends of relevance to the proposal. This includes both macro issues, as well as intangible community assets in the locality (such as human and social capital), community values, and connection to place.

4.1 Key findings

Key findings of this socio-economic review include the following:

- As at 2022, there were an estimated 25,900 residents in the PSA, and 134,390 in Ryde LGA. This includes a highly diverse population by age including a high share of residents aged between 20-34 years, as well as children and elderly residents aged 65 years and over.
- Population forecasts for the PSA indicate growth of +19,610 residents by 2036, accounting for around 62% of total growth in Ryde LGA of +31,600 residents. This includes significant growth of residents aged 65 years and over, as well as younger residents aged between 20-34.
- The PSA and SSA have a diverse demographic, including a mix of working professionals and students, as well as couple families with or without children. Households are primarily occupied by families as well as lone persons, and there is a high proportion of rented dwellings.
- As of 2021, there were some 49,790 workers in the PSA, and 84,180 in the SSA. In the PSA, many of these jobs are predominately in the industrial, knowledge and health and education sector.
- The Macquarie Park Place Strategy forecasts an additional +20,000 workers in the region by 2036, with much of this employment growth to be supported within the defined PSA.
- The Ryde LSPS notes that by 2030, there will be 55,000 student placements at Macquarie University.

4.2 Study Area definition

For the purposes of this social and economic impact assessment, multiple study areas have been chosen in order to analyse the resident impact and need for the development. The Study Areas have been defined having regard to the following:

- Construction activities and operational uses of the proposal
- Location of surrounding key community facilities and competitive centres to the site
- Proximity to major roadways and public transport, and accessibility of the site from surrounding urban areas and centres
- The likely scale and extent of the potential direct and indirect impacts and benefits of the proposal, with consideration to the social factors identified in the NSW SIA Guideline
- Cumulative impacts that may impact affected communities and businesses as a result of other transport, construction and major urban renewal processes underway within or proximate to the corridor or localities
- Community and stakeholder groups that would most likely be affected by the direct and indirect impacts from the site.

Based on the above, this assessment has considered the following study areas (or 'areas of social and economic influence'):

- **Social locality** – defined to represent the local community within the immediate area of the site. For this assessment the residents living within 400m of the subject site have been included.

  There are likely to be localised social impacts relating to the immediate surrounds of the site, for example impacts associated with the construction of the new buildings (i.e., amenity values, access, noise, air quality etc). Longer term impacts such as potential noise, traffic and/or increased activity in the area are also anticipated to occur within close proximity to the proposed development, as well as likely changes to perceptions of safety or community sense of place.
- **Primary Study Area (PSA)** – defined using ABS Statistical Area 1 (SA1) boundaries and represents the area most likely to associate directly with the proposed development. This study area has been considered necessary from a social perspective due to the broader impacts and benefits that the proposed development will likely have on the surrounding Macquarie Park community, existing likely interactions with the project site and surrounds, as well as cumulative impacts associated with the delivery of the Macquarie Park Plan.
- **Secondary Study Area (SSA)** – defined using the Ryde LGA boundary, and represents the regional community that may associate with the proposed development on a less regular basis but may still be impacted or benefit from the proposed development.

Through much of this analysis, demographic data is compared to the Greater Sydney region. Demographic data has been primarily sourced from the ABS Census of Population and Housing 2021, while population estimates have been sourced with reference to projections prepared by the NSW Department of Planning and Environment.

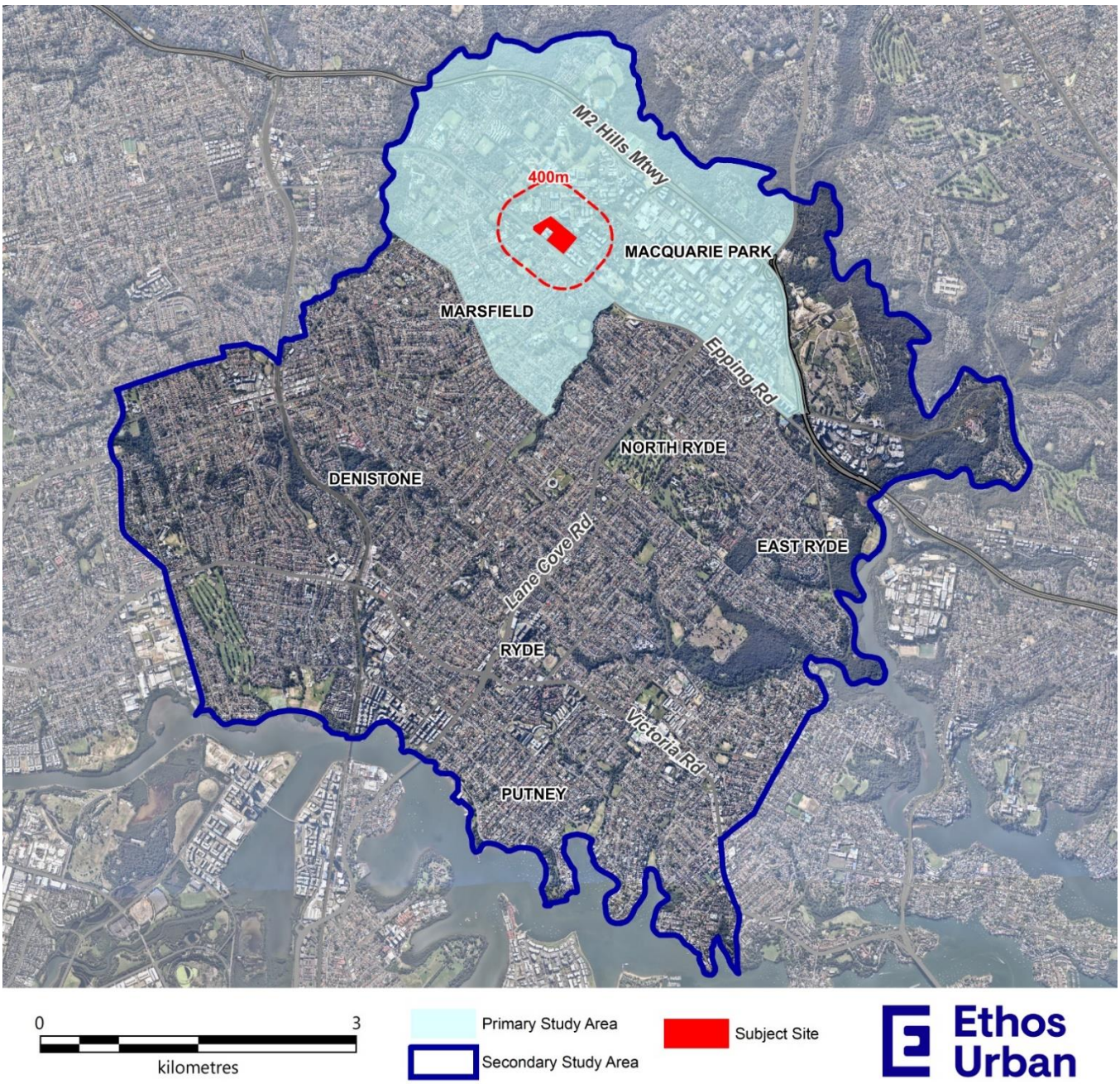

Figure 6 Study Area Map

Source: Ethos Urban using Mapinfo

4.3 Community profile: resident demographic characteristics

Based on the ABS Census of Population and Housing 2021, the key demographic characteristics of the population in the Primary and Secondary Study Areas are outlined in **Appendix A** and are summarised below. Key findings of the resident profile of the PSA and SSA are benchmarked to Greater Sydney and include:

- **Population:** At the time of the 2021 Census, the PSA had a resident population of 23,813 and the SSA of 129,123. This includes some 4,719 residents living within 400m of the subject site.
- **First Nations Residents:** Overall, there is a small representation of residents in the PSA (0.3%) that identify as being of Aboriginal or Torres Strait Islander descent compared to the Greater Sydney average of 1.8%.
- **Age structure:** The PSA is younger and includes a diverse age profile, with a median age of 33.4 years. This is significantly lower than the median age of 37.3 across both the SSA and Greater Sydney. This lower age profile is in

part driven by the high share of residents aged 25-34 years, which account for 24.4% of the resident population. This compares to Greater Sydney at 15.6% for the same age group.

- **Income:** PSA households earn a median annual household income of $101,160, some -7.0% lower than the Greater Sydney median of $108,750. Similarly, SSA (Ryde LGA) households earn a similar median annual household income to Greater Sydney of $108,880.
- **Attending Education:** The PSA has a significant student population, where 28.1% of residents are attending formal education. This is higher than Greater Sydney at 25.8%. Notably, of residents attending education in the PSA, almost half (47.6%) are studying at a university or other tertiary institution. A further 19.9% are attending primary school, while 12.4% are attending secondary school. A key observation of students attending school is that the majority are enrolled at a government school rather than a private institution.
- **Household composition:** Family households represent 62.0% of total dwellings within the PSA, and 69.1% in the SSA. This is lower than the Greater Sydney benchmark for family households at 72.6%. Notably, the PSA has a lower representation of couple or single families with children at 32.6% of households, compared to 41.8% in the SSA and 47.0% in Greater Sydney. Lone person households are overrepresented in the PSA accounting for 31.2% of households, compared to 23.3% in Greater Sydney.
- **Tenure type:** More than half of dwellings within the PSA are rented, accounting for 51.8% of tenures. By comparison, 41.9% of dwellings in the SSA are rented, and just 30.7% in Greater Sydney. This data suggests lower rates of home ownership in the PSA, which is consistent with a slightly younger age profile reflected through the ABS data for the area.
- **Dwelling type:** The PSA is characterised by a high-density urban environment, with 55.5% of dwellings defined as flats, units or apartments. This compares to Greater Sydney at 30.7% and is reflective of the recent and ongoing development of Macquarie Park.
- **Need for assistance**: The PSA has a similar rate of people requiring assistance with daily life as the rate for Greater Sydney residents of 5.5%.
- **Cultural and linguistic diversity:** The PSA is culturally diverse, with more than half (54.5%) of residents born from a non-English speaking country, and 59.3% of residents speak languages other than English at home. In particular, 26.7% and 21.9% of PSA and SSA residents speak Chinese languages at home (Mandarin and Cantonese). By comparison, 44.3% of SSA residents were born in non-English speaking countries, and 31.8% in Greater Sydney. A breakdown of cultural diversity and languages spoken at home is shown in **Table 6**.

A review of key changes between the 2016 and 2021 Census in the Study Area demographic profile was undertaken. Key findings include:

- **Household incomes have increased**, with the median in the PSA increasing by +$13,740, however this is lower when compared to growth across Greater Sydney more broadly at +$16,550.
- **A decline in the share of population attending education,** by -3.4% in the PSA compared to an increase in Greater Sydney of +0.7%. Minimal student migration resulting from COVID-19 measures and the impacts of this on Macquarie University and associated student accommodation in the area would have in part contributed to this decline. Despite this, the share of residents attending primary school increased by +1.6%.
- **A decline in residents aged 18-24 years** by -5.0%. It is anticipated that this decline is in part a result of COVID-19 impacts associated with decline in overseas student migration.
- **An increase in lone person households** by +2.8% compared to Greater Sydney at +1.6%.
- **Declining home ownership** whereby the share of dwellings owned outright declined by -3.5% (compared to Greater Sydney at -1.6%), while the share of rented dwellings increased by +0.9% and owned with a mortgage by +1.5%.

In summary, the PSA is characterised by a slightly younger, age and culturally diverse population that includes a large number of residents who either study or are working professionals. There is a strong tenure of rental properties in the area that are occupied by a diverse mix of households including couple families as well as lone persons. The SSA shows similar characteristics to the PSA overall, however, has a slightly older population than the PSA, and a greater proportion of family households.

It is our view that interpretation of small area data from the 2021 ABS Census – that is any geography smaller than a State - should have due consideration for potential outcomes arising from the COVID-19 pandemic. For example, at a small area level trend analysis relative to 2011 and 2016 Censuses should be treated with some degree of caution, as potential changes in demographics/behaviour may reflect temporary rather than structural changes as a result of COVID-19.

Table 6 Top 5 countries of birth and languages spoken at home (other than English)

Top 5 Countries of Birth	Primary Study Area	Secondary Study Area	Greater Sydney
1	Australia (41.0%)	Australia (50.6%)	Australia (61.1%)
2	China (17.2%)	China (13.3%)	China (4.9%)
3	India (7.9%)	India (4.2%)	India (3.8%)
4	South Korea (3.5%)	South Korea (4.0%)	England (3.1%)
5	Philippines (3.1%)	Philippines (2.2%)	Vietnam (1.9%)
Top 5 Languages Spoken at home (other than English)	**Primary Study Area**	**Secondary Study Area**	**Greater Sydney**
1	Mandarin (18.1%)	Mandarin (14.4%)	Mandarin (5.3%)
2	Cantonese (8.6%)	Cantonese (7.5%)	Arabic (4.4%)
3	Korean (3.9%)	Korean (4.7%)	Cantonese (2.9%)
4	Hindi (3.2%)	Italian (1.8%)	Vietnamese (2.3%)
5	Persian (1.7%)	Arabic (1.7%)	Hindi (1.5%)

Source: ABS Census of Population and Housing 2021, Ethos Urban

Socioeconomic advantage and disadvantage

The Socio-Economic Indexes for Areas (SEIFA) are produced by the Australian Bureau of Statistics to describe various aspects of advantage and disadvantage, in terms of people's access to material and social resources, and their ability to participate in society.

In considering SEIFA scores, the ABS recommends the relative advantage or disadvantage of an area should be used as a contextual variable only. This means that while some SA1s show higher levels of advantage, this does not suggest that all individuals within this area are advantaged, and vice versa.

The Index of Relative Disadvantage factors in issues such as income, employment, occupation, education, housing, and English proficiency, and is plotted over the page for the PSA.

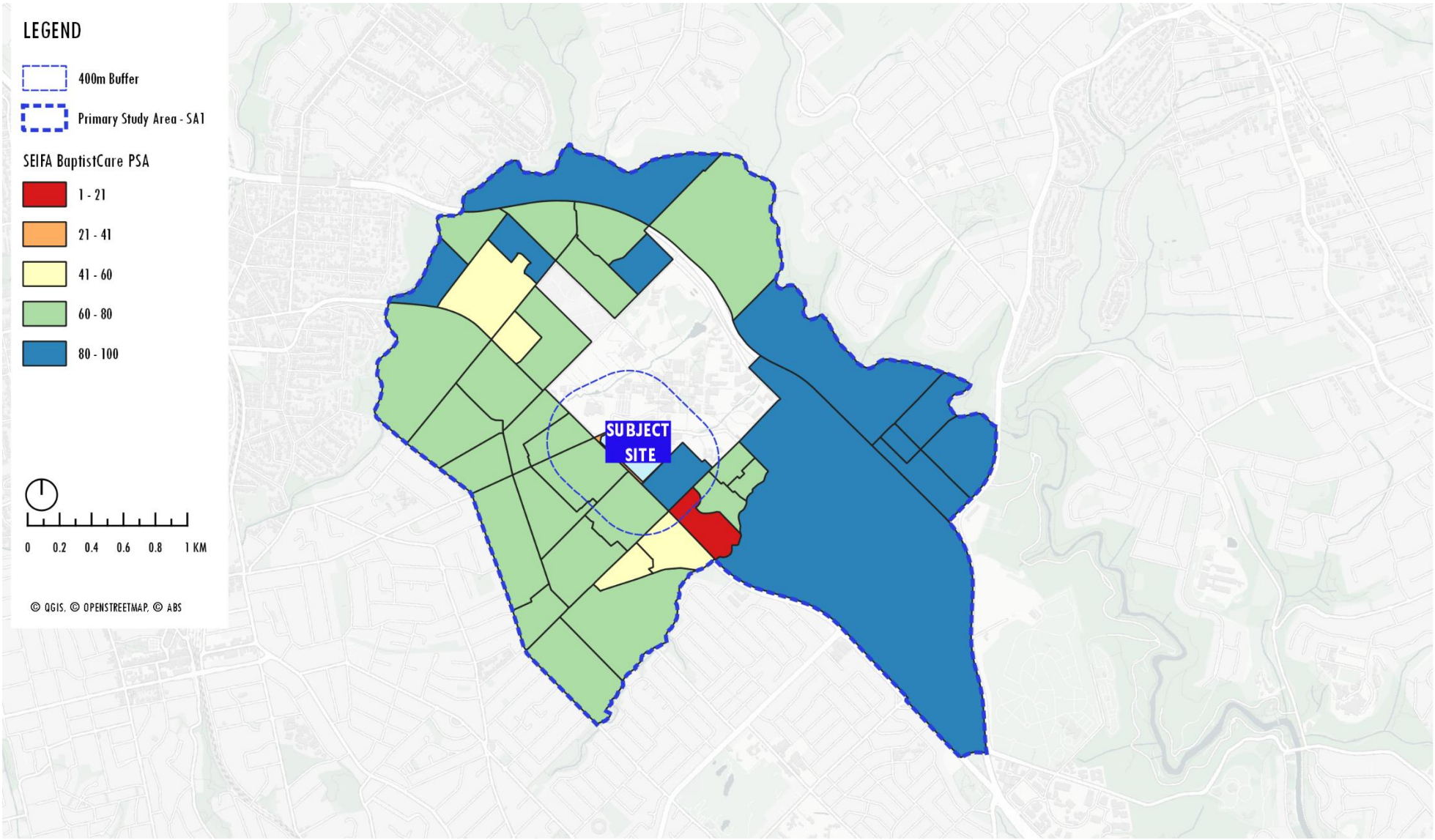

Figure 7 The Socio-Economic Indexes for Areas (SEIFA) – St Leonards

Source: Ethos Urban, Australian Bureau of Statistics

4.4 Forecast resident and workers

4.4.1 Resident forecasts

Population projections have been prepared with reference to the DPE Population Projections 2022. These projections considered the 'main growth' series for Macquarie Park -Marsfield SA2, and Ryde LGA and have been rebased to the latest ABS Estimate Resident Population (ERP) figures for 2021. An examination of historic trends, recent building approvals data and future development activity have been considered. A detailed summary of population projections is presented in **Table 7** below, with key findings including:

- In 2022, the PSA had an estimated resident population of 25,900, an increase since the recorded 2016 resident population of 22,680 residents.
- Population projections for the PSA indicate that the overall estimated resident population is forecast to increase by +19,610 residents by 2036. This reflects an average annual increase of +1,400 residents over the next 14 years, at a rate of +4.1%. This is comparatively higher when compared to the projected average annual growth rate for Greater Sydney of +1.5% over the same forecast period, emphasising the planned future growth of Macquarie Park in supporting significant uplift in homes and residents in the coming years.
- More broadly, the SSA (Ryde LGA) had an estimated resident population of 134,390 in 2022. This resident population is forecast to increase to 165,990 in 2036, increasing by +31,600 residents over the next 14 years. Notably, the PSA at +19,610 additional residents will support around 62% of this total growth.

The strong population growth presented in this analysis will support demand for new housing, jobs and associated community and retail services within the local and regional area.

Table 7 Resident population projections

x	2016	2022	2026	2036	Change (2022-2036)
Population					
Primary Study Area	22,680	25,900	29,480	45,510	+19,610
Secondary Study Area	121,270	134,390	140,690	165,990	+31,600
Greater Sydney	*5,024,920*	*5,316,100*	*5,695,810*	*6,590,750*	*+1,274,650*
Average Annual Change (no.)		**2016-22**	**2022-26**	**2031-36**	**2022-36**
Primary Study Area	-	+540	+900	+1,410	+1,400
Secondary Study Area	-	+2,190	+1,580	+2,030	+2,260
Greater Sydney	-	*+48,530*	*+94,930*	*+87,490*	*+91,050*
Average Annual Growth Rate (%)		**2016-22**	**2022-26**	**2031-36**	**2022-36**
Primary Study Area	-	+2.2%	+3.3%	+3.4%	+4.1%
Secondary Study Area	-	+1.7%	+1.2%	+1.3%	+1.5%
Greater Sydney	-	*+0.9%*	*+1.7%*	*+1.4%*	*+1.5%*

Source: ABS, DPE 2022, Ethos Urban
Note: Figures rounded

4.4.2 Age projections

A breakdown of population by age is provided in **Table 8** below. Age projections have considered the latest age structure presented in the ABS 2021 Census results, as well as the NSW DPE population forecasts. Key findings of age projections for the SSA include the following:

- The SSA has an age diverse population, with a mix of age cohorts having strong representation across the region. Notably, residents aged 25-34 years represent the largest age group at 18.4% of the population, followed by 35-44

years at 16.5% and 45-54 years at 11.8%. There is a strong presence of children aged 5-14 years at 10.6% of the resident population, emphasising the presence of families with children across the LGA.

- Together, cohorts aged 65 years and over account for 15.1% of the total resident population, with this age group together forecast to increase by +10,220. At this amount of growth, residents aged 65 years and over will represent close to a third (32.2%) of total population growth in Ryde LGA, emphasising the need for services and facilities that support an ageing population.
- Other age groups include residents aged 20-34 years are forecast to experience significant growth of +9,700 between 2022 and 2036. This growth will in part be driven by an increasing student population in the area.

The forecast age breakdown for Ryde LGA indicates that while there is a presence of ageing in the region, there will remain an overall age diverse population that will demand intergenerational facilities and services that meet the needs of a range of age groups including students, families with children and elderly residents.

Table 8 Resident age projections – Ryde LGA

Age cohorts	2022		2036		
	No.	%	No.	%	Change (no.)
0-4 years	7,560	5.6%	8,140	4.9%	+580
5-14 years	14,260	10.6%	14,830	8.9%	+570
15-19 years	6,140	4.6%	8,500	5.1%	+2,360
20-24 years	8,960	6.7%	13,880	8.4%	+4,920
25-34 years	24,690	18.4%	29,470	17.8%	+4,780
35-44 years	22,130	16.5%	24,130	14.5%	+2,000
45-54 years	15,850	11.8%	20,340	12.3%	+4,490
55-64 years	14,560	10.8%	16,240	9.8%	+1,680
65-74 years	10,930	8.1%	13,580	8.2%	+2,650
75-84 years	6,070	4.5%	10,660	6.4%	+4,590
85 years and over	3,240	2.4%	6,220	3.7%	+2,980

Source: ABS, DPE 2022, Ethos Urban
Note: Figures rounded

4.4.3 Employment estimates

Broad industry classification definition

The ABS groups employment into industries using the Australian and New Zealand Standards Industrial Classification (ANZSIC) framework. This framework classifies industries according to their productive activities.

