Social and Economic Impact Assessment

Glendenning Road Data Centre (SSD – 73761707)

Submitted to NSW Department of Planning, Housing and Infrastructure
on behalf of LCI Consultants

Ethos Urban

Prepared by Ethos Urban

Date: 4 March 2025
Client Reference: GRDC86 -ETH-00-XX-RP-SSDA-Y-0000

'Gura Bulga'

Liz Belanjee Cameron

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

'Dagura Buumarri'

Liz Belanjee Cameron

'Dagura Buumarri' – translates to Cold Brown Country. Representing Victoria.

'Gadalung Djarri'

Liz Belanjee Cameron

'Gadalung Djarri' – translates to Hot Red Country. Representing Queensland.

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

We pay our respects to their Elders past and present.

In supporting the Uluru Statement from the Heart, we walk with Aboriginal and Torres Strait Islander people in a movement of the Australian people for a better future.

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This document has been prepared by:		**This document has been reviewed by:**	
Isabelle Best/Stephanie Stamatellis	4 March 2025	Lucy Band	4 March 2025

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Executive Summary

Ethos Urban has been engaged by LCI Consultants to undertake a Social and Economic Impact Assessment in relation to the development of the site at 2 Glendenning Road, Glendenning (the Subject Site) for three data centre buildings. The assessment has been undertaken in accordance with the Secretary's Environmental Assessment Requirements dated 25 July 2024.

The assessment has concluded that the project will result in positive social and economic benefits for the local and broader community. However, there may be some negative social impacts such as change to local character and visual amenity and disruption from traffic, dust and noise during construction and operation.

Data centres are part of an evolving property sector focused on technology and innovation and form an increasing focus for industrial and employment areas, supporting faster connections and growth in higher order jobs such as IT and finance. The increase in key data centre operators in the Sydney market is reflective of the current and future demand for data storage and processing facilities, and the strong investment activity occurring in this sector overall. Importantly, data centres at the site will continue to support growth and improve connectivity for businesses now and in the future within Western Sydney as it continues to grow evolve in the coming years.

Importantly, the proposed development will deliver a modern data centre within a strategic employment precinct that will encourage growth of higher order jobs within Western Sydney. Specifically, the proposed development will accommodate up to 1,640 direct FTE jobs during the construction phase, and 124 direct FTE jobs once completed and fully operational. The project will stimulate local investment and contribute significant economic output and value add to the economy each year.

The proposal is consistent strategic policy aims and objectives for Western Sydney, facilitating the development of a high-tech facility that will support continued business growth within this part of Sydney, and create skilled employment opportunities and provide critical infrastructure to support the digital economy.

Overall, proposed development would result in growth and development of the local and regional economy into the future. The significance of predicted social impacts on the community will depend on the monitoring and management systems implemented by the proponent to mitigate social impacts.

1.0 Introduction

This Social and Economic Impact Assessment has been prepared on behalf of LCI Consultants in support of a State Significant Development Application SSD-73761707 (SSDA) submitted to the Department of Planning, Housing and Infrastructure (DPHI) under Part 4 of the Environmental Planning and Assessment Act 1979 (EP&A Act 1979).

The SSDA relates to a proposal at the site known as 2 Glendenning Road, Glendenning, legally referred to as Lot 2 DP1137162. The Subject Site is within the Blacktown City Council Local Government Area (LGA) and is bound by the industrial buildings to the north, Woodstock Avenue to the south, Glendenning Road to the east and Nurragingy Reserve to the west.

Specifically, the proposed development will consist of the construction of three data centres to support total data capacity of 202.4MW across a Gross Floor Area (GFA) of 50,233m^2.

1.1 Report Requirements

This report provides a Social and Economic Impact Assessment and responds to the Secretary's Environmental Assessment Requirements (SEARs) issued by DPHI on 25 July 2024. An outline of the SEARs relevant to this assessment, and how they have been responded to, is summarised in **Table 1** below.

Table 1 SEARS Requirement

Item	SEARS Requirement	Relevant Section of this Report
2.0	*Provide an estimate of the retained and new jobs that would be created during the construction and operational phases of the development, including details of the methodology to determine the figures provided.*	*Section 7.0*
21.0	*Provide a social impact assessment prepared in accordance with the Social Impact Assessment Guidelines for State Significant Projects.*	*Section 8.0*

1.2 Economic Impact Assessment methodology

In the absence of formal guidelines available from the NSW DPHI for economic impact analysis, the methodology for this economic assessment has been developed with consideration of typical Secretary's Environmental Assessment Requirements (SEARs) and 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 businesses and the economy within the defined study area was developed using published data sources, including the Australian Bureau of Statistics (ABS), with this data supplemented by additional information where available.

1.3 Social Impact Assessment framework and methodology

The assessment of social impacts in this report has been prepared in accordance with the SIA Guideline. SIA involves the analysis of social changes and impacts on communities that are likely to occur as a result of a particular development, planning scheme, or government policy decision.

This methodology is designed to ensure that the social environment of communities is considered as part of project decision-making. 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.

Ultimately, there can be two main types of social impacts (both positive and negative) that may arise as a result of the proposed development. First, direct impacts can be caused by the proposal 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.

1.3.1 Qualifications of report authors – Social Impact Assessment

The SIA Guideline requires authors are 'suitably qualified persons' who hold appropriate qualifications and have relevant experience in social science or related areas. The lead author's qualifications, experience and demonstrated understanding of social impacts is outlined below.

Name: Lucy Band and Isabelle Best

Date the SIA was completed: 4 March 2025

I confirm the SIA contains all relevant information, and understand my legal and ethical obligations, and that none of the information in the SIA is false or misleading.

Signed:

Table 2 SIA Authors' Qualifications

Author	Expertise/Qualifications
Lucy Band Director, Social Strategy	Lucy is an industry leading social planner and an advocate for sustainable, inclusive, and creative cities. Lucy has contributed to city shaping projects across Australia and the UK. Lucy is highly experienced working in multi-disciplinary teams and has led the social impact assessment process for a range of major projects, including SSD and SSI proposals.
Isabelle Best Principal, Social Strategy	Isabelle is an experienced social planner who is passionate about healthy and inclusive cities and ensuring that development will have positive social outcomes. Isabelle has led numerous social impact projects in NSW and is very experienced with the application of the NSW Government Social Impact Assessment Guidelines (2023), as well as applying Council SIA guidelines for local development applications.

1.4 Information sources and assumptions

Following are the key primary and secondary data used to prepare this SEIA:

Primary

- SIA Community Survey

Secondary data

- Central City District Plan (Greater Sydney Commission, 2018)
- Digital Economy Strategy 2030 – 2022 Update (Australian Government, 2022)
- Greater Sydney Region Plan – A Metropolis of Three Cities (Greater Sydney Commission, 2018)
- Social Impact Assessment Guideline for State Significant Projects (NSW DPIE, 2021)
- Acoustic and Vibration Assessment (Pulse White Noise Acoustics, 2024)
- Visual Impact Assessment (Geoscape, 2024)
- Traffic and Transport Impact Assessment (Positive Traffic Pty Ltd, 2024).
- ABS Census of Population and Housing 2021 (Australian Bureau of Statistics, 2021)
- Transport for NSW Employment and Population Projections (TfNSW, 2022)
- Blacktown City Community Profile (.id Informed Decisions website, https://atlas.id.com.au/blacktown)
- Blacktown Community Strategic Plan – Our Blacktown 2041 (Blacktown City Council, 2022)
- Blacktown Local Environmental Plan (LEP) (Blacktown City Council, 2015)
- Blacktown Local Strategic Planning Statement (Blacktown City Council, 2020)

Assumptions applied to complete this 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 reasonable be identified have been included in this report.

2.0 Site Context and Description

2.1 Site Location and Description

The subject site is located at 2 Glendenning Road, Glendenning and is legally described as Lot 2 DP 1137162. It is zoned E4 General Industrial under the Blacktown Local Environmental Plan 2015.

The subject site comprises a total area of 10.44ha and exhibits a primary frontage to Glendenning Road at the western boundary for approximately 295m. A secondary frontage to Woodstock Avenue is located along the southern boundary, for a length of approximately 335m.

The subject site comprises three (3) existing warehouse buildings that undertake various operations, including storage and logistics and a transport vehicle centre. The buildings are positioned toward the Glendenning Road frontage and cover approximately one half of the subject site. The remainder of the subject site to the rear is vacant and contains a mix of grass, native vegetation and sporadic trees. A patch of mature native vegetation exists along the southern boundary, which is identified as outstanding biodiversity value. An established landscaping strip is located along the Glendenning Road frontage, providing some screening of the existing buildings.

Vehicle access is obtained via four (4) vehicles crossings off Glendenning Road, which provide separate access for the two (2) large tenants. Vehicle access is also provided off Woodstock Avenue for the southern tenant.

The subject site is traversed by overhead 132kV transmission lines and towers, managed by Endeavour Energy. A drainage reserve also exists directly north of the subject site, which is managed by Blacktown City Council.

The subject site is surrounded by industrial land to the north, west and south (refer to the site context in **Figure 2**). Directly adjoining the subject site to the east is the Nurragingy Reserve, which falls under the jurisdiction of the Western Parklands. The Eastern Creek is located within the reserve and runs along the eastern boundary of the subject site. The closest residential area is located approximately 400m to the west of the subject site on the opposite side of the Westlink M7 Motorway. The subject site is depicted in **Figure 1**.