For the purposes of estimating employment projections, these ANZSIC industries are grouped into Broad Industry Categories, as these Broad Industry Categories have similar economic drivers (see **Table 9** for classification). For instance, many industries provide population services, such as household services, and construction services. As population growth increases so too does the demand for employment within these industries – all else being equal. For other industry groupings, such as, 'industrial', technological trends are changing the way these businesses operate by utilising more equipment and machinery and less labour, these businesses are reducing their overall demand for labour as a proportion of output, and as such, jobs growth is expected to be proportionately lower going forward. The key drivers and an overview of each category is defined below:

- **Population serving**: Industries within this category tend to provide services to households and individuals. As population grows, so does employment to respond to increased demand for population services.

- **Knowledge workers**: For industries within this category a key factor is the ability to attract and retain high skilled workers. As such, locational and regional factors play a key role as well as the areas access to a highly skilled labour market.
- **Traditional officer workers**: Industries within this location tend to be driven by availability of commercial space and demand from both residents and local businesses.
- **Industrial:** Broad industrial trends, such as economic growth, technology, automation, and land use capacity are the main economic drivers for this category.
- **Health, Education, and Other**: Often reliant on population growth to drive demand; however, employment in these industries can also be 'lumpy' and is influenced by major projects (e.g., universities and hospitals).

A summary of the current employment breakdown by broad industry category is shown in **Table 9**.

Employment estimates

Employment estimates prepared for the Study Areas have considered official employment estimates from the ABS 2021 Census Place of Work results. The employment estimates show that in 2021, there were some 49,790 workers in the PSA, accounting for 59.2% of total workers in the SSA at 84,180.

The employment breakdown in the PSA shows that knowledge workers account for 26.8% of total employment, and includes workers employed in industries such as professional, scientific, and technical services, and information, media and telecommunications. The PSA also has a strong representation of industrial workers at 29.1%. This is in part driven by the large presence of wholesale trade activities in Macquarie Park. Other major employing industries within the PSA include health and education (22.3% of workers), and population serving activities (14.2%) such as retail trade workers and construction workers.

The SSA also has a diverse range of employment activities. Some 24.6% of residents work in health and education, 23.9% in industrial activities, 22.2% are knowledge workers, and 20.3.0% work in population serving industries.

Table 9 Employment Estimates – Primary and Secondary Study Area (2022)

ANZSIC Industry	Broad Industry Category	Primary Study Area		Secondary Study Area	
• Agriculture, Forestry and Fishing • Mining • Manufacturing • Electricity, Gas, Water and Waste Services • Wholesale Trade • Transport, Postal and Warehousing	Industrial	14,480	29.1%	20,090	23.9%
• Construction • Retail Trade • Accommodation and Food Services • Arts and Recreation Services • Other Services	Population serving	7,050	14.2%	17,050	20.3%
• Information Media and Telecommunications • Financial and Insurance Services • Professional, Scientific and Technical Services	Knowledge workers	13,330	26.8%	18,720	22.2%

• Rental, Hiring and Real Estate Services • Administrative and Support Services • Public Administration and Safety	Traditional office workers	3,820	7.7%	7,600	9.0%
• Education and Training • Health Care and Social Assistance	Health and education	11,110	22.3%	20,720	24.6%
Total		**49,790**	**100.0%**	**84,180**	**100.0%**

Source: ABS Census of Population and Housing, 2021
Note: Figures Rounded

Macquarie Park is a major non-CBD employment and activity centre, with an estimated 890,000m^2 of commercial floorspace in 2016, and 140,000m^2 of retail floorspace (Ryde LSPS). The Ryde LSPS notes that Macquarie Park is also a nationally significant research and business centre, specialising in communications, medical research, pharmaceutical and information technology sectors.

The Macquarie Park Place Strategy forecasts an additional +20,000 workers in the region by 2036. This is reflective of the ongoing development of Macquarie Park as a major employment and activity centre. It is expected that many of these jobs will be concentrated within population serving industries to support the growing residential population, as well as health and education, and knowledge-based sectors.

4.4.4 Forecast student population

Macquarie University is a major university within Australia, servicing around 45,000 students. The Ryde Local Strategic Planning Statement estimates that student places at Macquarie University are forecast to increase to around 55,000 by 2036. This represents an additional +10,000 students in Macquarie Park that will drive demand for additional facilities in the region, such as convenience retail, takeaway food and dining, open space, community facilities and student accommodation.

4.5 Community health profile

The social locality is situated within the North Sydney Local Health District (NSLHD). The summary below provides a snapshot of the health and wellbeing of the Macquarie Park community, based on a review of the *NSLHD Clinical Services Plan* (2019-2022).

The NSLHD serves 943,908 people that live in the district, representing 11.7% of the total population of New South Wales. The following health trends can be identified within the district:

- NSLHD residents generally experience better health than the NSW average, with the nation's highest life expectancy, lower premature mortality, and highest infant and maternal health scores.
- Risk factors such as smoking, lack of physical activity, fruit and vegetable intake and obesity are less prevalent in the District, comparatively with the rest of New South Wales. The only risk behaviour prevalent is risky drinking that is similar to the state average.
- The district falls below the national average for breast and bowel cancer screening, but above the national average for cervical cancer screening.[1]

Analysis by the Northern Sydney Primary Health Network (NSPHN) and the NSLHD also highlight several mental health issues afflicting the relevant district/regions:

- As at 2019, approximately 40% of the North Sydney Region suffer from some degree of mental health issues, with 3.1% suffering from severe mental health issues. With 8.9% of the region reporting high or very high psychological distress, and 16.6% of those aged over 18 engage in high-risk drinking. Further to this, 2.474 per 100,000 hospitalisations are attributed to mental health, much higher than the New South Wales rate (1,909 per 100,000).
- Higher rate of hospitalisations for intentional self-harm among those aged 15-24 (241 per 100,000), as well as females (112 per 100,000), and Aboriginal people (411 per 100,000).

[1] NSLHD_Clinical Services r1 DIGITAL.PDF (nsw.gov.au)

- People most at risk of poorer health in the North Sydney Region include:
  - Complex and severe alcohol and other drug users
  - People with serious physical and mental health co-morbidities
  - Those experiencing social isolation or homelessness
  - Children, young people, adolescents, and their families
  - Older people
  - Women, particularly those aged 39-45
  - Aboriginal and Torres Strait Islander People
  - LGBTQIA+
  - Culturally and linguistically diverse people
  - Men who live alone.[2]

4.6 Local social infrastructure context

It is important to consider the provision of key social infrastructure to support the project – such as hospitals, emergency services, schools, and other social and health services. The workforce on site and future residents will place demand on existing infrastructure and services, and any impacts associated with local social infrastructure networks must be identified.

Existing social infrastructure accessible within 400m (PSA) is shown in **Figure 8.** There is a strong concentration of health and education services, including a district/regional level – commensurate with Macquarie Park's status as a social infrastructure hub. The following infrastructure has been identified within a 400m radius surrounding the subject site and it is this infrastructure, which is assessed as being potentially subject to direct, localised impacts associated with the Proposal.

- **Childcare:** There are three (3) childcare facilities located within 400m of the site – Gumnut Cottage Long Daycare Centre, Waratah Cottage, and Banksia Cottage.
- **Community facilities:** There is one (1) community facility located within 400m of the site – MBC Activity Centre.
- **Education facilities:** There are two (2) education facilities located within 400m of the site – Macquarie University and Macquarie University Special Education Centre.
- **Open space/recreation:** There are five (5) open spaces located within 400m of the site – Dunbar Park, Pioneer Park, Kikkiya Park, Quandong Reserve, and Australia 11 Park.
- **Health/aged care facilities:** There is one (1) health facility located within 400m of the site – Ararat Medical Centre.
- **Places of Worship:** There are two (2) places of worship located within 400m of the site – Macquarie Baptist Church, and Trinity Chapel Macquarie.

4.7 Transport and accessibility

The site is highly accessible via public transport and is within 400m to several bus stops, as well as the Macquarie University Metro Station. The Metro Station provides high frequency services from Chatswood to Tallawong on the Metro Northwest Line. From Chatswood, commuters can connect to services across Greater Sydney and beyond. Bus stops on Balaclava Road and Epping Road are serviced by the following routes:

- 288 Epping to City Erskine St,
- 290 Epping to City Erskine St via Macquarie University,
- 292 Marsfield to City Erskine St via Macquarie Park,
- 545 Parramatta to Macquarie Park,
- 550 Parramatta to Macquarie Park via Epping.

[2] Northern-Sydney-Regional-Plan-final.pdf (sydneynorthhealthnetwork.org.au)

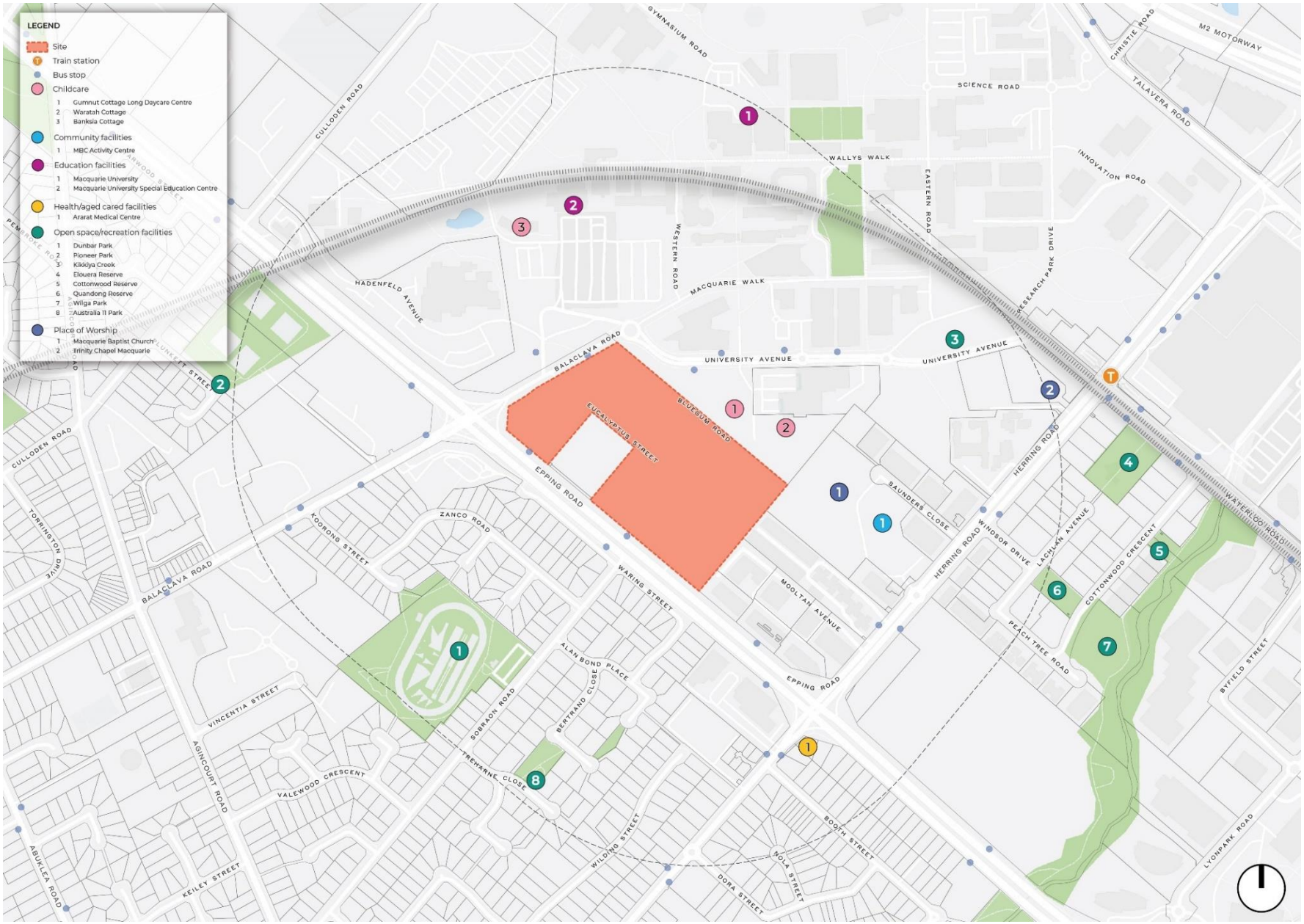

Figure 8 Local social infrastructure context

Source: Ethos Urban

4.8 Key social and economic issues and trends

To help inform the social and economic context, key trends of most relevance to the proposed development are below.

4.8.1 Development of the Macquarie Park Health and Education Precinct

Macquarie Park is an identified Health and Education Precinct in the context of NSW DPE and Greater Sydney Commission priorities and is one of the North Districts' most important employment centres. NSW DPE's Macquarie Park Place Strategy has identified the following key actions for future development:

- Opportunities for up to 20,000 jobs
- Up to 7,650 new homes
- Improved access to public transport
- An 18-hour economy attracting business, workers, and visitors
- A renewed Connection to Country – better connections between people and places
- More walking and cycling paths
- A network of parks and open space for everyone to enjoy.[3]

The Greater Sydney Commission is currently exhibiting a Draft Strategic Infrastructure and Service Assessment for Macquarie Park, which outlines and provides strategic merit for the level of infrastructure needed to support recent and future growth of the area. Key land requirements identified include 23 hectares for sporting facilities/fields, 11 hectares for roads and active transport, nine hectares for green and blue infrastructure, five hectares for public transport, and three to four hectares of land for one new primary school and one new high school.[4]

Figure 9 below illustrates a breakdown of land requirements for Macquarie Park.

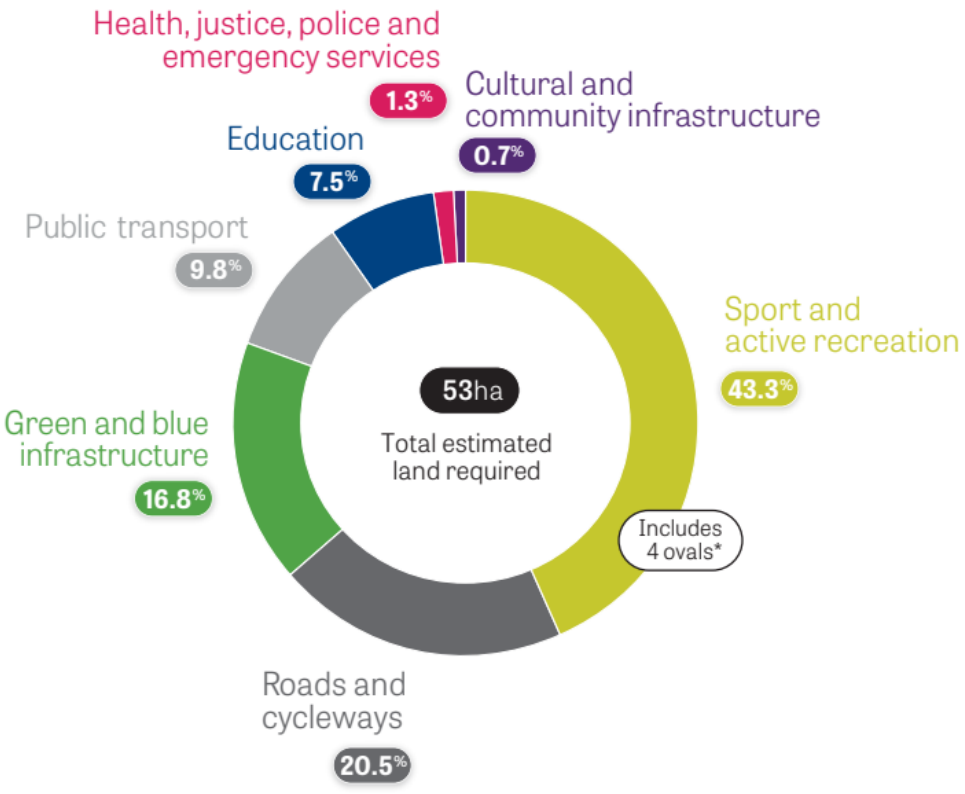

Figure 9 Identified land requirements for Macquarie Park by infrastructure type (Greater Sydney Commission, 2021)

[3] Macquarie Park - (nsw.gov.au)

[4] Macquarie Park: Strategic Infrastructure and Service Assessment DRAFT REPORT (gsc-public-1.s3-ap-southeast-2.amazonaws.com)

4.8.2 Benefits of walkable, mixed-use neighbourhoods

Co-locating housing, employment, social infrastructure, retail, public transport, and daily living needs within dense, mixed-use precincts supports urban activation and amenity. Clustering destinations, such as housing, shops, schools, libraries, cafes, medical centres and so on, makes it more convenient for residents to access a variety of needs within one location. Mixed-use precincts encourage walking and active transport, supports the viability of local retail and social infrastructure, as well as increased activity on the street and improved perceptions of safety.

The co-location of housing, social infrastructure, and essential services has the potential to significantly decrease car dependency and encourage walkability. Walkability can have substantial effects on the health and wellbeing of populations. It is noted that:

> *"People who live in a pedestrian-friendly designed environment participate much more in social life and have greater confidence in their environment. That proved a significant gain in 'social capital' and thus a better quality of life... Against this backdrop walkability is understood as a comprehensive approach for a liveable sustainable city and does not only mean walk-friendliness".*[5]

4.8.3 Benefits of communal private spaces and "third spaces" in contemporary residential developments

'Third places' is a term coined by sociologist Ray Oldenburg and refers to places where people spend time between home ('first' place) and work ('second' place). They are locations where we exchange ideas, have a good time, and build relationships. The most effective third places for building real community connections are the physical places where people can easily and routinely connect with each other: including parks, recreation centres, hairdressers, gyms, and even fast-food restaurants. Third places have a number of important community-building attributes. Depending on their location, social classes and backgrounds can be "levelled-out" and people may feel they are being treated as social equals. Informal conversation is the main activity and most important linking function.[6]

Research suggests that medium and high-density residential developments often lack suitable spaces for socialisation – as events and gatherings are not scheduled between neighbours, and developments are not designed to enable "affordance for lingering". This means that social interactions in larger residential developments are often no more than incidental. This finding suggests that high-density developments require more spaces for social connection to facilitate a cohesive community.[7]

Australian Housing and Urban Research Institute (AHURI) research into apartment residents and neighbourhoods in Sydney and Melbourne highlights the central importance of public infrastructure for lower-income residents—especially open space, libraries, and community centres. Support for 'soft' infrastructure, like community engagement programs and community-led activities, was also important. In the high-density areas studied, infrastructure outcomes were uneven, creating an equity issue where lower-income residents have lower quality of life, even within the same local government area. A focus on providing access to free or low-cost options, both in buildings and in the neighbourhood, is essential to support lower-income residents. [8]

Macquarie Park will ultimately undergo significant urban change and renewal due to its strategic location, and consequently will require sufficient investment in social infrastructure and public space to ensure residents are supported.

4.8.4 Macro-trends in urban living – the mixed-use precinct

Contemporary urban planning trends in metropolitan Sydney are reflective of a broader global shift toward mixed-use zoning and the creation of highly activated precincts. The impetus of this thinking has largely been attributed to Jane Jacobs and her renowned work – *The Death and Life of Great American Cities*. Among other topics, Jacobs argued that blocks and precincts should serve more than one primary function to catalyse social and economic development. She

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[5] Tran, M. 2021, 'Healthy cities – walkability as a component of health-promoting urban planning and design', *Journal of Sustainable Urbanization Planning and Process*, vol. 1, no. 1.

[6] Butler, Dias (Brookings, 2016) "Third places" as community builders

[7] Thompson, S 2019, "Supporting encounters and casual social ties in large apartment complexes and their surroundings: The role of people, planning, design and management," Thesis prepared for UNSW
http://unsworks.unsw.edu.au/fapi/datastream/unsworks:61597/SOURCE02?view=true

[8] AHURI (2020). Improving outcomes for apartment residents and neighbourhoods

rebutted the idea that single-use zoning creates visual order and avoids congestion, instead endorsing the idea that diversity encourages walking, thus decreasing congestion and contributing to the convenience and liveliness of cities.

More recent academic research finds benefit in mixed-use zoning across a wealth of areas, including but not limited to: pedestrian safety (Sung et al. 2022),[9] carbon emissions (Zagow 2020).[10] and travel times for non-work activities (Choi, Kang & Yoon 2021).[11] The US-based Brookings Institution focuses largely on the social and economic benefits of walkability (which is largely catalysed by mixed-use zoning), demonstrating that educational attainment and GDP per capita is higher in metro areas with greater walkability. Walkability has also been linked to greater social equity, 'as measured by housing and transportation costs and rental/for-sale housing mix'.[12]

Figure 10 Artists' impression of a 'residential precinct' (TOGA)

Considering regional priorities for a '30-minute city', the project site has a high potential to align with both regional strategic planning directives and global-scale trends in the context of urban living. The Master Plan will involve the delivery of a broad spectrum of land uses which will ultimately lead to a more human-centric design, which values the principles of social connection, walkability, and activation.

4.8.5 Catering for diversity in aged care

Ryde LGA is home to a diverse population, both in terms of age, and cultural and linguistic background. Council's Community Strategic Plan notes that approximately 39% of the population spoke a language other than English and 8% spoke English not well or not at all in 2016. Dominant cultural groups in the LGA, other than Australian, include Chinese, South Korean, and Indian.

The Australian Government's Aged Care Diversity Framework (2017) has established a need to provide aged care services which are "appropriate, accessible and sensitive to the individual needs of all older Australians".[13] Culturally and linguistically diverse older people face numerous barriers to accessing health and aged care in Australia, including:

[9] Sung, H. Lee, S. Cheon, S. Yoon, J. 2022. Pedestrian Safety in Compact and Mixed-Use Urban Environments: Evaluation of 5D Measures on Pedestrian Crashes. *Sustainability*.

[10] Zagow, M. 2020. Does Mixed-use development in the metropolis lead to less carbon emissions. *Urban Climate*.

[11] Choi, D. Kang, M. Yoon, J. 2021. Utility of mixed-use development by reducing aggregated travel time for multiple non-work activities: A case of Seoul, Korea. *Cities*.

[12] The economic power of walkability in metro areas (brookings.edu)

[13] Aged Care Diversity Framework action plans | Australian Government Department of Health and Aged Care

- Cultural barriers – differing attitudes to caring and family responsibilities, English proficiency, or lack thereof, perceptions of gender roles, mistrust of authority etc.
- Structural barriers – difficulty in accessing information, lack of general knowledge about available services etc.
- Service barriers – lack of cultural competency of staff, culturally inappropriate services, racism and/or discrimination etc.

Actions to support culturally and linguistically diverse older people within aged care include providing information, services, and activities in a number of different languages and formats, employing bilingual and bicultural staff, providing opportunity for consumers and their families/carers to provide feedback, and reflecting on the cultural diversity of governance structures.[14] Ryde LGA's diverse population will make this a key issue for consideration during the development of aged care infrastructure.

4.8.6 Intergenerational care models

Intergenerational care is defined as planned ongoing activities that purposefully bring together different generations to share experiences that are mutually beneficial.

Studies demonstrate how intergenerational models promote satisfaction and quality of life for all the parties involved.[15] There are benefits for lifelong learning amongst older adults and to change the attitudes that young people exhibit toward the elderly. Older people in intergenerational care are provided with a sense of purpose and dignity that improves the social outcomes of older people and encourages older people to remain living in their home for a longer period.

Participation in intergenerational care can significantly improve older adults' health and well-being by facilitating continued intellectual or physical activity in the elderly.[18] Simultaneously, it contributes to the encouraging of values and behaviours in children and to the construction of identity among adolescents. For the younger demographic, improvements can be seen in children's pro-social behaviours of sharing, helping, and cooperating, as well as decrease the likelihood of juvenile delinquency in later life.

There are two different models of intergenerational care, the shared campus model and visiting campus model, outlined in **Table 10**.

Table 10 Intergenerational care models

Model	Description	Pros and cons
Shared campus model	Aged care and childcare centres are located on the same site with shared infrastructure and facilities. The intergenerational learning program is then provided in a multi-function room common to both aged care and childcare facilities.	Represents the lowest ongoing cost scenario as usual child-staff ratios are in place within the childcare centre and shared campus facility. No transport costs (on-site). Higher construction and maintenance costs.
Visiting campus model	Centres are located separately and either children or older people are transported to the other site and intergenerational learning activities are held on that site.	Variation in labour costs associated with increased number of educators required to meet the national ratios, lower (1:4) whilst children travel off-site, compared to usual centre-based ratios (1:11).

Source: https://www.intergenerationalcare.org/wp-content/uploads/2019/08/IGC-MEDIA-KIT.pdf;

4.8.7 COVID-19 impacts on local communities

In recent years, COVID-19 has resulted in significant changes and impacts on local communities and the way people live. While the long-term implications of COVID-19 remain uncertain, the pandemic has reinforced the following trends on how and where people live:

- Working from home: flexible working arrangements established because of COVID-19 lockdowns had a large influence on migration patterns, allowing for people to work remotely from more affordable or higher amenity

[14] Australian Government 2019, 'Actions to Support Older CALD People: a Guide for Aged Care Providers'.

[15] Canedo-García, A., García-Sánchez, J. N., & Pacheco-Sanz, D. I. (2017). A Systematic Review of the Effectiveness of Intergenerational Programs. Frontiers in psychology, 8, 1882. https://doi.org/10.3389/fpsyg.2017.01882

locations. Several major employers have also indicated that flexible working arrangements are likely to remain long-term.

- Economic uncertainty and market conditions: In times of socioeconomic instability, people are more likely to move to locations where there are secure jobs, and where the lifestyle is more affordable. During COVID-19, this may have been where lockdowns and restrictions were less prevalent, such as in regional areas.
- Restrictions on international borders: The restriction of movement internationally is likely to have influenced the increase in domestic migration. Fewer international migrants settling in capital cities can also influence the labour and housing market conditions of those cities, stimulating further movement of people.
- The impact on young adults: Disruption of major life events because of COVID-19, such as university or career pathways, is likely to result in more young adults remaining in their parents' home. The effect of COVID-19 on employment security may have also resulted in more young adults returning to their parents' home.[16]

Despite the above, the long-term implications of COVID-19 remain unclear. However, the importance and benefits of co-locating communities with retail and other services and facilities to improve convenience and trips beyond resident's immediate region was emphasised. A focus on health, wellness and sustainably initiatives has also been reinforced through the public health measures and stay-at-home orders that were implemented during the pandemic. Several of these, such as a focus on safe, sustainable communities will remain a priority for the public and residents in the long term.

4.8.8 Changing consumer retail requirements

Today's fast paced lifestyle and flexible work and life arrangements means that modern consumers have more diverse preferences when it comes to retail uses. Consumers increasing prefer retail facilities that enable or promote:

- **24/7 shopping** - Consumers want the ability to be able to shop at times that are suitable and convenient for them. Working conditions and lifestyles have changed - consumers want to be able to shop early morning, during the day and late at night.
- **Walkability and accessibility -** Consumers, particularly those living in dense communities, prefer to shop locally at facilities that are easily accessible walking or by private car or public transport.
- **Range of products** - Consumers seek a broad range of products, at various levels of price and quality from a range of sources that can cater to a variety of tastes, cultural and ethnic preferences.
- **Shopping as an experience** - Retailers are increasingly responding to consumer demand for a greater retail experience through an increased range of products, foreign brands, and high-quality foods. Retailers are also looking to differentiate themselves by providing better experiences and offers that can attract consumers in competitive retail markets.
- **Shopping online** - Consumers have continued to embrace online shopping for both supermarket and retail goods. Online retailing is now one critical component of a holistic retail network and experience.

The retail sector continues to evolve to the changing economic environment, as well as respond to rapidly changing customer tastes. The COVID-19 pandemic has only increased the need for change in the retail sector and across a range of retail formats.

Some of the changes to so-called 'bricks and mortar' retailing includes increased demand for after hours and weekend trade. Leveraging technology including digital and self-service check-outs, as well as ecommerce fulfilment (i.e., click and collect and home delivery) is also anticipated.

For all retailers, the focus on health and safety through hygiene practices and social-distancing measures has had a big impact, along with the need to quickly invest in online and omni-channel service models and supply chain requirements to adapt to customer expectations.

Further, the importance of local high-streets and convenience-based retail facilities that are embedded within a community has been highlighted in 2020 and 2021. A focus on supporting local businesses and the local community has returned and is likely to remain relevant in the future.

[16] PowerPoint Presentation (population.gov.au)

5.0 Engagement and Consultation Outcomes

5.1 Engagement overview

The following section explores the perspectives of key stakeholders and communities, which have a bearing on the proposed development. As required by the NSW SIA Guideline, engagement and public participation undertaken as part of the proposal form a component of the overall SIA.

This section summarises aspects of the *Community and Stakeholder Engagement Outcomes Report* (WSP), and draws out outcomes of relevance for this assessment. Issues and opportunities identified by the community and stakeholders inform the assessment of magnitude of impact, when considering levels of expressed concern about a particular aspect of a project. It can also uncover impacts that are only discoverable when considering individual and community experiences of social change, both positive and negative.

Key findings – community and stakeholder engagement

- **Support for the design of the Master Plan:** general support for the current design of the Master Plan, with many residents of the Willandra Village expressing a desire to return to the site.
- **The importance of housing affordability and diversity in aged care:** both aged care residents and the wider community identified the importance of diversity in housing and aged care, including in ensuring a mixture of housing typologies and ownership models.
- **Concerns relating to built form and environmental impacts:** including building heights and sun access, noise management and reduction, and wind impacts. It is noted that wider engagement activities for the Precinct identified concerns relating to managing overdevelopment, design quality, density, and the proposed heights of buildings.
- **Traffic and congestion:** traffic and a lack of parking is noted as a significant issue in Council-wide engagement outcomes, as well as in engagement activities relating to the Master Plan.
- **Community building:** community engagement for the Ryde Social Plan and Creativity Strategy noted challenges to community connections, and a limited sense of identity within the LGA. Maintaining local character through renewal, and ensuring community is supported in future high-density, is noted by both aged care residents and the wider community.
- **The importance of open space and tree canopy:** raised by the community and aged care residents in both engagement for this vertical village, the concept Master Plan, and broader engagement activities across the primary and secondary study areas.
- **Harnessing development to deliver new social infrastructure**: the community broadly highlight the need for new facilities, located in convenient locations and co-located with green space, to be delivered through future high-density renewal projects.

5.2 BaptistCare's approach and engagement history

BaptistCare Macquarie Park has an existing community of staff, residents and their families who all have various levels of interest and apprehension towards any impending change on site. As a faith-based organisation that has been serving seniors and vulnerable people living with disadvantage since 1944, it was imperative to the organisation to prioritise the wellbeing of the community from the outset. This included ensuring they were kept informed and engaged throughout the project.

Since 2019, BaptistCare has carried out a thorough program of consultation and engagement with their community of Macquarie Park residents, families, and staff. This consultation has been designed to ensure the community is informed of the investigations and to provide them with a range of opportunities to have their say about the future of the Macquarie Park site. As the people who know the site best, the BaptistCare Macquarie Park community have provided valuable feedback on opportunities for the future of the site.

Methods of communication have included:

- Frequent newsletter updates about the process
- Frequently Asked Questions – updated regularly and distributed to residents
- A project website with information updated regularly
- An email address for the community to ask questions
- Baptist Care Hotline – a dedicated phone line that was manned Monday to Friday
- Webinars for residents, staff, families and the wider public
- Drop-in sessions for residents
- Updates to the Willandra Resident Committee.

5.3 Engagement to inform this development

BaptistCare engaged WSP to support with communications and consultation with key stakeholders and the community about the proposed site uses. WSP has designed and coordinated a program of engagement to meet the following objectives:

- Raise community and key stakeholder awareness of BaptistCare's plans for the future of the site
- Report back to the community on how previous consultation has influenced the proposal
- Ensure meaningful, inclusive, relevant, and proportionate engagement that is tailored to the needs of the community
- Embrace in-person and online engagement tools to encourage and maximise participation and reassurance for impacted stakeholders
- Outline in a meaningful way how the proposal will affect stakeholders and the local community, and any potential impacts that may be felt
- Understand community and stakeholder feedback – including concerns and issues
- Contribute to better planning outcomes.

Consultation has also been designed to comply with:

- The Secretary's Environmental Assessment Requirements (SEARs) for engagement (see Table 1)
- DPE's Undertaking Engagement Guidelines for State Significant Projects
- DPE's Community Participation Plan.

5.3.1 Communities and stakeholders engaged

Throughout 2022, BaptistCare consulted with residents, their families, and staff, as well as the wider community, about the proposed Master Plan and Stage 1 Vertical Village. This consultation included the following activities:

- **Willandra drop-in session:** face-to-face drop-in session for residents of the Willandra village, giving information about the Master Plan and invited to provide feedback.
- **Newsletter:** shared with all residential aged care residents, their families, and on-site staff to provide information and invite recipients to contact the project team with any feedback or attend the webinar.
- **BaptistCare community webinar**: including a presentation to the residents and their families, and invitation to ask questions.

- **Postcard:** high level information and invitation to public drop-in session and webinar sent to all business and residents within 1km of the site (broadly corresponding to the Primary Study Area in this assessment).
- **Public drop-in session**: attendees from the broader community given information about the vertical village and invited to provide feedback.
- **Public webinar**: participants from the wider community given a presentation on the proposal and invited to ask questions.
- **Website, email, and call centre:** updating previous BaptistCare communication channels with additional information on the Master Plan.
- **Stakeholder interviews**: interviews and broad communication as conducted with the following key stakeholders – City of Ryde Council, Fire and Rescue NSW, NSW State Emergency Services (SES), Government Architect NSW, Transport for NSW, Morling College, Macquarie University**,** Biodiversity Conservation Division, NSW Police, Sydney Water, Ausgrid, and Macquarie Baptist Church.

5.3.2 Engagement outcomes

The *Community and Stakeholder Engagement Outcomes Report* (WSP) describes the outcomes of BaptistCare's extensive engagement activities to a high level of detail. The following outcomes are summarised, synthesising what the community is expressing across the relevant social groups (e.g. residents to be relocated, residents to experience construction and operation impacts due to proximity to the Site, the broader Macquarie Park community) to identify the issues and opportunities of importance and concern.

The following overview of engagement outcomes is extracted from the *Community and Stakeholder Engagement Outcomes Report* (WSP, Revision 2.2022, page 10):

> *Feedback captured during this consultation was largely positive. Participants were supportive of the intergenerational community proposed for the site, the combined aged care services, maximising greenspace and access to nature, the opportunity for a school, and the variety of a retail and services offering on-site.*
>
> *Concerns that were raised largely came from current BaptistCare Macquarie Park residents who had questions about the relocation process and the height of the Vertical Village.*

Willandra residents

Willandra residents will be directly impacted by the project, due to the demolition of Willandra Village proposed in the Stage 1 Vertical Village (SSD-46561716). Outcomes of engagement with these residents are outlined below.

- **Connections and accessibility:** it is understood that residents generally supported the Master Plan's vision for improved connectivity and public access to the site, and its strategic location close to transport options, retail, and health needs.
- **Arrangements for existing residential aged care:** residents inquired about provision for existing aged care homes, including the relationship between delivery of the Master Plan and the existing RACs.
- **Support for intergenerational**: Many attendees expressed interest in intergenerational living, including opportunities for programmatic integration.
- **Traffic management**: several residents had questions about traffic management and resident safety.
- **Retail offering and variety**: residents supported the provision of diverse, accessible retail within the precinct.
- **Access to nature**: many residents expressed support and positive feedback about the Master Plan improving access to nature and maximising green space.

Wider community

According to the Community and Stakeholder Engagement Outcomes Report (WSP) a total of 12 local residents attended the community drop-in session and webinars, and 16 residential aged care families attended the webinars. Outcomes relating to the Master Plan included:

- General support for long-term plans, including for the opening up of the site to the wider community, intergenerational living, and creating a walkable neighbourhood in Macquarie Park
- Impact of the school, including student location and the need to minimise noise disruption and traffic impacts

- Environmental impacts, including relating to the Creek, Trees, and flooding risks
- Affordable housing provision, and the need to increase aged care provision on site
- Varied support for the mixed retail offering
- Questions relating to green spaces and traffic management
- Questions relating to the residential aged care on-site, particularly from family members of residents, and the management of this transition.

Key stakeholders

It is understood that state agency stakeholders, emergency services, and Council comments were adequately addressed in correspondence and do not raise specific issues for this assessment. The feedback from adjacent landowners included both support for the project, including its potential to increase activation in the local area and pedestrian permeability, and stressed the importance of considering traffic and accessibility impacts on surrounding land uses.

5.4 Broader engagement

5.4.1 'What We Heard' Macquarie Park Precinct (NSW DPE, 2022)

In preparation of the final Macquarie Park Place Strategy, NSW DPE sought community feedback on the package which was exhibited from July-August 2021, which included a place strategy, Master Plan, and supporting technical documents. This feedback was used to inform the finalisation of the strategy which was published in September 2022.

Of engagement participants:

- 53% were from the community
- 31% were from landowners
- 7% were from industry and interest groups
- 6% were from state government agencies and utility providers
- 3% were from local government.

The key issues raised were:

- The importance of managing traffic and maximising public transport use
- Infrastructure to support development, in particular transport and schools
- The planning process and which body should be responsible for Master Plans
- Impacts on the natural environment and responding to climate change
- Overdevelopment, design quality, density, and proposed heights of buildings
- The importance of innovation and the need to retain a commercial core while providing for mixed use development
- The need to activate the precinct and create an 18-hour economy
- The importance of open space and tree canopy
- Improvements to cycle and pedestrian links.

5.4.2 Ryde Community Strategic Plan (City of Ryde Council, 2018)

In preparation of the Community Strategic Plan, Council undertook community consultation in 2017, during which 2,774 community members presented their input. The consultation process included both online and telephone surveys, face-to-face workshops, focus groups, interviews, and creative competitions. The following priorities were identified:

- Traffic and congestion is a considerable issue within the LGA, including lack of parking
- Local character is valued by the community who do not wish for it to be destroyed by unrestricted development. Instead, there should be a focus on protections for green open spaces and street trees;
- The community is concerned about the future of housing affordability and accessibility

- The community values the LGA's green spaces and abundant access to services and facilities. They would like to see investment in infrastructure match the pace of population growth to ensure centres remain vibrant
- Council services, including health, should be maintained, and improved upon.

5.4.3 Social Plan and Creativity Strategy – Engagement Outcomes Report (Cred Consulting, 2019)

In preparation of the Ryde Social Plan and Creativity Strategy, Cred Consulting was engaged to undertake community consultation activities in 2019. This process included both online and telephone surveys, intercept surveys, face-to-face workshops, and forums with local community organisations. The following priorities were identified:

- **Building connections to make the City of Ryde a stronger community and place** – Community engagement participants identified that challenges to community connections in Ryde include a rapidly growing and changing population, including a high number of transient and newly arrived community members, increasing cultural diversity, and increasing high density living. Limited public transport connections and barriers formed by major arterial roads were also seen as impacting on community connectivity, including for the aging population and for young people.
- **Maintaining a sense of community and place as our population grows and we live in higher density** – Community engagement participants said that there is already a limited sense of identity and community within the Ryde LGA, and some think that establishing a sense of place and belonging will be an even greater challenge in new and high density communities. The community emphasized that development should provide opportunities for community connections, including quality social infrastructure and open space.
- **Services and programs in the City of Ryde and facing increasing demand and decreasing funding** – Service providers identified a number of trends in service delivery including a shift towards co-located service hubs that provide wrap-around services and a shift towards the provision of outreach programs. Service providers would like to see more opportunities for collaboration and partnership between services to address needs and think Council could play a role in facilitating this.
- **Community spaces and places are critical for social wellbeing and community connection** – The community thinks that development offers opportunities to deliver new social infrastructure and would like to see public spaces and parks continue to facilitate community connections. In particular, service providers indicated a need for spaces for young people to gather. Some highlighted a need for any new facilities to be located in convenient locations, co-located with green space, and be designed in collaboration with community and service.

5.5 Consistency with the NSW SIA Guideline

The community engagement undertaken by WSP and BaptistCare as part of the SSDA process is considered to deliver on the NSW SIA Guideline requirements for this SIA, in particular, Appendix A – Community Engagement. This assessment is on the basis that:

- Likely affected people have been identified and were provided with an understanding of the project, how it may affect them, and how they can participate.
    - The public was provided multiple opportunities to comment on the proposal – including email, toll-free phone number, postcards, a community webinar, and drop-in session.
    - Residents currently living on-site have been extensively engaged both to consider this SSDA, and over the longer term. It is understood that since 2019, BaptistCare has carried out a thorough program of consultation and engagement with residents, families, and staff. This consultation has been designed to ensure the community is informed of the project and to provide them with a range of opportunities to have their say about the future of the site.
- Interests from the public about the project have been outlined and how the impacts may be experienced by them adequately explored. A summary of all raised issues has been identified in the *Community and Stakeholder Engagement Outcomes Report (*WSP, Revision 2.2022) to easily direct the reader to the key areas of interest.
- Consideration of the views of people in meaningful ways has occurred and the insights have informed project planning and design, mitigation and enhancement measures, and monitoring and management frameworks. Detailed written responses have been provided for all questions received – summarised in the *Community and Stakeholder Engagement Outcomes Report (*WSP, Revision 2.2022) and *Environmental Impact Statement*.
- Continued communication with the public and aged care residents has occurred to ensure that people know how their input and views have been considered.

- Assistance in helping people understand how other specialist studies prepared will mitigate social impacts has been provided during engagement activities.

Data considerations for this assessment

We note that the community and stakeholder perspectives are primarily based on engagement activities that require an active interest to participate. This may lead to over-representation of the voices of certain community or stakeholder groups and underrepresentation of others.

It is considered that the approach undertaken to engagement appears well considered and engagement activities broad enough to gauge and represent a range of community and stakeholder views to adequately inform the Social Impact Assessment.

6.0 Social Impact Assessment

6.1 Assessment framework and scope

This SIA has been prepared based on the NSW SIA Guideline (DPE 2021) to address 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 assessment 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.

This study has identified all social factors as potentially relevant to the assessment of social impacts of the project.

6.2 Key affected communities

This assessment covers both the social 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 social localities (Primary Study Area (PSA), Secondary Study Area (SSA)) that are likely to experience the resulting benefits from the operational phase of the project.

Key communities to experience social impacts and/or benefits of the project can be grouped as follows:

- Existing residents of facilities on-site
- Neighbouring residents
- Students and workers accessing Macquarie University and other tertiary education campuses
- Local workers, residents, and visitors
- Local residents occupying social and affordable housing
- Lower socio-economic residents particularly in the SA1 to the East of the site, associated with the presence of social and affordable housing.
- The broader Ryde LGA community.

Note that the scale of impacts of this site may in instances be considered higher in severity and scale due to the high-density nature and very large number of receivers in the area. As described in the social and economic baseline study **(Section 4)** approximately 68,000 people work and 24,000 reside in the Primary Study Area alone. Epping Road also draws a significant number of through-commuters daily, either by road or rapid bus transport, as does the tertiary education campuses in the surrounding social locality.

Overall, this adds up to a substantial number of daily users of the locality, and is likely to include various sensitive or vulnerable groups (children, elderly, people with limited mobility, socially and economically disadvantaged, and others) accessing the area daily - either to visit, work, or as residents.