Figure 1 Aerial Map of Subject Site
Source: Near Map, 2024

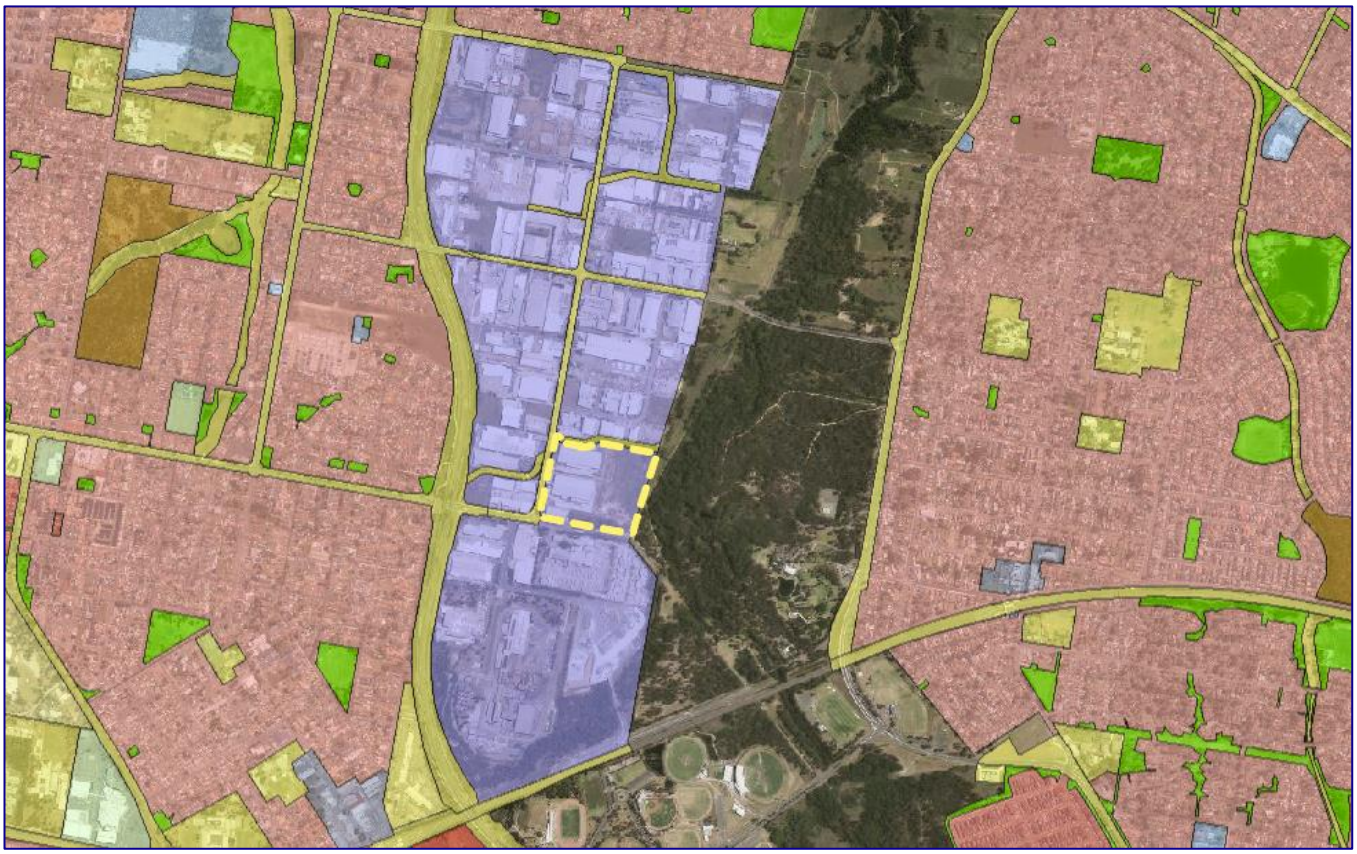

Figure 2 Site Context and Zoning

Source: Blacktown Local Environmental Plan, 2024

2.2 Surrounding Development

The Subject Site's immediate surrounding development includes predominately industrial and employment lands to the north, south and west, as well as a Nurragingy Reserve to the east. Beyond the Subject Site's immediate surrounds, there is predominately low-density residential development to the east, west and north. These communities are largely buffered by the M7 running north-south, the Nurragingy Reserve to the east, and heavy rail tracks as well as sporting fields to the south. Existing industrial development buffers the suburb of Glendenning to the north from the Subject Site.

Key suburbs surrounding the Subject Site include Glendenning to the north, Doonside to the east, Rooty Hill to the south, and Plumpton and Oakhurst to the west.

No social infrastructure facilities or sensitive receivers (e.g., schools, hospitals) have been identified in close proximity of the site (i.e., short walking distance, or within 400 meters of the site).

2.3 Site Suitability for Data Centres

The Subject Site is located within an existing employment area in Glendenning, which currently supports a range of employment and industrial activities. Accordingly, the proposed uses at the Subject Site would be compatible with the existing context and land uses within the immediate area and will align with the continued growth and investment in jobs and infrastructure across Western Sydney.

Demand for industrial spaces (including data centres) across Western Sydney is attributed to the proximity to major road corridors, including the M4 and M7, as well as land availability and price considerations that compare favourably to other parts of Sydney.

Western Sydney is expected to support significant jobs growth in the coming years, supported by growth in the local population, skilled workforce and ongoing infrastructure investment in the region. As such, the Subject Site is positioned within a highly strategic location to support the anticipated growth within this part of Sydney.

At a regional level, the Subject Site is centrally located within the context of Greater Sydney and is proximate a range of major markets, including employment areas within Western Sydney, including the Western Sydney

Employment Area, Parramatta, and the emerging Western Sydney International Airport and Bradfield City Centre.

Specifically, the Subject Site is a highly desirable location for a data centre, which have strict location requirements in order to deliver a facility that is able to provide quality and fast connectivity to end users. Data centres require and benefit from the following site attributes:

- **Best located in positions that are close to high power outputs and electricity, including high speed network connectivity –** The ongoing operation of data centre centres require significant power, and are better able to provide faster connectivity to consumers when close to high-speed networks. The proposed development will include the delivery of three internal substations, with two electricity transmission substations already proximate to the Subject Site. Accordingly, the Subject Site would be well supported by high power outputs required to operate a successful data centre.
- **Proximity to end users and major markets** - The Subject Site for the proposed data centre is centrally located to serve Sydney, within reasonable distance to major business centres including Parramatta, Blacktown, Norwest and the future Bradfield City Centre for example. The benefit of being located close to major markets is increased response times and reduced latency to the end user, and as such is an important success factor for any data centre.
- **Proximity to labour force, and skilled workers** – The ongoing operation of data centres is reliant on skilled labour, including technical professions. The Subject Site is positioned close to major markets and a growing skilled labour force in Western Sydney. Importantly, a data centre at the Subject Site would support ongoing and increased employment activities within Glendenning and the Blacktown LGA overall.
- **Need to be located on hazard resistant sites** - Due to the nature and role of data centres holding valuable information and data for users, it is important that the centres are located on low-risk sites that are unlikely to experience any implications from natural hazards such as flooding, fires, and other weather events. The proposed development is considered appropriate for this sensitive use.
- **Ideally has connectivity to international infrastructure and markets –** to be considered competitive and viable, data centres are best located near or in a region with undersea cable landing points. Undersea cables are used for international data transmission and digital connectivity. These enable access to global markets along with high speed and low latency connections. Sydney is currently linked through several landing points that reach global markets including the US and Asia Pacific and is a recognised as a Tier 1 data centre market worldwide (Cushman and Wakefield 2024).

3.0 Proposed Development

The proposed development is known as the Glendenning Road Data Centre and includes the construction and operation of three (3) data centre buildings and associated infrastructure, with a total power consumption of approximately 235MW.

The proposed development seeks consent for the following aspects of development:

- Site preparation and establishment works including:
  - Bulk earthworks to create proposed site levels;
  - In-ground building services and utility work;
  - Clearance of trees and vegetation within the proposed development extent;
- Construction and operation of three (3) data centre buildings, known as DC01, DC02 and DC03, comprising:
  - A total Gross Floor Area (GFA) of 50,233m^2 (DC01 – 19,985m^2, DC02 – 10,263m^2 and DC03 – 19,985m^2);
  - A maximum building height of 45.3m, including five (5) storeys for each building;
  - Three (3) internal substations;
  - A total IT capacity of approximately 193.6MW (DC01 – 79.2MW, DC02 – 35.2MW and DC03 – 79.2MW);
- Total diesel fuel storage of 2,736,030L within underground bulk fuel storage tanks and generator day tanks;
- 97 back-up generators across the full development;
- External plant and equipment (including water tanks and pump rooms);
- Installation of evaporative cooling units;
- Three (3) vehicle crossovers to Glendenning Road and internal access roads;
- Security fencing surrounding the development, including a controlled entry and exit point;
- 165 on-site car parking spaces (including 6 accessible parking spaces and 12 EV parking spaces);
- Landscaping across the subject site;
- Hours of operation being on a 24 hours per day, seven (7) days per week basis.

The proposed works would be constructed in three (3) stages, as follows:

- **Stage 1:** The first stage would include the construction of DC01, located at the rear of the subject site. The three existing site buildings would be demolished.
- **Stage 2:** The second stage would involve the construction of DC02.
- **Stage 3:** The construction of DC03

4.0 Strategic Policy Context

This section provides an overview of state, regional, and local government policies relevant to the proposed development. The following documents have been reviewed:

- Blacktown Community Strategic Plan – Our Blacktown 2041 (Blacktown City Council, 2022)
- Blacktown Local Environmental Plan (LEP) (Blacktown City Council, 2015)
- Blacktown Local Strategic Planning Statement (Blacktown City Council, 2020)
- Central City District Plan (Greater Sydney Commission, 2018)
- Digital Economy Strategy 2030 – 2022 Update (Australian Government, 2022)
- Greater Sydney Region Plan – A Metropolis of Three Cities (Greater Sydney Commission, 2018)

The following section identifies the key social drivers for this site, based on a review of the key federal, state and local policies and strategies. The following key documents have been reviewed and have been summarised below in **Table 3**.