6.3 Approaching the impacts: social domains of value to people

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 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

This assessment adopts the following approach to categorising the domains of social impacts, based on the NSW SIA Guideline categorisation of social elements of value to people (see Figure 1 and Section 4.3 of the NSW SIA Guideline). The following table explains the relationships between these domains and how they have been approached in this assessment.

Table 11 Assessment approach

Domain	NSW SIA Guideline Description	Approach
Accessibility	How people access and use infrastructure, services, and facilities	**Specifying:** access to social infrastructure, daily services, and access routes.
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.	**Specifying:** channels, both statutory and project specific, for decision-making and specific procedural fairness issues raised by a project's context.
Surroundings	Access to and use of natural and built environment, including ecosystem services, public safety and security, as well as aesthetic value and amenity	**Specifying:** detailing built environment and design implications relating to accessing public and private spaces and places, as well as an understanding of aesthetic value derived from visual impact assessment and engagement activities.
Health	People's physical, mental, social and spiritual wellbeing *Assessed concurrently with Wellbeing (below)*	**Specifying**: detailed impacts to physical and mental health based on quantitative and qualitative baseline research and review of technical reports.
Culture	People's shared beliefs, customs, values and stories, and connections to Country, land, water, places and buildings	**Understanding:** impacts of a proposal on local culture elements and constellations, understood both specifically and in the abstract.
Livelihoods	Including impacts on employment or business, experience of personal breach or disadvantage, and the distributive equity of impacts and benefits	**Understanding:** impacts on livelihoods, understood both specifically in raw terms, and on the level of distributive equity.
Community	Its composition, cohesion, character, how it functions, and sense of place	**Understanding:** impacts on community, both quantifiable and specific, and in the abstract.
Way of life	How people live, get around, work, play and interact with one another on a day-to-day basis	**Synthesis:** overall impacts to the locality's way of life based on specifying and understanding other social domains.
Wellbeing	People's physical, mental, social and spiritual wellbeing. *Assessed concurrently with Health (above)*	**Synthesis:** overall impacts to the wellbeing of affected persons, broadly understood, based on specifying and understanding other social domains.

Source: *Ethos Urban, adapting the NSW SIA Guideline.*

6.4 Evaluating the significance of social impacts

The evaluation includes a risk assessment of the degree of significance of risk, including the envisaged duration, extent, and potential to mitigate/enhance and likelihood of each identified impact. The social impact significance matrix provided within the NSW SIA Guideline (see **Table 14**) has been adopted for the purposes of undertaking this social 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 12 Defining magnitude levels for social impacts

Magnitude level	Meaning
Transformational	• 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.
Major	• Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.
Moderate	• Noticeable deterioration/improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
Minor	• Mild deterioration/improvement, • for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.
Minimal	• Little noticeable change experienced by people in the locality.

Source: NSW Department of Planning and Environment, 2021, Technical Supplement to support the Social Impact Assessment Guideline for State-significant projects

Table 13 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

Source: NSW Department of Planning and Environment, 2021, Technical Supplement to support the Social Impact Assessment Guideline for State-significant projects

Table 14 Social impact significance matrix

Likelihood	**Magnitude**				
	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 Department of Planning and Environment, 2021, Technical Supplement to support the Social Impact Assessment Guideline for State-significant projects

6.5 Accessibility

Accessibility
Scope
This section assesses: *how people access and use infrastructure, services and facilities, whether provided by local, state, or federal governments, or by for-profit or not-for-profit organisations or groups. This includes:* • Impacts on how people use roads and other access routes; severance, restrictions, and/or improvements in access, • Impacts of project (including project-related transport) on pedestrian routes and people's access to schools, medical services, community services, and businesses, • Impacts on capacity of services to respond to in-migrating residents.
Potential impacts
Access to social infrastructure, services and facilities within the immediate social locality is currently concentrated to the North and East of the site. This includes two childcare centres within proximity to the North-East of the site boundary (Waratah Cottage and Banksia Cottage), the Macquarie University, and numerous colleges and places of worship to the East of the site. Transport infrastructure and services are primarily concentrated on Epping Road, Balaclava Road, University Avenue, and Herring Road (Macquarie University Metro Station). It is not understood whether the site is currently utilised for pedestrian through-access to other infrastructure, services, or community facilities. Road infrastructure which may be impacted by the project includes Epping Road, a regional east-west link which includes rapid bus transport, Balaclava Road, providing access to the Macquarie University, and Herring Road, an important North-South connection providing access to the Macquarie University metro station, shopping centre and the M2 motorway. Potential impacts on accessibility arising from the proposed development are below. **Construction phase** • The construction of the Master Plan has the potential to negatively impact accessibility associated with the establishment of a construction site, resulting in:

- Potential impacts to access to existing social infrastructure and transport infrastructure associated with changes to wayfinding around the site and existing buildings
- Potential impacts to existing road, bus, and pedestrian infrastructure associated with increase traffic and heavy truck movements, including potentially increased travel times, inconvenience, and frustration due to increased traffic and truck movements.

- It is understood that the *Transport Impact Assessment* (JMT) identifies minimal additional construction traffic associated with the proposal. Additionally, it is understood that detailed construction impacts will be addressed during future DA stages.

Operation phase

- The delivery of the Master Plan has the potential to improve accessibility in the local area:
  - Improved accessibility to local infrastructure and services associated with the provision of pedestrian through-site links, resulting in improved access to the Macquarie University Metro Station and commercial and social services in the town centre.
  - Benefits to accessibility associated with the delivery of student housing on the site. Noting the site's proximity to Macquarie University, this will result in high accessibility to educational facilities for future students, who will live within walking distance to education.
  - Accessibility benefits associated with the delivery of a new school. This will benefit students and families within the new school catchment, as well as education workers across the region. Accessibility for students, staff and families of the new school is likely to be heightened due to its proximity to public transport and other places of interest.
  - Benefits to accessibility associated with delivery of communal facilities. This will enable increased accessibility to social infrastructure and daily living needs for future residents, workers, and visitors of the site.
- The delivery of open space and public domain improvements has the potential to create overall improvements to the permeability of the local area, contributing to local access to open space and recreation opportunities for both future residents of the site and surrounding residents, workers, and visitors to Macquarie Park. It is understood that this would occur through a re-imagining of Kikkiya Creek, and the creation of a Green Grid network of key open spaces that create 'safe and convenient pedestrian environments that encourage public transport use and social interaction (*Landscape Master Plan Report* (Arterra, page 31).
- Potential negative impacts on local accessibility due to the delivery of additional density on this site. This has the potential to place increased pressure on local social services and facilities, as well as transport infrastructure.
  - It is understood, however, that a range of services and facilities will be provided within the Vertical Village, and delivered as part of the wider Master Plan for the BaptistCare site. It is expected that this infrastructure will substantially mitigate any negative impacts associated with increased demand on local social services and facilities.
  - It is understood that the *Transport Impact Assessment* (JMT) identifies up to an additional 603 AM Peak Hour traffic movements, and 472 PM traffic movements. This is particularly pronounced due to the delivery of retail uses and the primary school. While this is a 'worst case scenario', it is indicative of a degree of impact on access to local resident, worker, and visitors' access to road infrastructure and thus other infrastructure and services (*Transport Impact* Assessment, JMT).
  - It is understood that the *Transport Impact Assessment* (JMT) concludes that traffic and transport impacts arising from the proposal are considered acceptable. This is in the context of a finding that the surrounding road network will operate in a similar manner and level of service as the baseline with the delivery of this Master Plan.
  - It is further understood that, through the creation of an integrated, mixed use neighbourhood that is walkable and provides daily living needs within close proximity to peoples' homes, traffic generation out of the site will be limited.

Significance and magnitude	
Extent and duration	Construction impacts associated with reduced accessibility to local road, transport, and social infrastructure in the Macquarie University town centre due to reduced wayfinding and construction traffic will primarily impact the immediate social locality (400m radius), and last for the duration of the construction period (with peaks and troughs in impact depending on the nature and scale of construction activities occurring, and thus number and type of vehicles generated).

	Positive operation impacts associated with the delivery of a high quality, genuinely mixed-use neighbourhood providing social infrastructure and increased urban amenity, co-located with the Macquarie Park town centre and Macquarie University Metro Station, will extend to the primary and secondary study areas and are ongoing.
Severity, scale and intensity	The high-density environment of Macquarie Park, at the intersection of a multitude of transport nodes and substantial pedestrian activity, has the potential to increase the scale and intensity of impacts. The presence of aged care on-site, during both the construction and operation period, indicates increased sensitivities to impacts and less adaptability to change.
Importance and levels of concern	Accessibility is of generally greater importance for senior citizens, for whom mobility can disproportionality affect quality of life compared to the general population. Thus, considerations of impacts to accessibility for the residents of the Master Plan will be particularly important in the context of this assessment. The following community concern around accessibility to social infrastructure and services was identified in the City of *Ryde's Social plan and Creativity Strategy – Engagement Outcomes Report* (Cred Consulting, 2019*): The Services and programs in the City of Ryde and facing increasing demand and decreasing funding – Service providers identified a number of trends in service delivery including a shift towards co-located service hubs that provide wrap-around services and a shift towards the provision of outreach programs. Service providers would like to see more opportunities for collaboration and partnership between services to address needs and think Council could play a role in facilitating this.* Traffic and a lack of parking is noted as a significant issue in Council-wide engagement outcomes, as well as in engagement activities relating to the Master Plan. This outcome highlights a higher-than-average level of concern with accessibility impacts, supporting the finding of importance of this social factor.
Social impact significance rating	***Reading this rating:*** *the following identified impacts are derived from the methodology specified in the NSW SIA Guideline. They represent the highest extent of possible social impact, considering likelihood and magnitude. These should be read in light of the analysis above, and noting a reassessment of residual impacts will occur following the consideration of additional social mitigation in* ***Chapters 7 and 8*** *below.* The following significance ratings were identified for accessibility impacts, based on the criterion for magnitude levels identified above, and an understanding of the social baseline of the affected study areas. It is noted that these ratings assume the adequate implementation of all mitigations outlined above. • **Construction impacts (negative) – Low (Possible – Minimal)** for construction activities limiting the spatial mobility of residents, workers, and visitors in the immediate locality, and impacting on the capacity of local infrastructure, services, and facilities. • **Operation impacts (negative) – Low (Possible – Minimal)** for impacts on local accessibility due to the delivery of additional density on this site. • **Operation impacts (positive) – Very high (Almost certain – Major)** for positive impacts to accessibility outcomes for residents in the Master Planned site, as well as the broader community. These impacts represent assessments of social impact for specific aspects of the project, and will be re-assessed following consideration of additional social mitigation and enhancement in **Chapters 7 and 8** below.

6.6 Surroundings

Surroundings
What is being assessed
This section assesses *access to, and use of, services that ecosystems provide, public safety and security, access to and use of the natural and built environment, and its aesthetic value and amenity*. • Impacts on anything provided by the environment and that is useful for people, e.g. food and clean water supply, flood or fire defences. • Impacts on safety of pedestrians, children, drivers, and cyclists. • Impacts on levels of crime and violence, perceptions of crime, safety, and security, especially for women. • Loss or enhancement of public spaces. • Impacts on the perceived quality and uses of a natural or built area. • Impacts on the valued features, the soundscape, and aesthetics of a place and how people use or appreciate it. Ecosystem services include: provisioning services, such as food and water; regulating services, such as flood and disease control; supporting services, such as nutrient cycling, that maintain the conditions for life on Earth; and cultural services, such as spiritual, recreational, and cultural benefits.[17] When considering perceptions of adverse impacts on amenity, an evaluation must be made of the reasonableness of those perceptions. This evaluation involves 'the identification of evidence that can be objectively assessed to ascertain whether it supports a factual finding of an adverse effect on amenity…': *Telstra Corporation Ltd v Hornsby Shire Council* [2006] NSWLEC 133.
Potential impacts
The BaptistCare site is a significant land holding with extensive street frontages to Balaclava Road and Epping Road (approximately 185m and 365m respectively). It accommodates several low-medium density buildings that are connected via internal footpaths and lower order road networks. Throughout the site there are various areas of passive open space, with well matured trees and vegetation scattered along the existing streets and between buildings. The site is in an urban area and comprises various areas of open space with mature trees and scattered vegetation. The vegetation includes traces of a remnant threatened ecological community (Sydney Turpentine Ironbark Forest) including two trees in the north eastern portion of the site. The site also comprises some planted native species and non-native (exotic) species. The site has a 18m fall from a highpoint at the southwest corner to a low pint at the northeast corner. It is in a hilly terrain between a ridge at the north-western end of the site and a gully at the south-east end of the site. It also comprises overland and ground water flows that feed into the riparian corridor in the northern corner of the site. The following analysis identifies social impacts on surroundings considering community perspectives, relevant technical studies, and an understanding of the social baseline. **Construction phase** • Construction activities generating dust, noise, vibration, and visual impacts have the potential to lower persons' enjoyment of the streetscape and existing public open spaces in the locality. - Negative amenity impacts associated with delivery of the proposal in a staged manner, may result in a long period of construction-related impacts lessening enjoyment of the surroundings for residents, workers, and visitors to the site and surrounds. This includes changes to streetscape due to establishment of the construction site, and dust, vibration, noise, and truck movements. It is noted that these impacts will be assessed in more detail at the DA stage.

[17] See Millennium Ecosystem Assessment (2005). Ecosystems and Human Well-Being: Our Human Planet: Summary for Decision Makers. The Millennium Ecosystem Assessment Series, Volume 5, Island Press, Washington DC.

- It is understood that the *Acoustic Impact Assessment* (RWDI) identifies exceedance during demolition and clearing works, excavation and piling, and building works. These will impact different areas depending on the stage (i.e. residents closest to the particular stage being constructed).

- The removal of surrounding and established trees to deliver Stage 1 has the potential to negatively impact the local community's access to nature and the quality of surroundings. It is understood, however, that these impacts have been extensively considered by BaptistCare and Arterra to minimise these impacts. In assessing the magnitude of this impact, the following is considered:
  - The *Arboricultural Impact Assessment* (Arterra) notes the following:

    The demolition and Stage 1 construction work will have significant impacts on the numerous surrounding and established trees that are scattered throughout the central and eastern portions of the site.

    It is unrealistic and impractical to retain most of the trees within the central portions of the site due to this disturbance and the need for numerous other urban design outcomes such as building separations, road layouts and siter-grading.

    Arterra has worked extensively with the development team to try and ensure as much tree retention as possible and focussed particularly on those trees that will make a positive contribution to the Master Plan outcomes and native species and are particularly visible from the wider public domain.
  - It is understood that, for the Master Plan as a whole, 72% of high value trees are retained, as well as 52% of moderate value trees and 35% of low value trees (*Arboricultural Impact Assessment,* Arterra).
  - The *Arboricultural Impact Assessment* (Arterra) identifies that numerous mature trees outside of the immediate Stage 1 site areas will be retained in the short term. This is to maintain some of landscape character and urban canopy cover in the short term. It is considered that, in assessing the social impacts of this proposal, the overall magnitude of surroundings impacts will be mitigated somewhat by this thoughtful approach to landscaping and maintaining surroundings value as far as is possible.

    It is understood that the permanently retained trees represent many forming the immediate site boundary, thus maintaining a degree of buffering between the construction activities and surrounding receivers. Additionally, the temporarily retained trees are predominantly located to the east of the site, where the existing landscape is most visible from the high-density dwellings surrounding the site.

Operation phase

- Impacts to surroundings associated with the delivery of proposed attractive, high-quality architecturally designed mixed-use buildings and public spaces at the site. This may result in the following impacts:
  - Potential to enhance the local neighbourhood, improving amenity and opportunities for enjoyment of this site.
  - Improved perceptions of safety due to increased number of residents, workers, and visitors on the site and with greater connection to surrounding road and pedestrian routes. Improved perceptions of safety may be valuable to any residents that need to access and move around the site during late night hours.

    It is understood that the *CPTED Report* (Ethos Urban) identifies a 'low' risk rating for crime risk in the surrounding area. It is further understood that environmental design recommendations outlined in that report will be adopted during both construction and operation to mitigate safety issues and/or enhance existing design measures.
- Impacts to surroundings associated with the delivery of landscaping, open spaces and biophilic design. This has potential to enhance the local neighbourhood, improving amenity and opportunities for enjoyment of this site.
  - It is understood that the *Landscape Master Plan Report* (Arterra) designs Deep Soil Zone coverage of more than 20% of the total site area, and tree canopy cover of more than 30%. The report notes that an overall green/blue cover of 59% will be achieved through the proposed Master Plan, ultimately improving access to environmental amenity and services.
  - The *Landscape Master Plan Report* (Arterra) further outlines guidance for water sensitive urban design, to achieve 100% water sustainability through this Master Plan.
- Changes to surroundings associated with the delivery of a mixed-use precinct due to significant changes in bulk and height. This impact may be positive or negative depending on the receiver.

- It is understood that the *Wind Impact Assessment* (RWDI) identifies that the proposed Master Plan consists of buildings that are generally taller in height than the immediate neighbouring buildings in most directions, and are therefore expected to impact the local wind microclimate (page 8). It is understood that this was a desktop study based on conceptual massing of the master plan. The specific extent of these wind impacts will be modelled and assessed at the detailed development application stage for individual stages within the Master Plan.
- The perception of changes to the landscape and surroundings, as well as visual impacts, associated with the delivery of a tower with a greater scale and massing than existing structures. It is noted that this impact may be positive or negative, depending on the receiver. It is further noted that this impact is a cumulative change associated with surrounding densification.
- It is understood that the *Visual Impact Assessment* (Urbis) identifies an overall low visual impact associated with the development with a high visual absorption capacity and compatibility with urban context and visual character.

- The *Acoustic Impact Assessment* (*RWDI)* notes that internal roads, the rooftop playground of the future school, and the mechanical plant may have the potential to produce significant noise, with potential impacts to persons enjoyment of surroundings and future open spaces located nearby to these noise producers. It is anticipated that careful design mitigations will be employed to ensure that these potential impacts are mitigated.
- Developments of this scale, noting particularly the presence of ecosystem services on and surrounding this site, have the potential to impact (either positively or negatively) on the systems that ecosystems provide. The following outcomes have been noted, following a review of the relevant technical reports to inform this assessment of the social outcomes flowing from changes to ecosystem services:
  - The *Preliminary Site Investigation* (JKEnvironments) identifies a degree of contamination within the site that is above the appropriate levels for maintaining human health. However, the Report concludes that, subject to implementing the recommendations outlined, the site can be made suitable for the development proposed in this Master Plan.

    From a social impact perspective, while the failure to implement these recommendations and appropriately mitigate risk to human health would be major, it is considered that through the implementation of the recommendations outlined in the Contamination Report improvements to the quality of the soil and surroundings and enhancement to human health is likely.

  - It is understood that the *Flood Impact Assessment* (Cardno) and *Civil Design Report* (Jones Nicholson) have not raised issues relating to ecosystem services, which would extend to a broader social impact for the identified study areas. Additionally, the Master Plan has the potential to enhance ecosystem services through the adoption of water sensitive urban design initiatives.

Significance and magnitude	
Extent and duration	Amenity impacts associated with construction are expected to have an extended time frame due to the staged approach to redevelopment. This means that construction activities will be occurring on this site for a prolonged period, with associated impacts to surrounding land uses (both existing and associated with this Master Plan). These impacts are likely to be restricted to the immediate locality (400m). Operational impacts, including increased perceptions of safety, amenity, and enjoyment of the site and surroundings, will be ongoing and primarily experienced by residents, workers and visitors within the immediate locality (400m).
Severity, scale and intensity	The numbers of persons potentially impacted is increased by the high-density nature of the sites surrounds, with a large number of persons utilising the campus, surrounding social infrastructure, or living with the high density dwellings located immediately adjacent to the site. Childcare facilities are a sensitive receiver, due to the presence of children who are more susceptible to impacts than the general population. The scale of potential negative impacts is expected to be limited, due to the containment of most construction activities within the existing site.

Importance and levels of concern	The attention paid to maintaining the existing surroundings, including through extensive landscaping and open spaces present in the Macquarie University Campus and on the current site suggests that it surroundings and amenity is of importance to the local community. Concerns relating to built form and environmental impacts were noted during engagement activities. This includes concerns raised around building heights and sun access, noise management and reduction, and wind impacts. It is noted that wider engagement activities for the Precinct identified concerns relating to managing overdevelopment, design quality, density, and the proposed heights of buildings. The future design of the Vertical Village was generally supported by residents of the Willandra Village, with many expressing a desire to return to the site. This, as well as a general emphasis on the importance of open space and tree canopy raised by residents and the wider community, indicates a level of concern with surroundings impacts, both positive and negative
Social impact significance rating	***Reading this rating:*** *the following identified impacts are derived from the methodology specified in the NSW SIA Guideline. They represent the highest extent of possible social impact, considering likelihood and magnitude. These should be read in light of the analysis above, and noting a reassessment of residual impacts will occur following the consideration of additional social mitigation in* ***Chapters 7 and 8*** *below.* The following significance ratings were identified for surroundings impacts, based on the criterion for magnitude levels identified above, and an understanding of the social baseline of the affected study areas. It is noted that these ratings assume the adequate implementation of all mitigations outlined above. • **Construction impacts (negative) – Medium (Possible-Moderate)** for construction activities creating impacts on surroundings and amenity for residents, workers, and visitors to the site and immediate surrounds. • **Operation impacts (negative) – Low (Unlikely – Minor)** for impacts to ecosystem services and the amenity of surroundings. • **Operation impacts (positive) – High (Likely – Moderate)** for increased safety, amenity, and enjoyment of the site and surroundings, extending to a wider range of persons through the opening of the site. These impacts represent assessments of social impact for specific aspects of the project, and will be re-assessed following consideration of additional social mitigation and enhancement in **Chapters 7 and 8** below.