Table 3 Strategic Policy Drivers

Themes	Implications for the proposed development	Relevant documents
Growth of the digital economy in NSW	• The Australian Government is committed to establishing Australia as a leading digital economy and society by 2030. It is a national priority to support the digital economy through policy, invest in digital infrastructure, and to build capability in emerging technologies. • It is an objective of the Greater Sydney Region Plan to deliver infrastructure which supports the three cities. Digital technology and associated infrastructure will improve the provision of services, and provide a gateway to international business interactions, stimulating the economy of Greater Sydney.	• *Digital Economy Strategy 2030 – 2022 Update* (Australian Government, 2022) • *Greater Sydney Region Plan – A Metropolis of Three Cities* (Greater Sydney Commission, 2018)
Improving productivity	• The GSC aims to increase Greater Sydney's economic activity to $655 billion by 2036. It is a priority of the Greater Sydney Region Plan to "guide the locations of business growth and investment and provide better freight connections, economic agglomerations and skills development" (pg. 78) for enhanced productivity. • It is a priority of the Blacktown LSPS to maximise opportunities "to attract advanced manufacturing to, and innovation in, industrial and urban services land" (pg. 84) by reviewing relevant planning controls. • Blacktown LGA provides 153,000 jobs as of 2021, 44% of which are held by local residents. It is a community priority to ensure an adequate supply of diverse local jobs and to realise the economic potential of the LGA's strategic centres.	• *Greater Sydney Region Plan – A Metropolis of Three Cities* (Greater Sydney Commission, 2018) • *Blacktown Local Strategic Planning Statement* (Blacktown City Council, 2020) • *Blacktown Community Strategic Plan – Our Blacktown 2041* (Blacktown City Council, 2022)
Supporting a '30-minute city'	• The GSC aims to facilitate a 30-minute city in which people live within 30-minutes of their place of employment, education, essential services, and other places of interest. The co-location of jobs, services, and other social infrastructure with public transport will improve accessibility and productivity.	• *Greater Sydney Region Plan – A Metropolis of Three Cities* (Greater Sydney Commission, 2018) • *Central City District Plan* (Greater Sydney Commission, 2018)

5.0 Local Social and Economic Context

This section provides an overview of the economic and social context. A study area is identified for the purposes of the social and economic impact assessment, and reference is made to the existing economic and community profile and existing and forecast worker profile.

5.1 Study Area Definition

For the purposes of the SEIA, social localities have been defined, taking into consideration the need to factor in both local social impacts and those likely to occur on a broader scale. The areas of social influence have been determined for the proposal based on the consideration of:

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

Based on the above, this assessment has considered the following 'areas of social influence' as shown in **Table 4**.

Table 4 Study Area Definition

Study Area	Relevance to SEIA	Definition in this SEIA
Primary Study Area	• Likely to be localised social impacts relating to the immediate surrounds of the site, for example impacts associated with the construction of new buildings (i.e., amenity values, access, noise, air quality) • Longer term impacts such as potential noise, light, traffic and/or increased activity in the area may occur within the close proximity to the proposed development	• The primary study area reflects the social locality most likely to be impacted by the proposed SSDA. • It is comprised of Statistical Areas Level 1 (SA1s) that are defined by the Australian Statistical Geography Standard (ASBS) Edition 3.
Secondary Study Area	• Understand the broader impacts and benefits that the proposed development will likely have on the surrounding community	• Defined as the Blacktown LGA Administrative boundary and reflects the broader community that may benefit from the proposed SSDA
Benchmark	• To benchmark findings from the Primary and Secondary Study Area to understand the socio-economic profile relative to a broader area.	• Defined as the Greater Sydney Greater Capital City Statistical Area.

Thes Study Areas are shown over the page in **Figure 3**.