6.7 Decision-making systems

Decision-making systems
Scope
This section assesses: *whether people experience procedural fairness; can make informed decisions; have power to influence decisions; and can access complaint, remedy and grievance mechanisms.* This includes: • Capacity of affected people to influence project decisions, including elements of project design. • Extent to which they can navigate large amounts of technical material and make informed decisions. • Effectiveness of engagement mechanisms at enabling all groups (especially vulnerable or marginalised groups) to participate in the assessment process. • Levels of trust in the rigour and impartiality of the assessment process. • Extent to which people feel empowered to determine their futures, including after a project closes. • Opportunities for people to have a say in the project's community investment decisions.

- Accessibility and effectiveness of complaint and remedy procedures.

Potential impacts

Providing 'increased opportunity for community participation in environmental planning and assessment' is a core principle guiding the NSW Planning System, embedded in the objects of the *Environmental Planning and Assessment Act 1979*.[18] Community participation is also an essential part of the assessment of all State significant projects and is integral to improving the design of projects, facilitating ecologically sustainable development, informing decision-making and building confidence in the planning system.[19]

The key mechanisms by which the community can have a say in decision-making relevant to this Proposal include the extensive community engagement informing this SSD, both mandatory public exhibition and targeted community engagement to inform this Proposal.

Planning phase

- The planning phase of the project has involved stakeholder and community engagement (see **Section 5.0**). It is considered that this aspect of the planning process has had positive impacts on the ability of the community to have a say and participate in the decision-making process. This may have broader impacts on perceptions of trust in the planning system, associated with the engagement activities for this Planning Proposal.
- BaptistCare's approach to engagement thus far appears well considered and respectful. This includes the involvement of residents, workers, and families in discussions not just relating to decisions after they have been made, but truly informing these decisions. This has included involvement in defining the visions and goals for the future Master Plan of this site. It is considered that this approach represents a positive impact on the capacity of this directly affected group to influence project decisions.

Construction phase

- The relocation of persons from the existing residences on site has the potential for negative impacts on persons being able to participate in decisions that affect their lives. This includes the potentially limited involvement in decisions around where they might be decanted to, and with whom. It is understood that extensive engagement has occurred, and will continue to occur, to manage and mitigate this impact (see further mitigation identified in **Section 7.0** below.

Operation phase

- It is understood that BaptistCare have made a commitment to truly involving the future residents by designing in a way that is responsive to community concerns and aspirations. This is reflected in the targeted design approach, as well as in the overall support by the community for the proposal in its current form. This outcome suggests that the future residents, assuming delivery on these aspirations, will feel empowered having determined the future environment in which they live and the common spaces they will enjoy.
- Decision-making around community investment associated with this project was noted as important by residents in engagement activities. Specifically, questions around ensuring the presence of some ILUs available for rent, and consideration of disadvantaged and lower socio-economic seniors, were raised as an important consideration for BaptistCare's decision-making. This was raised relatively strongly in engagement activities, so may constitute a moderate impact if does not occur to residents' ability to feel like they could influence the broader community investment offering associated with the proposal.

Significance and magnitude	
Extent and duration	Impacts to decision-making systems, both positive and negative, are likely to be confined primarily to the planning and initial construction phases. The impacts are expected to be localised in extent, primarily affecting existing residents and their families, and workers on the site – as well as the surrounding community. Smaller impacts, largely positive, may occur during operation as a direct flow-on from the positive decision-making impacts identified during planning.

[18] *Environmental Planning and Assessment Act 1979* (NSW) s 1.3 (j).

[19] https://pp.planningportal.nsw.gov.au/major-projects/community/community-participation-assessment

Severity, scale and intensity	Impacts on decision-making systems may have an increased intensity due to the direct impact on existing residents, who are older citizens and therefore more likely to have pre-existing sensitivities including chronic illness and less adaptable to change. The scale of existing residents is substantial, and for an issue that has a large impact on their day to day lives. The intensity of decision-making impacts for this project is relatively higher due to the inherent risk of substantial impacts to peoples' perception of trust, respect, and involvement in decisions that affect their lives should negative impacts occur.
Importance and levels of concern	It is understood that governance and decision-making was not specifically raised during engagement for this development.
Social impact significance rating	***Reading this rating:*** *the following identified impacts are derived from the methodology specified in the NSW SIA Guideline. They represent the highest extent of possible social impact, considering likelihood and magnitude. These should be read in light of the analysis above, and noting a reassessment of residual impacts will occur following the consideration of additional social mitigation in* ***Chapters 7 and 8*** *below.* The following significance ratings were identified for decision-making impacts, based on the criterion for magnitude levels identified above, and an understanding of the social baseline of the affected study areas. It is noted that these ratings assume the adequate implementation of all mitigations outlined above. • **Planning impacts (positive) – High (Almost certain - Moderate)** for positive impacts to decision-making systems, including the ability for residents to inform the decisions that will ultimately substantially affect their lives. • **Construction impacts (negative) – Medium (Unlikely-Moderate)** for impacts to decision-making during construction, including relocation. • **Operation impacts (positive) – Medium (Possible-Moderate)** for positive impacts to residents' perception of involvement in the decisions that affect their daily lives and environments, as a corollary of strong decision-making systems in the planning phase. These impacts represent assessments of social impact for specific aspects of the project, and will be re-assessed following consideration of additional social mitigation and enhancement in **Chapters 7 and 8** below.

6.8 Community

Community
Scope
This section assesses: *the community's composition, cohesion, character, how it functions, resilience, people's sense of place*. This includes: • **Composition -** impacts on demographic characteristics and community structure. Can be changed by in-migration and out-migration over time, including the presence of newcomers and loss of longer term residents or sections of the community. Also inflow/outflow of temporary residents, e.g. during construction. • **Character -** impacts on a community's shared identity and attributes, and natural and built features that people value. Can be affected by changes to buildings, vegetation, landscapes, land uses/industries, or land ownership and management. • **Cohesion and function -** impacts on social connections, interrelationships, networks and interactions, trust and cooperation, participation in community activities and institutions, and the potential for harmony or conflict. Lack of cohesion can result in social dislocation, alienation, division, dispossession, tensions, impoverishment, and crime. • **Sense of place -** impacts on feelings of belonging in a place, or identity with a place, which may derive from cultural or historical connections.

Potential impacts

There are 25,900 residents living within the primary study area (Macquarie Park). It is a highly age diverse, with a high proportion of residents aged between 20-34 years, as well as children and elderly residents aged 65 years and over. The population is expected to grow by approximately 19.,610 additional residents by 2036. As noted in **Section 4.0,** the population has a higher proportion of young people including students, as well as high cultural and linguistic diversity compared to Greater Sydney.

The following analysis identifies social impacts on the community, considering local perspectives and an understanding of the social baseline.

Construction phase

- The relocation of the existing community living in the BaptistCare village, associated with the ultimate delivery of the concept masterplan, has the potential have community impacts:
  - The relocation and decanting of residents and staff from the existing village has the potential to impact the community composition, character and size of the existing community.
  - The relocation and decanting of residents and staff from the existing village has the potential to negatively impact the character of the existing community by disrupting existing connections between residents living on-site and the surrounding community.
  - Changes in the character of the site from a low-density retirement and aged care village to a high-density mixed-use neighbourhood has the potential to substantially change existing community connection to place, either positively or negatively. However, it is understood that this change would be in the context of an already evident densification in the local area.
  - It is understood that, while impacts to community may occur, there is potential to mitigate negative impacts through careful and sensitive engagement activities and decision-making systems, as has been occurring (see above).
- Other impacts to community associated with construction of a mixed-use precinct may include:
  - Establishment of a construction site, leading to dust, noise, vibration, and other construction impacts that may disrupt regular community functioning surrounding the site.
  - The increased numbers of construction workers in the area may create changes to the composition of the community. However, it is noted that the scale of additional workers in the context of the high populations within the locality indicate that this impact will be imperceivable, and unlikely to generate any flow-on changes to community cohesion, character, and sense of place.
- It is understood that, while impacts to community may occur, there is potential to mitigate negative impacts through careful and sensitive engagement activities and decision-making systems, as has been occurring (see above).

Operation phase

- Positive benefits to community associated with the development may include the following.
  - Positive impacts to community associated with the delivery of open space and an activated mixed-use precinct. This will result in the provision of 'third spaces' - social meeting spaces for the local community. Such communal and public spaces acting as "third spaces" where community members can relax and socialise outside of their homes and workplaces help meet the increased need driven by growth of high-density living in Macquarie Park, and contribute to community cohesion.
  - Positive impacts to community associated with the delivery of communal open spaces for residents of the site at podium levels. Communal open spaces for residents of the site at podium levels will help to encourage social interaction and build social cohesion amongst the residents.
  - Potential improvements to sense of place are likely to be associated with provision of this high-quality and architecturally designed development at this site. The proposed Master Plan would provide new homes, workplaces, retail, gathering places and enhance the amenity of the area. This may catalyse a new connection to place for residents, workers and visitors to the area.
  - The delivery of a seniors housing within a multigenerational mixed-use precinct has the potential to generate positive improvements to community. This includes potential improvements to the ability for residents to interact across generations, with associated health and wellbeing benefits as well as social cohesion outcomes.
- Possible negative impacts to community associated with this development, in its cumulative context, include the following:
  - The introduction of new residents and workers through the delivery of this project has the potential to contribute to a lack of cohesion between old and new community members. This is a cumulative impact

in the context of increasing density in Macquarie Park, potentially creating perceptions of a changing composition of residents and visitors, and a stark contrast between the high density and low-density neighbourhoods with associated potential for demographic and social disconnect.
  - The cumulative impact of changes to the existing built form of the area has the potential to create cumulative impacts to the community's sense of place and local character associated with Macquarie Park, particularly through family ties to the site and its surroundings.
  - Changes in the character of the site from a low-density retirement and aged care village to a high-density mixed-use neighbourhood has the potential to substantially change existing community connection to place, either positively or negatively. However, it is understood that this change would be in the context of an already evident densification in the local area.
- The introduction of approximately 3,364 new residents and up to 1,540 direct workers on this site will change the community size and composition. This impact can both negatively impact sense of community cohesion and connection to an area or increase the vibrancy and character of a community through the introduction of new community members. However, this should be contextualised within the broader urban renewal in the area – including the noted population increases expected.

Significance and magnitude	
Extent and duration	Community impacts associated with the relocation of existing residents and workers on the site is likely to impact primarily those directly affected and their families, and as such the impact will be geographically limited to the site. These impacts will be temporary, heightened during the initial decanting of residents for Stage 1 and then decreasing in severity as residents adapt to the change, or have started to adapt at the time of writing, and for the duration of the construction period. Operation impacts associated with a greater size and changed composition of the community are ongoing, and in cumulation with surrounding densification and transformation.
Severity, scale and intensity	Potential negative community impacts identified during construction may have an increased intensity due to the direct impact on existing residents, who are older citizens and therefore more likely to have pre-existing sensitivities including chronic illness and less adaptable to change. During operation, changes associated with this development are substantial in the context of the surrounding existing population, and as part of overall densification and cumulative changes to the Macquarie Park community. The character of the future mixed use community, including high density living may include young people, families, students, and older residents – potentially indicating heightened sensitivity to improved changes to sense of place and community connection.
Importance and levels of concern	The following concern and importance attached to community cohesion and character is identified in the City of Ryde's Social plan and Creativity Strategy – Engagement Outcomes Report (Cred Consulting, 2019*): 'Maintaining a sense of community and place as our population grows and we live in higher density – Community engagement participants said that there is already a limited sense of identity and community within the Ryde LGA, and some think that establishing a sense of place and belonging will be an even greater challenge in new and high density communities. The community emphasized that development should provide opportunities for community connections, including quality social infrastructure and open space.'* Concerns around the transience of the community and high-density residents are particularly relevant for the Master Plan. Above average levels of concern with potential impacts to community, including the BaptistCare community, was not identified during a review of engagement undertaken for this project.
Social impact significance rating	***Reading this rating:*** *the following identified impacts are derived from the methodology specified in the NSW SIA Guideline. They represent the highest extent of possible social impact, considering likelihood and magnitude. These should be read in light of the*

*analysis above, and noting a reassessment of residual impacts will occur following the consideration of additional social mitigation in **Chapters 7 and 8** below.*

The following significance ratings were identified for community impacts, based on the criterion for magnitude levels identified above, and an understanding of the social baseline of the affected study areas. It is noted that these ratings assume the adequate implementation of all mitigations outlined above.

- **Construction impacts (negative) – High (Almost Certain-Moderate)** for impacts to community during construction, associated with relocation and/or decanting.
- **Operation impacts (positive) – Very high (Likely-Transformational)** for positive impacts to community associated with the creation of an intergenerational community, supported by enhanced community infrastructure.

These impacts represent assessments of social impact for specific aspects of the project, and will be re-assessed following consideration of additional social mitigation and enhancement in **Chapters 7 and 8** below.

6.9 Culture

Culture

Scope

This section assess: *both Aboriginal and non-Aboriginal culture, including shared beliefs, customs, values, and stories, and connections to country, land, waterways, places, and buildings*. This incudes:

- Impacts on people's values, customs, and beliefs associated with (or embedded in) the site or locality, e.g. as secondary effects of changes to scenic quality, landforms, or water flows.
- Strengthening of community values and culture through project design elements.
- For Aboriginal cultural heritage, the potential for intangible harm through 'cultural or spiritual loss' (i.e., loss or diminution of traditional attachment to the land or connection to country, or loss of rights to gain spiritual sustenance from the land).

Potential impacts

This section assesses: *Culture: including the shared beliefs, customs, values and stories, and connections to land, places, and buildings.*

The following analysis identifies social impacts on local culture, considering local perspectives and an understanding of the social baseline.

It is noted that, without the Authors' being Aboriginal persons, it is not possible to fully understand the meaning of Country to Aboriginal people. To move closer towards understanding this deeply spiritual understanding of place, the authors rely heavily on the generous help of the Aboriginal community. These relationships have been expressed through the Aboriginal Cultural Heritage Report, and is interpreted here. Regardless, it is unavoidable that the following interpretation and assessment constitutes an outsider interpretation – albeit heavily informed by Aboriginal communities.

Construction phase

- Negative impact to culture associated with the relocation of the existing community living in the BaptistCare village. While this is required to facilitate delivery of the concept Master Plan, it may result in changes to existing cultural values, including shared stories and connections to the BaptistCare village. Residents will be highly sensitive to this impact due to fragility and/or illness, although these stories and connections are likely to be shared by longer-term staff.
- Changes to the overall appearance of the site because of construction may also negatively impact local culture. Aesthetic changes may result in changes to connection to place and buildings. This is particularly evident for longer-term residents in the local area, and particularly for those with existing views to the village and the natural landscapes integrated within.

- There is the potential for construction activities to negatively impact local Aboriginal cultural connection to Country. It is understood that the *Aboriginal Cultural Heritage Assessment Report* (Biosis) identifies that the Macquarie Park area is significant to the Darug people. It is further understood that the *Aboriginal Cultural Heritage Assessmen*t (Biosis) and the *Archaeological Report* (Biosis) have not identified any registered or potential Aboriginal Cultural Heritage items within the Master Planned site.

Operation phase

- Positive impacts to connection to place may occur associated with the built form and design of the proposed buildings and delivery of publicly accessible open space and gardens on-site. These spaces will provide places to engage both actively and passively and provides opportunities for people to connect, generating new stories and cultural values.
- The delivery of new aged care facilities, communal facilities, and retail and commercial floorspace will result in changes to connection to place and buildings, as well as opportunities for new place narratives. This may be positive or negative depending on the receiver.
- It is understood that signature planting opportunities have been proposed within the landscape Master Plan. These plantings, including the use of endemic communities, have the potential to establish human connections to Place and reinforce existing cultural connections to Country through the creation of local landmarks and reinforcing native cultural planting.
- Increased activation of the site and contributing to the future integration with the surrounding campuses has the potential to positively support the culture of the local community, through the development of new place narratives, connections to Country, and contributing to the creation of a future intergenerational community.

Significance and magnitude	
Extent and duration	Changes to cultural values, including shared stories and customs, developed by long term staff and residents of the BaptistCare village, will impact these residents. Noting the generally lower adaptability of older persons to change, these impacts are likely to be most pronounced in the early phases of construction, gradually lowering as persons adapt to the change and form new place narratives in their new homes. Changes to broader place narratives and connections to the Site, associated with both the construction and operation phase, will be ongoing. Any negative impacts are likely to be short term, with positive impacts primarily occurring with the ultimate delivery of the Master Plan – including new communal meeting spaces and public art.
Severity, scale and intensity	The scale and severity of impact is relatively low in numbers of persons potentially impacted, noting that existing place narratives may be limited in surrounding existing residents (noting recent renewal and redevelopment, and high levels of transiency in the community). Impacts to persons within the nursing home is limited to this group, however, will be of a higher severity due to the presence of older persons who are more likely to have concurrent physical and mental vulnerabilities.
Importance and levels of concern	Above average levels of concern or importance to the local community was not identified during a review of engagement undertaken for this project and as part of broader strategic planning processes. It is noted that residents were generally supportive of the potential to open up the site to the wider community, and the potential for intergenerational living.
Social impact significance rating	***Reading this rating:*** *the following identified impacts are derived from the methodology specified in the NSW SIA Guideline. They represent the highest extent of possible social impact, considering likelihood and magnitude. These should be read in light of the analysis above, and noting a reassessment of residual impacts will occur following the consideration of additional social mitigation in* ***Chapters 7 and 8*** *below.* The following significance ratings were identified for culture impacts, based on the criterion for magnitude levels identified above, and an understanding of the social baseline of the affected study areas. It is noted that these ratings assume the adequate implementation of all mitigations outlined above.

- **Construction impacts (negative) – Low (Very unlikely-Moderate)** for impacts to culture during construction, associated with impacts to Aboriginal cultural connection to Country and local connections to the Site.

  Note: impacts to culture associated with the BaptistCare community and shared stories and values is assessed in the community factor above.

- **Operation impacts (positive) – High (Likely-Major)** for positive impacts to culture associated with considered design and supporting future residents to create new cultural values. This is enhanced through the intergenerational nature of this project.

These impacts represent assessments of social impact for specific aspects of the project, and will be re-assessed following consideration of additional social mitigation and enhancement in **Chapters 7 and 8** below.

6.10 Livelihoods

Livelihoods
Scope

This section assesses *people's capacity to sustain themselves, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits*. This includes:

- Impacts on people's livelihoods, e.g. from new employment and business opportunities (positive), or from disruption during construction (negative).
- For Aboriginal people, rights to land and to gain spiritual and cultural sustenance from the land.

Potential impacts

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

Construction phase

- The relocation of existing residents on the site may necessitate consideration of redistributive equity and perceived breach of personal property rights. The extent and likelihood of this potential impact has the potential to be mitigated, discussed in **Sections 7.0 and 8.0** below.
- The Economic Impact Assessment (see **Section 9.0** below) identifies that there will be 'considerable direct employment generated', with local businesses benefiting from the construction phase. However, it also notes a temporary negative impact for some local businesses which may be impacted during the construction stage because of noise, access, and overall amenity impacts.

Operation phase

- The delivery of this Master Plan, including the delivery of community, commercial, health and educational uses, has the potential to positively impact on people's livelihoods, including from new employment and business opportunities. These include the following:
  - Potential positive impacts associated with increased employment opportunities close to public transport infrastructure and in walking distance from the Study Area homes associated with the operation of these uses. The proposal will contribute to ongoing employment opportunities in the area, which will have broader social and economic benefits to the workers and their dependants, who may live in the study area or beyond.
  - Impacts to livelihoods associated with an increased population on the site, which may result in increased patronage for local businesses surrounding the site.
  - Impacts to livelihoods associated with permanent improvements to the streetscape, improved access to daily needs, and provision of increased urban amenity on this site. This may have potential positive impacts on the value of surrounding properties.
  - It is understood that the Economic Impact Assessment (see **Section 9.0** below) identifies positive impacts related to ongoing employment of around 1,540 direct jobs, and an additional retail expenditure of around $49.6 million each year (a proportion of which would go to local businesses).
- Potential negative impacts to businesses within the broader secondary study area may be associated with the delivery of increased retail on this site. This has the potential for negative impacts to livelihoods,

including small businesses, in the broader community. It is understood that the *Retail Impact assessment* identifies an overall minor impact, with 6.7 million expected to be lost within the identified 'trade area' (Macroplan, page 12).

Significance and magnitude	
Extent and duration	The Economic Impact Assessment (see **Section 9.0** below) identifies the following in relation to extent and duration of potential negative impacts during construction: *"any impacts during the construction stage will be temporary only, and nearby businesses and other community facilities will stand to benefit over the medium to longer term on the project is complete, as visitation, activation and expenditure will all increase as a result of the project."* Benefits to livelihoods associated with the ultimate delivery and operation of the Master Plan is ongoing and extends to increasing employment opportunities and business prospects for the broader Ryde LGA (secondary study area).
Severity, scale and intensity	The scale of direct and indirect job creation, and additional expenditure into the local economy, is substantial and has the potential to extend livelihood outcomes to a wide range of persons. No additional sensitivities were noted to livelihood impacts, above the average.
Importance and levels of concern	Above average levels of concern or importance to the local community was not identified during a review of engagement undertaken for this project and as part of broader strategic planning processes.
Social impact significance rating	***Reading this rating:*** *the following identified impacts are derived from the methodology specified in the NSW SIA Guideline. They represent the highest extent of possible social impact, considering likelihood and magnitude. These should be read in light of the analysis above, and noting a reassessment of residual impacts will occur following the consideration of additional social mitigation in* ***Chapters 7 and 8*** *below.* 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: • **Construction impacts (negative) – Medium (Possible – Minor)** for impacts to livelihoods associated with impacts to local businesses, and the relocation of staff, during the construction period. • **Construction impacts (positive) – Medium (Almost certain – Minor)** associated with the generation of additional employment opportunities through the construction of this Master Plan. • **Operation impacts (positive) – High (Almost certain – Moderate)** associated with the delivery of positive livelihood outcomes associated with the delivery and operation of a vibrant, mixed use neighbourhood. These impacts represent assessments of social impact for specific aspects of the project, and will be re-assessed following consideration of additional social mitigation and enhancement in **Chapters 7 and 8** below.