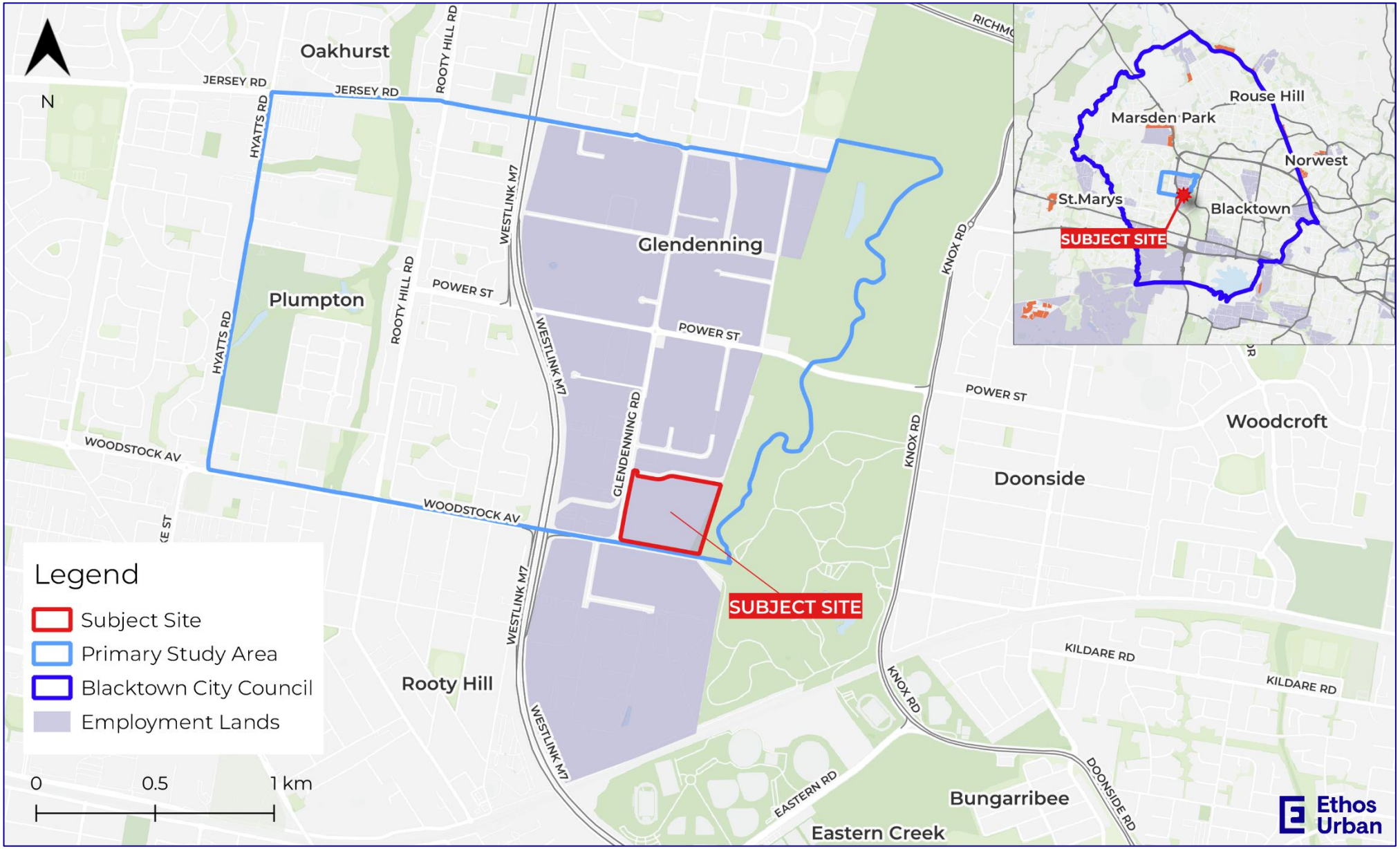

Figure 3 Study Area Map

Source: Ethos Urban

5.2 Social and Economic Baseline

A summary of the local resident and worker population within the Study Areas is outlined in this sub section. For the purposes of this analysis, demographic data has been sourced from the Australian Bureau of Statistics (ABS) 2021 Census of Population and Housing. Worker profile data has been sourced from Transport for NSW official employment projections.

5.2.1 Resident Profile

A detailed assessment of the key community characteristics for the Study Areas is provided in **Appendix A** and is based on results from the 2021 ABS Census of Population and Housing. The following key demographic characteristics of the Primary Study Area have been benchmarked against Greater Sydney and include:

- **An estimated resident population (ERP) of 6,256 in 2023**. This represents a population increase of +866 residents since the 2013 ERP of 5,390.
- **A median age of 33.0**, much lower than the Greater Sydney median of 37.3 and slightly below the Blacktown LGA median of 33.7. The median age is driven by a large share of persons aged 5-19 years living in the Study Area (23.5%), while 65–84-year-olds account for only 8.2% of the resident population, compared to the Blacktown LGA and Greater Sydney at 9.9% and 13.2% respectively.
- **Largest urban First Nations population**, making up 3% of the population.
- **A culturally diverse community**, expressed by 54.4% of the PSA residents who were born overseas, compared to 38.9% in Greater Sydney overall.
- **Higher median annual household income** of $114,440 per annum compared to the Greater Sydney median of $108,750.
- **Strong representation of families** where 87.9% of households are family households. Of family households, 56.3% are couple families with children. By comparison, Greater Sydney has less couple families with children at just 36.1% of households, and less family households overall at 60.5%.
- **Primarily low-density separate dwellings**, accounting for 78.0% of dwellings in the PSA. Other dwelling types including semi-detached or townhouses represented 22.0% of dwellings, while flats, units or apartments did not exist as a dwelling type within the PSA. The average household size is 3.5 persons per dwelling is much higher than the Greater Sydney average of 2.7.
- **Majority of the PSA residents are white-collar workers**. Of employed PSA residents, 62.4% work in white collar occupations. This includes residents working as professionals (18.7%) and clerical and administrative workers (16.3%). Meanwhile, machinery operators and drivers make up the third largest share of workers (15.0%) and are the most represented blue-collar occupation in the PSA. This demonstrates that local residents are relatively skilled and are working in a diverse range of occupations.

5.2.2 Workers

Taking into account the nature of the proposed development, it is likely that the development will provide employment opportunities for both residents in the local area but also more broadly from the surrounding region. As such, employment forecasts sourced from Transport for NSW (2022) in this section largely focus on the analysis of Blacktown LGA.

Employment estimates show that in Blacktown LGA there is an estimated 140,740 workers as of 2023. The number of workers in Blacktown LGA is forecast to increase significantly to 162,400 workers by 2036. Specifically, the existing and forecast employment estimated by industry in Blacktown LGA is shown in **Table 5** and the key highlights include:

- There is a diverse range of employment activities in Blacktown LGA, with a significant share of workers employed in population serving industries (33.8%). A significant share of workers are also employed in the industrial sector (30.0%), as well as health and education (21.8%).
- The current (2023) mix of industry groups in Blacktown LGA reflects the industrial and producer serving role of the LGA within the number of industrial business parks in area such as Seven Hills and Huntingwood. As well as this, the high share of population serving, and industrial roles and activities reflect the potential to support the higher utilisation of employment lands across the LGA.
- Employment forecasts by industry show growth across most industry groups. In particular, the number of workers in the health and education industry is forecast to increase the most by +8,310 workers to 2036.
- Of significance, industrial activities are forecast to increase by +6,010 workers, and population serving jobs by +4,740 between 2023 and 2036.

- Despite the above, other smaller and higher order broad industry groups including knowledge workers and traditional office workers will continue to maintain modest employment growth of +1,290 and +1,320 jobs to 2036 respectively.

Table 5 below shows the broad industry breakdown of employment in Blacktown LGA. Job generated by the proposed development will be explored in **Section 7.2**.

Table 5 Employment Profile – Blacktown LGA

Employment (no.)	Broad Industry Category	2023		2036	
• Agriculture, Forestry and Fishing • Mining • Manufacturing • Electricity, Gas, Water and Waste Services • Wholesale Trade • Transport, Postal and Warehousing	Industrial	42,280	30.0%	48,290	29.7%
• Construction • Retail Trade • Accommodation and Food Services • Arts and Recreation Services • Other Services	Population Serving	47,510	33.8%	52,250	32.2%
• Information Media and Telecommunications • Financial and Insurance Services • Professional, Scientific and Technical Services	Knowledge workers	7,910	5.6%	9,200	5.7%
• Rental, Hiring and Real Estate Services • Administrative and Support Services • Public Administration and Safety	Traditional Office	12,390	8.8%	13,710	8.4%
• Education and Training • Health Care and Social Assistance	Health and Education	30,650	21.8%	38,960	24.0%
Total		**140,740**	**100.0%**	**162,400**	**100.0%**

Source: Transport for NSW

5.3 Social and Economic Issues and Trends

5.3.1 Blacktown LGA is a major employment hub

Blacktown LGA has established itself in recent decades as a major employment hub in Western Sydney, capitalising on transport infrastructure such as the Western Motorway (M4), Westlink (M7) and the Hills Motorway (M2). [1] There are 120,500 people who work in Blacktown City Council, 46.4% of which also live in the area[2].

Blacktown City Council has experienced an increase between 2016 and 2021 of people working in Transport, Postal and Warehousing (+2,774) and Professional, Scientific and Technical Services (+3,982)[3]. The proposed data centre will be well aligned with the industries experiencing jobs growth, providing several high order jobs in warehousing and professional, scientific and technical services.

5.3.2 Growth of the digital economy

The Australian Government has recognised the value of digital technologies in securing the future of Australia's businesses and industries. Through the delivery of Australia's Digital Economy Strategy, the Government will support the growth of the digital economy, build capabilities in emerging technologies, and lift the digital capabilities of small to medium business enterprises[4].

Digital technology is becoming increasingly important to the efficient functioning of societies by enhancing the operation of vast industry sectors and affording new opportunities for social and economic benefit[5]. This is particularly vital in light of global issues such as the COVID-19 Pandemic.

Data, and data access and sharing, have become fundamental for social and economic activities. In the context of the COVID-19 pandemic, leveraging data has been centre-stage in establishing effective frontline responses to the crisis. It will also be an essential part of the recovery and resilience-building phase. The full impact of data and data analytics goes beyond its positive effects on productivity growth and innovation. The use of data can also contribute directly to the well-being of citizens. For example, data access and sharing are needed to enhance public service delivery; tackle longstanding issues that require new ways and tools to leverage data; and identify and address emerging governmental and societal needs and emergencies. In science and technology, data access and sharing provide a range of benefits to society such as reproducibility of scientific results, facilitating cross-disciplinary co-operation"[6].

5.3.3 Need for data centres

Data centres will provide a critical role in supporting digital infrastructure across a range of services as they are "essential for processing and storing data, which supports cloud computing, essential services such as emergency response, and drives the digital services used daily by Australians"[7]. In 2021 the NSW Government recognised the important role data centres have in continuing to support the state's economic recovery from the COVID-19 pandemic by creating a new definition for data centres in the Local Environmental Plan Instrument, State Environmental Planning Policy (Planning Systems) 2021 and State Environmental Planning Policy (Transport and Infrastructure) 2021[8]. The changes were made to provide a clearer and more streamlined planning pathways for data centres to cater for the increasing demand for the infrastructure to continue to support the e-commerce sectors[9].