6.11 Way of life

Way of life
Scope
This section assesses: *how people live, how they get around, how they work, how they play, and how they interact on a daily basis*. This includes: • Impacts on people's daily routines caused by construction activities and/or operational arrangements. • Impacts on people's commuting/travelling times, their experience of travel, and their ability to move around freely. • Impacts on people's experience of privacy, peace, and quiet enjoyment, especially if affected by increased noise. • Impacts on people's general experience of life in their community, especially if the project might cause a 'tipping point' of cumulative impacts on their lives, e.g. through property acquisitions, severance of communities, or major disruption during construction.
Potential impacts
Macquarie Park has evolved in recent years into a true mixed-use precinct, influencing the dominant way of life in the precinct. Macquarie Park caters for both destination uses, as an active and highly strategic employment and education centre, as well as local residents and students. Pedestrian data sourced from the Macquarie Park Smart Cities project[20] shows an influx of pedestrian activity around the Macquarie University Metro Station around morning and afternoon peak hours, indicating commuter activity as a dominant attractor to the Station and surrounding residential uses. TfNSW data shows 247,440 station entries and 251,400 station exits at Macquarie University Metro Station for August 2022, implying an indicative average of around 8,000 users per day (assuming regular users enter and exit at least once per day). Data from before the pandemic showed that more than 40% of residents in Ryde LGA (the Secondary Study Area) regularly worked from home via the internet.[21] Noting likely increases due to the Covid-19 Pandemic increasing the likelihood and acceptance of working from home arrangement, this indicates a proportion of local residents both live, work, and interact with one another within their neighbourhood during all hours of the day. As noted above, the 400m social locality is at present characterised by nursing homes, the Macquarie University, and both low and high density residential. These different uses are associated with different average ways of life – although understanding the impact of the development on common transport networks, social and interaction nodes, and live and work modes will be necessary to identify potential way of life impacts. **Construction phase** • Negative impact to way of life associated with relocation of the existing community living in the BaptistCare village. While this is required to facilitate delivery of the concept Master Plan, it may result in decreased quality of care for existing residents over the short term, and decreased comfort for residents and staff. Residents will likely be highly sensitive to this impact due to higher levels of physical fragility and/or illness associated with older age. This level of impact to existing way of life routines has the potential, if not appropriately mitigated, to create a 'tipping point' of cumulative impacts on people's lives. This is noted in the context of cumulative densification in the immediate surrounds, including immediately adjacent to and within the general site area. It is understood that these impacts, particularly of the severity described above, have been adequately mitigated through sensitive and considerate engagement with affected residents. Ensuring future mitigation, once construction starts, will be important to ensure substantial impacts to on people's general experience of life in their community does not occur. • Other construction related impacts, including to local transport and accessibility and surroundings, will be assessed in more detail at the individual development application stage.

[20] http://smartcity-api.science.mq.edu.au/statistics

[21] https://www.sgsep.com.au/publications/insights/where-are-people-working-from-home-and-how-reshape-cities-and-regions

Operation phase

- Positive impacts to way of life associated with the delivery of additional housing, co-located within a local neighbourhood centre, close to public transport, employment opportunities, educational facilities, and adjacent proposed open space. Specifically, the proposed development would result in:
  - Positive way of life benefits associated with co-location of uses. Residents of these units would benefit from access to daily living needs and public transport, which would reduce travel times and enhance convenience.
  - Contribution towards delivery of a "30-minute city" where people can access housing, employment, education, and other services, including retail, within a short distance of their home.
- Improvements to daily way of life routines for existing and future residents of this site and surrounds associated with the provision of pedestrian through-site links, facilitating increased access to Macquarie University Metro Station – including high-quality and frequent public transport.
- Improvements to daily living routines for the local community due to enablement of 'ageing in place'. This will increase access to aged care for those in need, particularly for those who do not yet require full time care but will benefit from access to BaptistCare's services. This is in alignment with state and local policy objectives for 'ageing in place'.
- Positive contributions to way of life associated with:
  - The delivery of communal facilities. This will result in improved daily living routines, increased access to social infrastructure and services, and opportunities for social interaction between residents, workers, and visitors.
  - The delivery of commercial and retail floorspace. This may result in improved accessibility to daily living needs and local employment opportunities for the community.
  - The delivery of a new school. This will benefit students and families within the new school catchment, as well as education workers across the region. Daily living routines for students, staff and families of the new school may improve due to its proximity to public transport and other social infrastructure.
  - The delivery of student housing in proximity to a university. Daily living routines for future residents and students may improve due to walkability to/from the university, public transport, and other places of interest.
- Potential negative impacts to persons' experience of peace and quiet enjoyment of their residences, associated with operational noise. It is understood that the Acoustic Impact Assessment (*RWDI*) identifies that cumulative noise emissions from mechanical plant and vehicle movements along the internal roads will comply for surrounding sensitive receivers except at 'R05' and 'R04' (Page 23).

  It is further understood that sleep disturbance criteria is likely to be exceeded for R05, the residential tower situated in the centre of the site (page 26).

  The *Acoustic Impact Assessment* (*RWDI)* also notes that internal roads, the rooftop playground of the future school, and the mechanical plant may have the potential to negatively impact on future residential receivers within the Master Plan.

Significance and magnitude	
Extent and duration	• Impacts associated with construction and the delivery of the Master Plan is expected to primarily impact existing residents living within the village, part of the immediate social locality. It is further understood that the duration of construction and proposed staging on this site has the potential to extend way of life impacts for up to 15 years – heightening the potential magnitude and duration of impact for existing residents. • Enhancing way of life routines through the delivery and operation of vibrant, mixed-use neighbourhood for residents, workers and visitors interacting with or passing through the future neighbourhood, are expected to be ongoing and extend primarily to the immediate social locality. • Delivering social infrastructure on-site, including aged care and seniors housing and a new school, is expected to provide social benefit in an ongoing way and extends to the secondary study area (Ryde LGA).
Severity, scale and intensity	Potential negative way of life impacts identified during construction may have an increased intensity due to the direct impact on existing residents, who are older citizens and therefore more likely to have pre-existing sensitivities including chronic illness and less adaptable to change.

	The future high-density neighbourhood is of a substantial scale – expanding the positive benefits associated with this Master Plan to a greater number of people. Additionally, the provision of additional amenity, including social infrastructure, in the middle of a highly accessed town centre and co-located with education infrastructure and mass- public transport routes will increase the number of persons potentially positively impacted by this Proposal.
Importance and levels of concern	Existing residents are likely to view changes to their residences due to the delivery of this Master Plan with importance. A level of concern relating to traffic, noise, and the benefits of accessibility is noted in engagement activities undertaken to inform this Proposal.
Social impact significance rating	***Reading this rating:*** *the following identified impacts are derived from the methodology specified in the NSW SIA Guideline. They represent the highest extent of possible social impact, considering likelihood and magnitude. These should be read in light of the analysis above, and noting a reassessment of residual impacts will occur following the consideration of additional social mitigation in* ***Chapters 7 and 8*** *below.* 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: • **Construction impacts (negative) – Very High (Almost certain – Major)**) for impacts to the existing way of life of residents who will be relocated and/or decanted to deliver the conceptual Master Plan. This impact is rated as almost certain in likelihood (negative impacts to existing way of life to some extent will almost definitely occur) and, if occurring, would be defined as major in magnitude under the NSW SIA Guidelines (substantially affecting way of life routines for a group of people). The reasonableness of this impact will need to be balanced with the social benefits of the proposal, as a whole. • **Operation impacts (positive) – Very high (Almost certain - Major)** for increased amenity and improvements to the daily way of life routines for residents, workers, and visitors on-site and the broader community due to the establishment of a vibrant, mixed-use neighbourhood. These impacts represent assessments of social impact for specific aspects of the project, and will be re-assessed following consideration of additional social mitigation and enhancement in **Chapters 7 and 8** below.

6.12 Health and wellbeing

Health and wellbeing
Scope
This section assesses *Health and Wellbeing – people's physical, mental, social and spiritual wellbeing – especially for people vulnerable to social exclusion or substantial change, and the wellbeing of individuals and communities.*[22] • Health impacts, and well-founded concerns/fears about health impacts, associated with noise, dust, odour, vibration, lighting, and toxic materials. • Stress, anxiety, and uncertainty - or hopes - about a proposal, about changes to adjacent uses, and about cumulative change to a neighbourhood. • Psychological stress and fears/hopes for the future. • Potential impact of the project on social behaviours such as alcohol/drug use, domestic or other violence. • Impacts of project elements on ability to sleep, people's general health and wellbeing, and overall community health.

[22] *NB: This report is not a health impact assessment. Rather, it provides a higher-level overview of health and wellbeing associated impacts on the community, based on the supporting technical advice available for this proposal.*

The World Health Organization defines health as a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity. For the NSW SIA Guideline, wellbeing is a state in which people have their basic needs met, can realise their potential, can cope with the normal stresses of life, can work productively and fruitfully, and can participate in their community.[23]

Potential impacts

While the Northern Sydney region, in which the study areas lie, have generally better health outcomes than other parts of the state – specific challenges include higher rates of mental health issues and the presence of risky drinking behaviour.

Wellbeing in a high-density context is a challenge, as well as an opportunity. Research identified above suggests some ways that high-density developments can improve wellbeing outcomes for the local community, mitigating against negative outcomes associated with densification generally and enhancing the positive benefits associated with denser living.

The following analysis identifies social impacts on health and wellbeing considering community perspectives and an understanding of the social baseline.

Construction phase

- Negative impact to health and wellbeing associated with decanting of the existing community living in the BaptistCare village. While this is required to facilitate delivery of the concept Master Plan, it may result in decreased quality of care for residents, and decreased comfort for residents and staff. Residents will be highly sensitive to this impact due to fragility and/or illness. This impact has the potential to negatively affect health and wellbeing across the spectrum of physical, mental, social, and spiritual due to the substantial disruption to existing residents to deliver the Master Plan.
- Negative impacts to health and wellbeing associated with the construction of a mixed-use precinct, including potential noise, dust, vibration, traffic movements and light pollution. These health and wellbeing impacts would be primarily physical, and broader if indirectly affecting sleep and overall quality of life. Impacts to residents and visitors with chronic illness, e.g. with existing respiratory conditions, may be apparent due to the location of this site within a high-density environment.
- Other construction related impacts, including to dust, noise, vibration, air quality, and traffic impacts, will be assessed in more detail at the individual development application stage.

Operation phase

- The provision of a highly walkable series of neighbourhoods supported by infrastructure, close to Macquarie centre and various social infrastructure nodes, will have positive impacts on community health and wellbeing associated with passive walking and the facilitation of the "30-minute city". By encouraging physical activity in the design of a walkable Master Planned neighbourhood, this proposal has the potential to positively impact health outcomes for residents, workers, and visitors both to the site and to surrounding land uses.
- Positive health and wellbeing impacts associated with delivery of a built environment that supports connectivity. Networks and social capital can be built through the creation of public spaces and places that allow individuals, particularly those from a lone person household, to connect to others in their neighbourhood. Publicly accessible spaces and retail hubs can function as "third spaces" where community members can relax and socialise outside of their homes. The proposed development will deliver communal space where residents, workers, and visitors of the site can interact.
- Improved health and wellbeing associated with the delivery of additional aged care facilities. This will increase access to aged care for those in need, particularly for those who do not yet require full time care but will benefit from access to BaptistCare's services in the future. This is in alignment with state and local policy objectives for 'ageing in place'.

[23] See Smyth, E. and Vanclay, F. (2017). The Social Framework for Projects: a conceptual but practical model to assist in assessing, planning, and managing the social impacts of projects. Impact Assessment and Project Appraisal, 35:1, p. 78; Schirmer, J., et al. (2016), Wellbeing, resilience, and liveability in rural and regional Australia: The 2015 Regional Wellbeing Survey, University of Canberra, p. 23; and OECD. (2011). How's life?: measuring well-being. OECD Publishing, p. 18: http://dx.doi.org/10.1787/9789264121164-en.

- Improved health and wellbeing associated with the delivery of commercial and retail floorspace. This will result in improved accessibility and walkability to daily living needs, and local employment opportunities.
- The delivery of this Master Plan has the potential to positively support human health and wellbeing through the provision of a carefully designed landscape Master Plan that carefully integrates natural elements into the built environment.

  It is understood that the *Landscape Master Plan Report* (Arterra) designs Deep Soil Zone coverage more than 20% of the total site area, and tree canopy coverage of more than 30%. The report notes that an overall green/blue cover of 59% will be achieved through the proposed Master Plan.

  The *Landscape Master Plan Report* also notes that excellent overall 'green and blue' cover is essential for human health and wellbeing outcomes. The Report references American biologist E.O Wilson who in 1984 summaries that human beings are 'hardwired' to affiliate with the natural world and just as our health improves when we are in it, so our health suffers when we are divorced from it.' (page 37).
- Impacts to health and wellbeing related to urban densification associated with this proposal and in the context of the growth of Macquarie Park. Densification has a range of impacts, some positive and some negative. These include, for example:
  - Negative impacts associated with a lack of green space and maintaining active lifestyles, less opportunities for community cohesion and gathering, and a lower level of amenity.
  - Potential positive impacts include higher accessibility to daily living needs and social infrastructure concentrated in high density areas, the cultural and activation benefits associated with high density populations.

  Enhancing social benefits will be key, to ensure that the impacts associated with densification are overall positive, rather than negative.

Significance and magnitude	
Extent and duration	Health and wellbeing impacts associated with the delivery of the Master Plan are expected to have an extended time frame due to the staged approach to redevelopment. This means that construction activities will be occurring on this site for a prolonged period, with associated impacts to surrounding land uses. These impacts are likely to be restricted to the immediate locality (400m). Operational impacts will be ongoing, and extend to the primary study area. The delivery of a walkable neighbourhood with improved social infrastructure networks is likely to positively support wellbeing outcomes across the range of indicators, not only for future residents, workers, and visitors to the site – but also for the surrounding primary study area who are likely to interact with the site and its infrastructure.
Severity, scale and intensity	Potential negative way of life impacts identified during construction may have an increased intensity due to the direct impact on existing residents, who are older citizens and therefore more likely to have pre-existing sensitivities including chronic illness and less adaptable to change. The future high density neighbourhood is of a substantial scale – expanding the positive benefits associated with this Master Plan to a greater number of people. Additionally, the provision of additional amenity, including social infrastructure, in the middle of a highly accessed town centre and co-located with education infrastructure and mass - public transport routes will increase the number of persons potentially positively impacted by this Proposal.
Importance and levels of concern	The social issues and trends research outlined above (see **Section 4.8**) identifies the growing importance of high quality, walkable, mixed-use neighbourhoods, as well as the benefits of communal private spaces. Health and wellbeing is typically of increased importance for senior citizens, due to the health complexities that are associated with age. The following was noted in the Ryde Social Plan and Creativity Strategy – Engagement Outcomes Report (Cred Consulting, 2019): *Community spaces and places are critical for social wellbeing and community connection – The community thinks that development offers opportunities to deliver new social infrastructure and would like to see public*

	spaces and parks continue to facilitate community connections. In particular, service providers indicated a need for spaces for young people to gather. Some highlighted a need for any new facilities to be located in convenient locations, co-located with green space, and be designed in collaboration with community and service.
Social impact significance rating	***Reading this rating:*** *the following identified impacts are derived from the methodology specified in the NSW SIA Guideline. They represent the highest extent of possible social impact, considering likelihood and magnitude. These should be read in light of the analysis above, and noting a reassessment of residual impacts will occur following the consideration of additional social mitigation in* ***Chapters 7 and 8*** *below.* The following significance ratings were identified for health and wellbeing impacts, based on the criterion for magnitude levels identified above and an understanding of the social baseline of the affected study areas: • **Construction impacts (negative) – Medium (Possible-Moderate)** for health and wellbeing impacts during construction, associated particularly with the physical, social, spiritual, and mental health impacts of relocation and decanting on older residents. • **Operation impacts (positive) – High (Likely-Major)** for positive impacts to health and wellbeing through the delivery of a Master Plan that provides enhanced care, facilities, communal gathering places, walkable networks of open spaces, and embeds liveability and wellbeing at the core of its design. These impacts represent assessments of social impact for specific aspects of the project, and will be re-assessed following consideration of additional social mitigation and enhancement in **Chapters 7 and 8** below.

7.0 Social enhancement and mitigation

The implementation of a project post planning approval should ideally include continuous mitigating, enhancing, monitoring and managing of social impacts, as per the NSW SIA Guideline. This management can help to ensure negative impacts are better mitigated, positive impacts are further amplified and that you maintain and enhance your positive working relationships with communities and stakeholders. The monitoring and adaptive management of social impacts aims to protect and enhance the social environment throughout the life of the project, starting during construction.

This chapter sets out a suite of mitigation and management measures in response to the potential social impacts identified in **Chapter 6.0.** The mitigation and management of other predicted potential impacts that interrelate with social impacts (such as noise and vibration) would contribute to the mitigation and management of social impacts of the proposal.

Mitigation and management measures identified in other technical papers and chapters of the Environmental Impact Statement relevant to the mitigation of potential social impacts include:

- Implementation of the *Green Travel Plan* outlined in the *Transport and Accessibility Impact Assessment* (JMT Consulting). It is understood that a more detailed plan will be prepared prior to occupancy which reflects the needs of the users of the building and outlines contemporary transport conditions.
- The *Aboriginal Cultural Heritage Assessment Report* (Biosis) makes a number of recommendations, supported by the RAPs, which have the potential to enhance positive cultural impacts and mitigate any potential negative impacts during both construction and operation. These include:
  - Construction activities are to be sensitive to the discovery of unanticipated Aboriginal objects, historical relics or human remains. Additionally, the monitoring of sandstone removal rocks during removal by a RAP should occur.
  - A heritage induction should occur for all site works and contractors to prevent any unintentional harm to unexpected Aboriginal cultural heritage.
  - Continued consultation with the registered Aboriginal parties, including informing these groups throughout the life of the project.
  - Acknowledgement signage, including an acknowledgement of traditional owners, native landscaping, Aboriginal art, digital displays, signage, edible and medicinal gardens, and educational apps.
- Implement a detailed Construction Traffic Management Plan (CTMP) including the measures outlined in the Transport Impact Assessment (JMT, page 39).
- The Acoustic Impact Assessment (RWDI) outlines mitigations that have the potential to reduce likely noise impacts, including:
  - A speed limit of 30 km/h for operational traffic
  - Detailed maximum noise level event assessment.

The Sustainability Strategy for this Master Plan identifies further methods of social enhancement and mitigation. Relevant initiatives and approaches identified in the *ESD Concept Design Report* (WSP) include:

- Fostering community, including
  - The design process will engage with and more importantly, be guided by Aboriginal community and recognised knowledge leaders
  - Sensory garden (for kids and adults)
  - Veggie gardens and fruit trees in landscaping, including native edible plants to support educational opportunities; community gardens could be included on the roofs
  - Encourage community connection with areas for community gatherings
  - Opportunities for exercise
  - Educational opportunities regarding local history and sustainability
  - Partnership with Macquarie University and local schools to create art and further connections between place and community
  - Inclusive design
  - Activate spaces with pop-up restaurants, kiosks, and festivals
- Lowering Energy and GHG Emissions
- Increasing health outcomes
- A Biophilia approach, including through the development of a Biophillia Plan

- Holistic waste management strategy to create a circular economy
- Sensitive treatment of water
- Mobility outcomes, including a site wide Transport Plan that identifies likely quantities of mode share now and in the future, and confirms the percentage of EV spaces and care share spots needed

Additional measures to mitigate and manage potential social impacts of the proposal are outlined in **Table 15** below. These will be structured to respond directly to the place drivers outlined for this project in the *Urban Design Report* (Jackson Teece).

Table 15 Social impacts mitigation measures

Principle	Impact area(s)	Recommended social mitigation and/or enhancement
Place driver 1 – Intergenerational living	*Community; Culture; Way of Life; Health and wellbeing*	• Embed intergenerational care through the delivery of a dedicated space for programs between the seniors living and/or residential aged care facilities and preschools and the future school within this site. • Outline a program and strategy to encourage genuine intergenerational interaction within the Master Plan, to enhance the social benefits of co-location.
Place driver 2 – Support for seniors	*All factors*	• Develop and implement a Social Sustainability Monitoring and Management Plan. This could be incorporated in a broader Community Resilience Plan, and undertake regular monitoring of key indicators of social health based on a set of defined metrics. It is suggested that this Plan would further assist in identifying and managing social risks associated with decanting and the relocation of older persons.
Place driver 3 – Caring through change	*Community, Way of life; Health and Wellbeing; Decision-making systems*	• Develop a *Communications and Engagement Strategy (CES)* that: - Outlines and implements a *Complaints Management Procedure* that would provide a range of avenues for community members to express their concerns or ask questions and would enable the quick resolution of issues during construction. - Outline an approach to communicating with on-site residents, surrounding residents and businesses, and other key stakeholders. This should include regular updates on key project milestones and timeframes. - Align with the *Construction Management Plan* to provide communication mechanisms and specifying communication protocol. - Include regular project updates and provide opportunities for the community to share feedback throughout the Project's life cycle. - Include initiatives to promote community understanding and participation. - Embed collaborative decision-making systems for the key decisions that will affect peoples' lives. • Build on the engagement activities undertaken to date and take into consideration the needs and aspirations of the community that have already been explored as well as existing relationships and networks within the community. Visits to the site with local residents, community groups, and other organisations throughout the operation stage may help build relationships and community ownership of the Project and ensure ongoing engagement with landowners and other stakeholders.
Place driver 4 – Balancing market forces	*Livelihoods*	Develop a tailored Social Procurement Plan for the development, to assist in ensuring redistributive equity and enhance the social benefits associated with the delivery of the Master Plan.

Place driver 5 – Healthy Environments,	*Health and Wellbeing; Accessibility*	• 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. • Implement the recommendation in the ESD report for a site wide Transport Plan and CPED Assessment.
Place driver 6 – Building community	*Culture, Community*	Identify opportunities for public art on hoardings or other placemaking opportunities in consultation with the City of Ryde and/or Macquarie University to reduce visual impact of construction. This could include heritage interpretation and showcasing the stories and cultural values embedded in the BaptistCare site.

8.0 Summary of residual impacts

In accordance with the NSW SIA Guideline, the potential social impacts have been re-assessed following the implementation of additional responses and controls. Table 16 over page provides a summary of impacts 'without mitigation' (as provided in **Section 6.0**), along with an assessment of residual impacts following the implementation of the responses and opportunities identified in **Section 7.0.**

The following provides a summary of social impacts 'without mitigation' along with an assessment of residual impacts with mitigation.

Table 16 Social impact significance ratings with and without mitigation – residual impacts

Impact	Impact Dimensions			Potential Impact without mitigation or enhancement[24]				Potential Impact with mitigation or enhancement				Avoidance, minimisation or enhancement approach	Significance of residual impact
	Period	Duration	Extent	Likelihood	Magnitude	Social Significance Rating	Experience	Likelihood	Magnitude	Social Significance Rating	Experience		
Health and wellbeing													
Health and wellbeing impacts during construction, associated particularly with the physical, social, spiritual, and mental health impacts of relocation and decanting on older residents.	Construction	10-15 years	Immediate social locality (400m)	Possible	Moderate	**Medium**	**Negative**	Possible	Minor	**Medium**	**Negative**	Standard baseline mitigation measures outlined in environmental management plan. Develop a comprehensive *Communications and Engagement Strategy (CES)* to address the specific needs and impacts associated with the relocation of older residents.	Mitigation measures can quite effectively minimise likely impacts of construction activities.
Positive impacts to health and wellbeing through the delivery of a Master Plan that provides enhanced care, facilities, communal gathering places, walkable networks of open spaces, and embeds liveability and wellbeing at the core of its design.	Operation	Ongoing	Primary study area	Likely	Major	**High**	**Positive**	Almost Certain	Major	**Very High**	**Positive**	• 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. • Implement the recommendation in the ESD report for a site wide Transport Plan and CPED Assessment.	High potential to enhance positive impacts through social enhancement measures providing ongoing benefit to the current and future community of Macquarie park
Way of life													
Potential impacts to the existing way of life of residents who will be relocated and/or decanted to deliver the conceptual Master Plan	Construction	10-15 years, most pronounced in stage 1	The Site	Almost Certain	Major	**Very High**	**Negative**	Possible	Major	**High**	**Negative**	Develop a comprehensive *Communications and Engagement Strategy (CES)* (see above) that seeks to carefully respond to and consider each residents' needs in relocation, including substantial input and collaboration on decision-making.	High potential to mitigate impacts through careful, considered, and proactive engagement and communications throughout the process.
Increased amenity and improvements to the daily way of life routines for residents, workers, and visitors on-site and the broader community due to the establishment of a vibrant, mixed-use neighbourhood.	Operation	Ongoing	Primary and secondary study areas	Almost Certain	Major	**Very High**	**Positive**	Almost Certain	Transformational	**Very High**	**Positive**	• Further embed intergenerational care outcomes • Develop and implement a *Social Sustainability Monitoring and Management Plan* (possibly as part of a *Community Resilience Plan*)	High potential to enhance positive impacts through social enhancement measures with ongoing benefit to a wide community.
Livelihoods													
Impacts to livelihoods associated with impacts to local businesses, and the	Construction	10-15 years	Immediate social locality	Possible	Minor	**Medium**	Negative	Unlikely	Minor	**Low**	Negative	Standard baseline mitigation measures outlined in environmental management plan.	Mitigation measures can quite effectively minimise likely impacts of

[24] Note that without mitigation refers to without specific social mitigation measures that are beyond standard impact mitigation that will be in place.

Impact	Impact Dimensions			Potential Impact without mitigation or enhancement[24]				Potential Impact with mitigation or enhancement				Avoidance, minimisation or enhancement approach	Significance of residual impact
	Period	Duration	Extent	Likelihood	Magnitude	Social Significance Rating	Experience	Likelihood	Magnitude	Social Significance Rating	Experience		
relocation of staff, during the construction period.													construction activities.
The generation of additional employment opportunities through the construction of this Master Plan.	Construction	10-15 years	Secondary study area	Almost certain	Minor	**Medium**	Positive	Almost certain	Moderate	**High**	Positive	Develop a tailored Social Procurement Plan for the development, to assist in ensuring redistributive equity and enhance the social benefits associated with the delivery of the Master Plan.	High potential to enhance positive benefits by redistributing through social procurement to groups with high need and challenges.
The delivery of positive livelihood outcomes associated with the delivery and operation of a vibrant, mixed-use neighbourhood.	Operation	Ongoing	Secondary study area	Almost certain	Moderate	**High**	Positive	Almost certain	Moderate	**High**	Positive	No further enhancement identified.	No changes to residual impact identified.
Culture													
Impacts to culture during construction, associated with impacts to Aboriginal cultural connection to Country and local connections to the Site.	Construction	10-15 years	Immediate social locality (400m)	Very unlikely	Moderate	**Low**	**Negative**	Very unlikely	Moderate	**Low**	**Negative**	No further mitigations identified.	Residual impact of low significance for cultural impacts associated with construction activities
Positive impacts to culture associated with considered design and supporting future residents to create new cultural values. This is further enhanced through the intergenerational nature of this project.	Operation	Ongoing	Immediate social locality (400m)	Likely	Major	**High**	**Positive**	Likely	Major	**High**	**Positive**	Identify opportunities for public art on hoardings or other placemaking opportunities in consultation with the City of Ryde and/or Macquarie University to reduce visual impact of construction. This could include heritage interpretation and showcasing the stories and cultural values embedded in the BaptistCare site.	High potential to enhance positive impacts through social enhancement measures with ongoing benefit to the current and future residents of Macquarie Park.
Community													
Impacts to community during construction, associated with relocation and/or decanting.	Construction	10-15 years, most pronounced in stage 1	Immediate social locality (400m)	Almost certain	Moderate	**High**	**Negative**	Possible	Moderate	**Medium**	**Negative**	Develop and implement a *Social Sustainability Monitoring and Management Plan* (possibly as part of a *Community Resilience Plan*).	Potential to mitigate identified, with a medium significance of remaining impact inherent to changes to community composition.
Positive impacts to community associated with the creation of an intergenerational community, supported by enhanced community infrastructure.	Operation	Ongoing	Primary study area	Likely	Transformational	**Very high**	**Positive**	Almost Certain	Transformational	**Very High**	**Positive**	Develop and implement a *Social Sustainability Monitoring and Management Plan* (possibly as part of a *Community Resilience Plan*); as well as further implementing intergenerational care outcomes.	High potential to enhance positive impacts through the implementation of social enhancement measures and increase the likelihood of

Impact	Impact Dimensions			Potential Impact without mitigation or enhancement[24]				Potential Impact with mitigation or enhancement				Avoidance, minimisation or enhancement approach	Significance of residual impact
	Period	Duration	Extent	Likelihood	Magnitude	Social Significance Rating	Experience	Likelihood	Magnitude	Social Significance Rating	Experience		
													transformational benefits to the community.
Decision-making systems													
Positive impacts to decision-making systems, including the ability for residents to inform the decisions that will ultimately substantially affect their lives.	Planning	Since 2020, and for the duration of public exhibition	Immediate social locality (400m)	Almost certain	Moderate	**High**	**Positive**	Almost certain	Moderate	**High**	**Positive**	No further enhancement identified for the planning phase.	No changes to residual impact identified.
Potential Impacts associated with decision-making processes during the construction period	Construction	10-15 years, most pronounced in stage 1	Immediate social locality (400m)	Unlikely	Moderate	**Medium**	**Negative**	Unlikely	Minor	**Low**	**Negative**	Develop a comprehensive *Communications and Engagement Strategy (CES)* (see above) that seeks to carefully respond to and consider each residents' needs in relocation, including substantial input and collaboration on decision-making.	High potential to mitigate relocation-related impacts through considered communications, reducing the potential scale and magnitude of residual impact.
Positive impacts to residents' perception of involvement in the decisions that affect their daily lives and environments, as a corollary of strong decision-making systems in the planning phase.	Operation	Ongoing	Immediate social locality (400m)	Possible	Moderate	**Medium**	**Positive**	Almost certain	Moderate	**High**	**Positive**	Implementing resident requests for input into community investment, including for social and affordable seniors housing.	High potential to enhance the likelihood of positive impacts through the delivery of expressed community desires for community benefit investment decisions.
Surroundings													
Construction activities creating impacts on surroundings and amenity for local residents, workers, and visitors to the site and immediate surrounds.	Construction	10-15 years	Immediate social locality (400m)	Possible	Moderate	**Medium**	**Negative**	Very unlikely	Moderate	**Low**	**Negative**	Implement the recommendation in the ESD report for a site wide Transport Plan and CPED Assessment. Standard mitigation at the DA stage.	High potential to mitigate. Very low residual impact identified through considered mitigation at the DA stage.
Impacts to ecosystem services and the amenity of surroundings.	Operation	Permanent	Immediate social locality (400m)	Unlikely	Minor	**Low**	**Negative**	Very unlikely	Minimal	**Low**	**Negative**	Standard mitigation at the DA stage.	High potential to mitigate. Very low residual impact identified through considered mitigation at the DA stage.
Increased safety, amenity, and enjoyment of the site and surroundings, extending to a wider range of persons through the opening up of the site.	Operation	Ongoing	Immediate social locality (400m)	Likely	Moderate	**High**	**Positive**	Likely	Moderate	**High**	**Positive**	No further social mitigation identified.	No changes to residual impact identified.

Impact	Impact Dimensions			Potential Impact without mitigation or enhancement[24]				Potential Impact with mitigation or enhancement				Avoidance, minimisation or enhancement approach	Significance of residual impact
	Period	Duration	Extent	Likelihood	Magnitude	Social Significance Rating	Experience	Likelihood	Magnitude	Social Significance Rating	Experience		
Accessibility													
Construction activities limiting the spatial mobility of residents, workers, and visitors in the immediate locality, and impacting on the capacity of local infrastructure, services, and facilities.	Construction	10-15 years	Immediate social locality (400m)	Possible	Minimal	**Low**	Negative	Very unlikely	Minimal	**Low**	**Negative**	Standard mitigation at the DA stage.	High potential to mitigate. Very low residual impact identified through considered mitigation at the DA stage.
Impacts on local accessibility due to the delivery of additional density on this site.	Operation	Ongoing	Immediate social locality (400m)	Possible	Minimal	**Low**	Negative	Possible	Minimal	**Low**	**Negative**	No further social mitigation identified.	No changes to residual impact identified.
Positive impacts to accessibility outcomes for residents in the Master Planned site, as well as the broader community.	Operation	Ongoing	Primary study area	Almost certain	Major	**Very high**	Positive	Almost certain	Major	**Very high**	Positive	• 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 • Implement the recommendation in the ESD report for a site wide Transport Plan and CPED Assessment.	High potential to further enhance significant social benefit associated with accessibility outcomes for the Master Planned community.

9.0 Economic Impact Assessment

9.1 Introduction

This section provides an assessment of the economic impacts (including benefits) likely to occur because of the project. Impacts are considered regarding the local and regional area and through the construction and operational phases of the project. An estimate of the jobs likely to be created during the construction and operation phase of the proposed development are provided.

9.1.1 Methodology

To address the potential economic impacts likely to result from the project, this economic impact assessment considers:

- Demand for the development, including for targeted uses such as:
  - Senior's housing (including independent living and aged care),
  - Student housing,
  - Residential housing (including built to rent (BTR)),
  - School,
  - Retail uses,
  - Mixed uses including commercial and allied health, and
  - Commercial, conference and wellbeing facilities.
- Economic impacts (including benefits) from the proposed development including:
  - Overall impact of the project
  - Construction and ongoing employment generation (direct and multiplier);
  - Increased Value-Added Output;
  - Additional expenditure generated by the project; and
  - Improved benefits to the surrounding community.

9.2 Demand for the development

9.2.1 Residential

As Macquarie Park continues to grow and evolve into a mixed use precinct, there will be a substantial increase in the local resident population in the years to come. Resident population projections indicate that there will be an additional +19,610 residents in the PSA, and +31,600 in the SSA, highlighting that a significant portion of growth in Ryde LGA will likely be concentrated within the PSA, including Macquarie Park. This growing residential population will require appropriate housing supply in the years to come.

Based on a review of the Market Needs Assessment prepared by Macroplan (November 2020), there will be a requirement to deliver up to 15,000 new dwellings between 2021 and 2036, at a rate of around 995 dwellings per annum. Specifically, the market assessment outlines that there will be a likely market gap of approximately 1,000 dwellings in the LGA between 2021-2036. The proposed development will support some 947 residential dwellings (built to rent and build to sell), satisfying this market gap.

In addition to the above, the Market Needs Assessment prepared by Macroplan (November, 2020) also outlined demand for student accommodation proximate to Macquarie University. Notably, the market needs assessment indicated that in 2016 there was a bed to composite ratio of all students of 14.7%, and that there was no indication of vacancies. It is acknowledged that recent COVID-19 measures have impacted the student accommodation sector, particularly in relation to a decrease in international student enrolments. However the market needs assessment notes that new products that are targeted towards domestic students could increase local demand. In particular, the number of students in Macquarie Park is forecast to increase by +10,000 by 2036 (Ryde LSPS), and the share of residents aged

20-24 years is forecast to increase by +4,920 within Ryde LGA. This additional student population and residential growth will support demand for modern student accommodation facilities close to Macquarie University.

The proposal will help to support residential growth targets and represents a logical location for higher density residential development; being within a strategic precinct that is close to transport (Macquarie University Metro Station), jobs and community infrastructure such as Macquarie University, Macquarie University Hospital, and Macquarie Centre, and is consistent with recent trends and government objectives for transit oriented development. Importantly, the proposal will deliver a range of housing typologies that caters for a mix of occupiers including downsizers, students, key workers and young couples and singles. This is achieved through a provision of both conventional BTS products, as well as BTR and student accommodation.

When considering the strategic location of Macquarie Park, the subject site represents an ideal location to support high density residential development including BTR, BTS and Student Accommodation due to the following factors:

- Based on the ABS 2021 Census results, over 50% of dwellings in the PSA are rented;
- The subject site has strong access to public transport (metro and bus),
- The subject site is positioned within walking distance to existing retail facilities (Macquarie Centre), as well as open space, education and health facilities;
- There is a significant workforce surrounding the subject site;
- The proposed development will be well connected to major centres such as North Sydney and Sydney CBD; and
- Development of the subject site high density residential accommodation aligns to existing high density residential development already completed and planned in the surrounding area.

A diversity of housing types including BTR, BTS and Student Accommodation will provide a range of attractive housing options for local residents and workers, including young professionals that may wish to be located close to their place of work or require long term rental options prior to purchasing a property, as well as students. This range of housing options would cater for a diversity of population profiles and incomes.

Importantly, the provision of BTR and student accommodation at Macquarie Park would align with the strategic direction of local and state planning policies which aim to deliver diverse and more affordable housing options.

9.2.2 Aged Care and Retirement Living

A review of the aged care and retirement living assessment prepared by Wise Agency shows the following:

Demand for Independent Living Units

- In 2021, there was a total supply of 1,797 Independent Living Units (ILUs) within the defined Wise Agency catchment area. This supply is forecast to increase to 2,241 ILUs by 2026 based on a review of proposed seniors living developments.
- By 2026, there will be a total of 53,060 residents aged 65 years and over (based on the Wise Agency defined catchment area) that will increase demand for Independent Living Units (ILUs).
- The Wise Agency report adopted the national market penetration rate for ILUs of 6% and is assumed constant to 2026.
- Based on a market penetration rate of 6% and taking into account existing ILU supply, Wise Agency estimated that in 2021, there was an unmet demand for ILUs of -7,435. When considering the forecast population of residents aged 65 years and over, this is forecast to increase to -8,615 ILUs by 2026.

The proposed 512 ILUs at the site will assist in closing the market gap and support the growing need of residents for retirement living facilities

Demand for Aged Care Beds

- As of 2021, there were a total of 27 aged care providers supporting 2,361 aged care beds within the defined catchment area, as prepared and analysed by Wise Agency.
- By 2026, there will be a total of 53,060 residents aged 65 years and over (based on the Wise Agency defined catchment area) that will increase demand for aged care beds.

A key observation of existing seniors living facilities in the catchment area (including aged care and seniors living) is that majority of existing facilities are very dated and ageing.

Over the next decade it will be the generation known as the 'Baby Boomers' that will account for an increasing share of the population aged over 65. This demographic shift has significant implications for the retirement living sector overall, with this population driving higher demand and expectations for more quality retirement living facilities that are conveniently located and have higher levels of amenity than have previously been expected by previous generations. This will influence the need for future supply of improved, high quality retirement living facilities overall.

As noted, existing seniors living facilities within the local area are not adequate to meet the contemporary needs of seniors living occupiers, and the development of high amenity and modern aged care and retirement living facilities at the BaptistCare site will be well placed to support the evolving needs of residents.

9.2.3 Education – *School*

The proposed development includes the provision of a 9,775m^2 vertical school. Based on the market needs assessment prepared by Macroplan, there is currently an under supply of up to -1.6 primary schools within the sites school district. As outlined within the market needs assessment, this finding was based on the existing provision of primary schools in the area, including just 1 public primary school and 12 non-government primary schools, as well a benchmark of 1 primary school for every 2,000-2,500 dwellings (based on a case study analysis). It is noted that there is currently a proposed combined vertical primary and high school as part of the Lachlan's Line development and another proposed at Ivanhoe Estate, Macquarie Park. Despite this, the market assessment prepared by Macroplan (November, 2022), notes that the estimated undersupply of up to -1.6 primary schools was based on 2016 data and findings, and as such, it is expected that this gap will further increase in the coming years.

Noting the estimated timing of delivery of the concept masterplan estimated beyond 2029, a vertical school on the site will satisfy any future growth in the market gap for a primary school and support much needed educational facilities within the local and regional area, through the provision of student placements of an estimated 1,000 primary school aged children. Notably, based on the ABS 2021 Census results, of the residents attending primary education, 83.2% attend a government funded school. Given that there is just one government funded school in the sites school catchment, it is expected that local primary school students have to travel beyond their local community to attend school each day.

The site presents as a logical location for a vertical school, being located close to key health and education facilities, as well as other attributes including:

- The site is easily accessible to students being within close proximity to bus and rail services
- Situated within an active employment, and therefore close to business and places of work, providing a convenient location for parents to drop off and pick up their child from school.
- Close proximity to existing housing and planned residential growth.
- Located within a planned high density area, making a vertical school well suited to the development of the site and fitting to the context of the surrounding build form in Macquarie Park.

9.2.4 Retail

A review of the retail demand assessment prepared by Macroplan (October, 2022) highlights that within the defined retail trade area, there were some 58,670 estimated residents as of June 2021. This population is forecast to increase to 80,033 persons by 2036, and reflects an increase in total retail expenditure capacity of $82.5 million per annum over the forecast period. In total, retail expenditure is forecast to increase from $912 million in 2021, to $2.15 billion by 2036, increasing the expenditure capacity for retail goods and services by local residents.

The retail demand assessment (Macroplan 2022) notes that there are six (6) key competitive supermarkets within the MTA, including 3 stores at Macquarie Centre (Coles, Woolworths and Aldi), as well as Coles at Lachlan Square Village, and IGA Cox Road Mall. The retail demand assessment (Macroplan 2022) assumes that the Woolworths supermarket at Marsfield will be relocated to the site in 2029 and form part of the proposed 7,000m^2 of retail GFA.

Overall, the retail demand assessment (Macroplan 2022) outlines that there is significant retail floorspace demand in Macquarie Park and that the BaptistCare Macquarie Park site has capacity to support up to 7,000m^2 by 2030, including around 4,100m^2 of FLG floorspace, including a full-line supermarket.

Retail facilities at the subject site would be well supported by on-site and surrounding residents, students, and the Macquarie Park workforce which is forecast to grow significantly in the coming years.

9.2.5 Commercial

The proposed concept master plan incorporates some 6,770m^2 of commercial office floorspace (including a conference centre). It is understood that much of this commercial office floorspace will be occupied by BaptistCare.

As of July 2022, Macquarie Park supported some 908,869m^2 of commercial office floorspace (Property Council Australia, 2022), reflective of the ongoing role of Macquarie Park as a key non-CBD employment and innovation activity centre.

The strategic employment review of Macquarie Park (2015) forecasts significant growth in office based workers from 42,400 in 2015, to 55,800 by 2025. Based on existing planning controls, the employment review notes that office stock in Macquarie Park is forecast to increase to around 1,200,000m^2 by 2025.. Taking into account the current stock level, this reflects growth of around +291,000m^2 of office floorspace required between 2022 and 2025.

The proposed 6,770m^2 of commercial office floorspace and conference centre will support continued demand for high quality commercial office floorspace within Macquarie Park and contribute towards increasing the availability of commercial floorspace within the market. Importantly, the inclusion of a conference centre within the proposed development will complement local businesses and provide opportunities for entertainment spaces that will support amenity for residents and workers across the precinct.

9.3 Economic impacts

9.3.1 Residential

The proposed development will support a significant amount of residential floorspace in the form of build to sell, build to rent, and student accommodation. Together, these dwellings will support some 1,420 dwellings (including 473 student beds) upon completion and based on plans prepared by BVN. Assuming the average household size for the PSA of 2.2 for the build to rent and build to sell dwellings, the project may accommodate up to 2,556 residents at full occupancy, including the 473 residents within the student accommodation component of the project.

This level of residential population would account for just 13.0% of projected residential growth in the PSA over the period to 2036. As such, the proposed provision of residential floorspace would represent a small proportion of future residential dwelling requirements and therefore, would not impact on the ongoing viability or continued operational of any existing or proposed residential facility.

The provision of residential apartments within an easily accessible location, close to transport, jobs and services will align with the transition and objectives of Macquarie Park as a mixed use precinct and will contribute positively to the precinct as a true live/work/play environment.

Importantly, the proposed build to rent housing and student accommodation would help provide much needed housing diversity and supply in an evolving and growing location that is close to a large and diverse workforce, as well as key educational facilities. This provision of 382 BTR units would ensure that alternative accommodation models are available across a range of price points within Macquarie Park, supporting a range of occupiers including the large share of renters. Moreover, the provision of some 473 student accommodation beds will enable domestic and international students to live close to their place of study and support a social cohesive, accessible and safe housing option that would appeal to young students.

9.3.2 Aged Care and Retirement Living

As outlined within the aged care and retirement living analysis prepared by Wise Agency there is an existing and forecast undersupply of retirement living facilities within the local area, of up to -8,615 ILUs by 2026.

Accordingly, the provision of 512 ILUs at the site, will therefore not detract from the success or continued operation of any existing or proposed facility in the local area, noting that the proposed ILUs at the site will satisfy just 6.0% of the total gap.

As outlined by Wise Agency, there are 27 existing aged care operators, however the majorities of these facilities are highly dated and in need of renewal to meet contemporary resident requirements.

The site currently includes both ILU and aged care uses, and as such the concept plan which proposes an upgrade and expansion of both uses will reflect a direct replacement of these facilities and therefore a limited net gain compared to the existing offer. Further, the concept masterplan will deliver ILUs and aged care facilities that better align with contemporary resident requirement, helping to ensure long term benefit to the community.

As a result, any impact from the ILU and aged care uses proposed will be limited and will not directly impact on the ongoing operation or viability of any existing or proposed facilities.

9.3.3 Education – *School*

The proposed vertical school will support up to an estimated 1,000 student places for primary school students within a government funded facility. As noted within the market demand assessment prepared by Macroplan, in 2016 there was a market gap of up to -1.6 primary schools within the sites school catchment.

As aforementioned, there is currently two primary schools proposed within Macquarie Park, at Lachlan's Line and Ivanhoe Estate. However, as noted within the market demand assessment (Macroplan 2022), this gap will likely increase in the future as a result of ongoing population growth in the school district, meaning that the proposed school of 1,000 primary students to be delivered beyond 2029 would satisfy future education needs within the local and regional area.

In particular, strong population growth of +31,600 residents within Ryde LGA, including growth of residents aged 5-14 years will increase demand for primary education facilities in the future. This trend is evident when examining change between the 2016 and 2021 ABS Census results, which saw an increase in the share of residents attending primary education by +1.4%. across Ryde LGA. In particular, public school enrolments in Ryde LGA have increased by approximately 6.2% annually between 2010 and 2018 (Ryde Housing Strategy).

Furthermore, the delivery of a new school at the site will support land use objectives of the Macquarie Park Place Strategy, which specifies the need to deliver adequate levels of services, including new schools given the current deficit, particularly in supporting recent and future growth.

A school at the site will deliver significant benefits for the local area, including establishing a true intergenerational and walkable community at the site within a highly strategic location that is close to transport, jobs and homes.

9.3.4 Retail

The retail impact test provided for within the retail demand assessment prepared by Macroplan (October 2022) outlines the overall impacts of the proposed 7,000m^2 of retail GFA are deemed to be negligible. Specifically, the impact test states that by 2030, the 7,000m^2 of retail GFA at the site has the potential to generate sales of $84.2 million, with the largest impact to fall on centres within close proximity to the site, such as Macquarie Centre. Overall, trading impacts across all centres within the MTA will be minimal at below -1%, and therefore not adversely impact the ongoing operation or viability of any existing or proposed retail facility.

9.3.5 Commercial

The proposed concept master plan incorporates some 6,770m^2 of commercial floorspace, inclusive of a 3,000m^2 conference centre. Macquarie Park is the second largest employment centre within Greater Sydney, providing over 900,000m^2 of commercial office floorspace, serving an important role as a key employment centre within Sydney, with a strategic focus on innovation.

At 6,770m^2, the proposed commercial floorspace represents just 0.7% of total commercial floorspace within Macquarie Park (based on the estimate of 908,869m^2 outlined in the Property Council Office Market Report July 2022). This small proportion of commercial floorspace will have a minimal impact on the ongoing operation and viability of the Macquarie Park office market or any existing or proposed developments. The proposed office floorspace and conference centre at the site will contribute to an uplift in on-site employment, provide additional community spaces for local residents and businesses, and embellish the masterplan as a true live/work/play precinct.

9.4 Economic Benefits

9.4.1 Employment and economic activity

Input-output modelling

Economic impacts associated with the proposed development have been prepared with input-output modelling undertaken with reference and compliance to best-practice guidelines.

Input-output tables are a 'map' of the economy that track the flow of products, services, and payments through the many industries, households, government organisations and foreign transactions that make up the Australian economy.

Every industry requires inputs from many other industries, plus the inputs of workers and machinery and equipment to produce output. Input-output modelling uses averages derived from the ABS Input Output Tables to estimate the impact on all industries when one industry expands its production. The modelling used in this report is based on the 2018/19 ABS National Accounts release.

As with all economic models input-output models include a number of limitations, which include the following inherent assumptions: unlimited supplies of all resources including labour and capital, prices remaining constant, technology is fixed in all industries, and import shares are fixed.

Having regard for these limitations, the modelling used for the purposes of this assessment applies the **Simple Multiplier effect measure**. The Simple Multiplier effects measure estimates the expansion of other industries required to support the initial (direct) increase in the original industry; and does not include the additional impacts of extra wages and employment income being spent across the economy (spill-over effects).

Use of the **Simple Multiplier effect measure** is in-line with best practice industry standards and reflects a conservative position. Results from the modelling should be interpreted as indicative of the potential impact the project will have on the Australian economy.

The modelling provides estimates of the following economic benefits as a result of the project:

- **Construction Employment** - direct construction job-years supported by construction of the development and indirect job-years supported across all other industries over the construction period.

  'Job-years' is defined as the number of full-time equivalent (FTE) jobs supported over the construction period. i.e. if construction is over 10 years, 100 job-years is equivalent to 10 FTE jobs per year. Only applies to construction employment.
- **Ongoing Employment** - direct and indirect FTE jobs supported by the ongoing operation of the project annually.
- **Value Added** - direct and indirect value added generated during the construction and operational phase of the project.

  Value Added is defined as the wages, salaries and supplements plus gross operating surplus (income earned by businesses) required in producing the extra output (construction investment and operating output/turnover). This represents the standard measure of economic contribution, that is, the increase in economic activity as measured by gross domestic product (GDP).

Estimates of the economic benefits of the proposed development will be realised across the national economy, given the scale and diversity of the New South Wales economy, a large proportion of these benefits will be realised in the local and regional area. The benefits have been prepared for:

- **Construction Phase:** Economic activity during the construction phase of the project which will be spread across the construction program.
- **Operational Phase**: Ongoing economic activity once the project is completed.

Construction phase

It is estimated the direct capital investment required to realise the proposed development will be in the order of $1.3 billion. This estimate is based on the cost report prepared by Rider Levett Bucknall.

Based on a construction cost of around $1.3 billion, the construction phase is expected to directly support employment of 1,890 job-years and deliver a direct value-add to the economy of $281.2 million.

When the multipliers are taken into account, total state-wide economy effects over the construction program are forecast to be: employment of 7,740- job-years and a total direct value-add to the economy of around $1.0 billion.

Table 17 Construction phase economic benefits ($2020/21)

	Construction Phase (spread over construction period)		
	Direct	Indirect	Total
Output ($M)	$1,298.0	$1,910.2	$3,208.2
Employment (job-years)	1,890	5,850	7,740
Value Added ($M)	$281.2	$776.3	$1,057.5

Source: Ethos Urban analysis utilising data from ABS, National Accounts 2018/19; ABS, Consumer Price Index
*Job-years: Number of FTE jobs supported over the construction period. i.e. if construction is over 10 years, 100 job-years is equivalent to 10 FTE jobs per year.
Note: Figures rounded

Operational phase

Economic impacts associated with the operation of the Master Plan once complete and fully occupied, have been based on supportable employment estimates for the various uses incorporated within the proposed scheme. These estimates have been prepared with reference to relevant industry benchmarks, and include the following:

- **Retirement Living**: 1 worker for every 200m^2 of floorspace, based on the NSW Common Planning Assumptions workspace ratios for serviced apartments.
- **Residential Aged Care**: 1 worker for every 46.1m^2 of floorspace, based on results from the City of Sydney Floor Space and Employment Survey, 2017.
- **Build to Rent**: 1 worker for every 1,000m^2.
- **Student Accommodation**: 1 worker for every 500m^2 of floorspace, based on the NSW Common Planning Assumptions workspace ratios for serviced apartments.
- **Education**: 1 worker for 12.6 primary school children (NSW Common Planning Assumptions), assuming 1,000 students at the site based on information provided by BVN.
- **Retail:** 1 worker for every 30.2m^2 of retail floorspace, based on results from the City of Sydney Floor Space and Employment Survey, 2017. For the purposes of this assessment, this includes the proposed retail and conference floorspace.
- **Commercial:** 1 worker for every 16.2m^2 of commercial floorspace, based on results from the City of Sydney Floor Space and Employment Survey, 2017.

The following assumptions to GFA figures have been made:

- *As a detailed breakdown of retirement living and aged care is not yet available, for the purposes of this assessment the 71,047m^2 of Seniors Living GFA assumes a 50/50 split of retirement living and aged care GFA for the purposes of assessing jobs. Accordingly, jobs numbers presented in this analysis should be treated conservatively.*
- *The 13,770m^2 of retail/commercial GFA assumes the following split based on information provided by BVN:*
  - *7,000m^2 of retail floorspace*
  - *3,770m^2 of commercial floorspace*
  - *3,000m^2 conference centre*
- *Across retail the retail and commercial floorspace area, this assessment assumes a GFA to GLA efficiency ratio of 80%.*

Based on the above, on completion of the proposed development, the operational phase is expected to deliver the following (direct) benefits: FTE employment of ongoing 1,540 jobs and direct value-add to the economy of $217.7 million per annum.

When the multipliers are taken into account, total ongoing economy-wide effects are estimated at: FTE employment of 2,340 jobs supported and a total direct value-add to the economy of $326.7 million per annum.

Table 18 Estimated ongoing employment

	Operational Phase (annual)		
	Direct	Indirect	Total
Output ($M)	$350.3	$223.1	$573.4

Employment (FTE)	1,540	800	2,340
Value Added ($M)	$217.7	$109.1	$326.7

Source: Ethos Urban analysis utilising data from ABS, National Accounts 2018/19; ABS, Consumer Price Index
Note: Figures Rounded

It is important to note that these employment estimates reflect the total economic benefit, rather than the net gain as a result of the project compared to the employment provision at the existing site. The site currently accommodates a worker population associated with the ongoing operation of the existing seniors living facilities.

9.4.2 Increased resident expenditure

Once complete and fully occupied, the development will accommodate additional residential population on site. This resident population would support an increase in retail expenditure that will be directed to local businesses.

Based on the proposed plan, the development will support a total of 947 residential dwellings (including build to rent and build to sell), 512 ILUs, and 473 student housing beds. Together, this dwelling mix will support some 3,172 additional residents on the site (excluding residents from the RACF) at full occupancy. This resident population has been adopted through consideration to the following household sizes:

- Average household size of 2.2 persons per dwelling in the PSA (ABS 2021);
- National average of 1.2 residents per ILU based on results from the 2021 Retirement Living Census (PwC and Property Council Australia, 2021)

A review of retail expenditure per capita by residents within the PSA is in the order of $15,640 each year on average (2021 dollars). Accordingly, with 3,172 new residents at the site (excluding RACF residents), a total of $49.6 million in additional retail expenditure could be generated each year (see **Table 19**). This would include spending on food, liquor and groceries, food catering, non-food items and services. This additional retail expenditure will support existing and proposed retail facilities both at the site, and within Macquarie Park overall.

Table 19 Estimated resident retail expenditure at full occupancy

Measure	Value
Estimated number of new residents	3,172
Per capita retail expenditure on local retail per annum ($)	$15,640
Increase in expenditure on local retail per annum ($)	$49,610,000

Source: Marketinfo 2016, Ethos Urban
Note: Figures Rounded

9.4.3 Other economic benefits

The proposed concept plan for the BaptistCare Macquarie Park masterplan is likely to deliver an array of economic benefits to the local community and the state. In particular, the proposed concept masterplan will deliver a modern and high amenity mixed use precinct that responds to the market needs of both residents, workers, and students living within the local area, and surrounding localities. Other benefits associated with the proposed concept masterplan include:

- Supporting the ongoing evolution of Macquarie Park as a strategic mixed use precinct and leading place in Sydney that supports innovation and jobs, as well as residents within a highly activated precinct.
- Support ongoing investment in Macquarie Park as a key precinct within Greater Sydney, helping to support growth and development over time.
- Support the provision of a range of new employment opportunities within a diversity of strong industry sectors such as aged care, education and retail activities.
- Establish diverse housing options within Macquarie Park that cater for a range of occupiers including seniors, students, families and young couples and singles.

- Provide greater housing options within an area where over half of existing dwellings are currently rented. The provision of BTR accommodation within a high amenity precinct close to transport will support this.
- Support the demand for seniors living (aged care and retirement living) by providing modern and high quality facilities that will enable local residents to downsize or retire within their local community within a contemporary development.
- Increase the provision of high quality seniors living facilities within the local area which is currently characterised by dated stock that offers low levels of resident amenity.
- Support the provision of 473 student housing beds within close proximity to major education facilities, providing the opportunity for both international and domestic students to live close to their place of study, and support the projected growth in students numbers at Macquarie University.
- Provide an education facility within a strategic location that will satisfy future demand requirements for student places within a strategic area planned for growth that is close to residents, workers and transport.
- Enhance the provision of retail facilities within the local area, supporting on site residents, as well as residents and workers within the surrounding area.
- Benefit local retailers and business through additional retail expenditure within the local area as a result of resident uplift at the site.
- Align with the objectives of State and Local Government which seek to provide the following:
    - Support a 30-minute city by providing housing, jobs and critical social infrastructure within close proximity to public transport
    - Deliver additional housing supply in Macquarie Park to support continued population growth of this region
    - Ensure the provision of community infrastructure keeps pace with projected population growth and subsequent demand for services.
    - Establish a true live/work/play environment that delivers high levels of amenity for residents, workers, and students within a walkable and active precinct.

9.4.4 Summary of economic impacts and mitigation measures

The project will generate a number of economic benefits that will support and enhance the local economy, in particular Macquarie Park. Outlined below is a summary of the key economic impacts likely to be generated by the proposed development.

- During construction, there will be considerable direct employment generated. In turn, local businesses will benefit from the construction phase with many workers travelling to Macquarie Park, generating local expenditure.
- Local businesses are expected to benefit from the substantial increase in workers and activity to Macquarie Park once the project is complete.
- Once complete and fully occupied, the development will support additional residential population on site. This resident population would support an increase in expenditure on retail goods and services.
- The redevelopment of the existing site will result in the closure of the existing aged care and retirement living facilities.
- During the construction phase of the proposed development there is expected to be temporary disruption surrounding facilities. Local businesses are likely to be impacted during the construction stage as a result of negative impacts associated with noise, access and overall amenity.

However, despite the loss of the existing seniors living facilities, the proposed development will result in a net uplift in aged care beds and ILUs at the site. Furthermore, any impacts during the construction stage will be temporary only, and nearby businesses and other community facilities will stand to benefit over the medium to longer term on the project is complete, as visitation, activation and expenditure will all increase as a result of the project. As a result, mitigation measures from an economic perspective are likely to be required in the short term only, and relate to ensuring minimal disruption to access and typical business operation during the construction stage of the project. A summary of impacts and recommended mitigation measures follows is provided in **Table 20** below.

Overall, any impacts from the proposed concept masterplan will be limited and not impact on the ongoing operation or viability of any existing or proposed facility or centre. All centres and the region overall stands to benefit from increased market growth as well as increased activation on the site as a result of the proposal.

Table 20 Summary of economic impacts and mitigation measures

Impact	Value
Demand for the development Macquarie Park is planned to accommodate significant growth in the coming years as the area evolved into a mixed-use precinct with significant residential and employment activities. The proposed development will provide a major mixed use development in highly accessible and strategic location, supporting growth, activation, investment and amenity.	**Positive**
Expenditure and employment impacts (construction) The initial economic impacts generated by the project will occur during the demolition and construction phase. The proposed development will result in a direct capital investment of around $1.3 billion. This direct investment will support 1,890 direct job-years, and direct value added to the economy of $281.2 million. Total state wide economy effects over the construction program are forecast to be: employment of 7,74- job-years and a total value-add to the economy of over $1 billion .	**Positive**
Local businesses (construction) Impacts to local businesses are expected to be minimal and temporary associated with construction impacts.	**Slightly negative**
Employment impacts (direct - operation) FTE ongoing employment is estimated at 1,540 jobs, supporting direct value-add to the economy of $217.7 million per annum as a result of the proposed development. When the multipliers are taken into account, total ongoing economy-wide effects are estimated at: FTE employment of 2,340 jobs supported, and a total direct value-add to the economy of $326.7 million per annum.	**Positive**
Expenditure impacts (indirect – local businesses) An estimated additional 3,172 new residents are expected to occupy the residential component of the proposed development (excluding RACF) and could generate additional retail expenditure of $49.6 million each year. A proportion of this expenditure would be directed to local businesses.	**Positive**
Recommended mitigation measures: Minimise disruption to local businesses during construction through ensuring access and noise impacts are limited.	

10.0 Concluding comments

The proposed BaptistCare Macquarie Park Master Plan will have a net positive social and economic benefit to existing and future residents, workers, and visitors interacting with the site and provide a significant contribution to developing Macquarie Park as a vibrant, sustainable community.

This Social and Economic Impact Assessment concludes that the overall outcome, subject to appropriate mitigation of construction and operational impacts, will be positive. Temporary impacts during construction can be managed accordingly through implementation of relevant technical reports, communications strategies, legislative requirements, and conditions of consent. Engagement with the local community and stakeholders during construction is strongly recommended to minimise impacts on community, culture, livelihoods, and way of life.

Social and economic mitigation measures can be implemented to ensure impacts are minimised, both during construction and operation, and to enhance the significant social and economic benefits associated with this Proposal.

The manner in which BaptistCare have engaged respectfully and sincerely with their community, as understood from the Engagement Outcomes Report, is commendable and helps to address those impacts on the existing residents which are identified as being of the highest level of significance. The implementation of a rigorous and caring approach to engagement, including embedding collaborative and authentic decision-making in the heart of the relocation process, has the potential to substantially mitigate the social impacts identified with this stage of the proposal.

Overall, it is considered that with a range of mitigation measures to manage any risks as well as enhance the positive benefits, the project is anticipated to bring significant public social and economic benefits to the future residents of the site, as well as the broader community.

Appendix A: Population profile summary - 2021

Category	Primary Study Area	Secondary Study Area	Greater Sydney
Income			
Median household income (annual)	$101,160	$108,880	$108,750
Variation from Greater Sydney median	*-7.0%*	*+0.1%*	*n.a.*
Age Structure			
0 years	1.1%	1.1%	1.2%
1-2 years	2.2%	2.2%	2.4%
3-4 years	2.0%	2.3%	2.4%
5-6 years	2.0%	2.3%	2.5%
7-11 years	4.4%	5.4%	6.3%
12-17 years	3.5%	5.5%	7.1%
18-24 years	12.5%	8.6%	8.8%
25-34 years	24.4%	18.4%	15.6%
35-49 years	22.0%	22.6%	21.7%
50-59 years	8.5%	11.3%	12.0%
60-69 years	7.1%	9.6%	9.7%
70-84 years	7.2%	8.2%	8.4%
85 years and over	3.0%	2.4%	1.9%
Median Age (years)	33.4	37.3	37.3
Country of Birth			
Australia	41.0%	50.6%	61.1%
Aboriginal and Torres Strait Islanders	*0.4%*	*0.5%*	*1.8%*
Other Major English Speaking Countries	4.5%	5.1%	7.1%
Other Overseas Born	54.5%	44.3%	31.8%
% speak English only at home	*40.7%*	*48.3%*	*61.0%*
Household Composition			
Couple family with no children	27.5%	25.8%	24.5%
Couple family with children	24.9%	33.2%	36.1%
Couple family - Total	52.5%	59.0%	60.5%
One parent family	7.7%	8.6%	11.0%
Other families	1.9%	1.5%	1.1%
Family Households - Total	62.0%	69.1%	72.6%
Lone person household	31.2%	26.5%	23.3%
Group Household	6.7%	4.4%	4.1%
Dwelling Structure			
Separate house	16.3%	40.9%	56.1%
Semi-detached, row or terrace house, townhouse etc.	28.2%	14.2%	12.8%
Flat, unit or apartment	55.5%	44.6%	30.7%
Other dwelling	0.0%	0.3%	0.4%
Occupancy rate	*86.9%*	*91.0%*	*91.8%*
Average household size	2.2	2.5	2.7
Tenure Type			
Owned outright	19.9%	26.4%	28.3%
Owned with a mortgage	25.0%	29.9%	34.0%
Rented	51.8%	41.9%	36.1%
Other tenure type	3.3%	1.8%	1.6%
Attending Education			
Pre-school	6.1%	7.7%	8.0%
Infants/Primary Total	19.9%	27.9%	31.4%
Government	83.2%	71.3%	68.6%
Catholic	12.1%	20.4%	18.8%
Other	4.6%	8.3%	12.5%
Secondary Total	12.4%	20.2%	24.9%
Government	75.8%	54.3%	54.7%
Catholic	11.7%	30.3%	25.3%
Other	12.5%	15.4%	20.0%
Technical or Further Educational Institution	9.7%	10.3%	10.2%
University or other Tertiary Institution	47.6%	29.6%	21.4%
Other type of educational institution	4.2%	4.3%	4.2%
% of total population attending education	*28.1%*	*26.1%*	*25.8%*
Need for Assistance			
With Need for Assistance	5.2%	4.9%	5.5%
No Need for Assistance	94.8%	95.1%	94.5%

Source: ABS Census of Population and Housing 2021

Note: interpretation of small area data from the 2021 ABS Census should consider potential outcomes from the COVID-19 pandemic.