[1] https://forecast.id.com.au/blacktown/drivers-of-population-change
[2] Workers' place of residence | Blacktown City Council | Community profile
[3] Industry sector of employment | Blacktown City Council | Community profile
[4] Department of Industry, Science, Energy and Resources 2021, 'Helping industry and business harness technology', https://www.industry.gov.au/policies-and-initiatives/helping-industry-and-businesses-harness-technology
[5] Department of Industry, Science, Energy and Resources 2021, 'Digital technologies will deliver benefits across the economy and society', https://www.industry.gov.au/data-and-publications/australias-tech-future/introduction/digital-technologies-will-deliver-benefits-across-the-economy-and-society
[6] OECD 2020, 'OECD Digital Economy Outlook 2020', Chapter 5, www.oecd-ilibrary.org/science-and-technology/oecd-digital-economy-outlook-2020_bb167041-en
[7] https://itbrief.com.au/story/australia-s-data-centre-investment-to-exceed-26bn-by-2030
[8] https://www.planning.nsw.gov.au/policy-and-legislation/planning-reforms/ssd-warehouses-and-data-centres
[9] Ibid.

5.3.4 Demand Drivers for Data Centres

Data centres are an increasingly valuable component within the economy, supporting internet activity and flexible working practices globally by storing critical applications and data. Importantly, the demand for data centres is increasing in response to increased digitisation, IT security as well as cloud services associated with a more flexible and mobile world. The key trends driving demand for data centres include:

- **Business and governments are increasingly outsourcing data storage** - driven by demand to improve efficiency, meeting changing technology requirements, and to ensure businesses have the ability to increase scale if need. In addition to this, the demand for data storage and security by public sector entities is increasing, where sectors such as government departments and health providers have significant cloud storage requirements and are increasingly concerned about public data security. Notably, Australia has a sovereign data policy, which is noted as a significant demand driver behind the investment of multi-national corporations in data centre infrastructure in Australia (CBRE 2024).
- **Artificial Intelligence and machine learning–** Data centres are critical pieces of infrastructure that are necessary for the use of artificial intelligence (AI). Australia's AI market is forecast to increase significantly by almost 30% by 2030. The response to this will be growth in demand for larger data centres with more specialised equipment as both businesses and individuals take up this new technology.
- **Increased cloud computing** - Cloud computing uptake has continued to accelerate and expand across the economy, with Australian cloud storage services expected to reach $7.7 billion in revenue by FY28/29 (IBIS World – Cloud Storage Services in Australia). This includes an increase in internet connections and traffic by both individuals and businesses. Increasingly, businesses are also outsourcing their cloud computing needs to reduce capital expenditure and utility costs (CBRE 2024).
- **The rise in e-commerce** – In recent years, consumer and business expectations have evolved, resulting from improved technology, particularly in online store platforms. The take up of online shopping in particular has increased demand for online infrastructure, placing pressure on retailers to invest in data storage facilities. Online retail penetration rates in Australia are forecast to increase from 13.9% to 18% by 2025 (Colliers, 2023).
- **Expansion of 5G networks in Australia** – The introduction of new technologies, in particular the role out of the 5G mobile network will need support from an improvement in network infrastructure and data capacity to better improve connectivity speeds and reduce latency. Research by CBRE estimates that by 2025, some 95% of Australia's population will have access to 5G.
- **Need for hyperscale data centres –** Efficiency, cost saving measures and the surging demand for the ability to store data has meant that there is an increased need for 'hyperscale' data centres. These data centres have a larger critical mass of infrastructure, data storage and capacity, and the demand for this data centre model is growing, particularly in response to generative AI (JLL Global Outlook 2024). Importantly, these larger data centres typically however require more land available, including within brownfield sites (such as the Subject Site).

Changes in how we live and work as a result of COVID-19 was a catalyst for change in Australia's digital economy that resulted in increased cloud adoption and data centre demand. It is anticipated that these trends including online retailing and working from home are here to stay, particularly as business continue to adopt hybrid and mobile work environments. Further businesses and individuals continue to take up new technologies including streaming services, cloud computing, and artificial intelligence.

Importantly, for Australian businesses to remain globally competitive, there is increased pressure to focus on technology, innovation and security moving forward, particularly with the rollout of 5G across Sydney which will facilitate this demand by reducing latency and improving connectivity speeds.

The implications of the above trends are an increase in demand for space in industrial areas for data centre facilities close to high power outputs. This demand is highly evident in Sydney, which currently supports over 65% of the nation's IT capacity and data centre development pipeline, with Western Sydney remaining the largest cluster within the market (Cushman-Wakefield 2024). This growing demand and take up of data centres is reflected by the establishment of key operators such as AirTrunk, Microsoft, DCI, Equinix, and Next DC in precincts including Huntingwood, Mamre Road, South Sydney, Artarmon and Macquarie Park.

Much of the new supply as outlined above is planned to be dominated by data centre facilities in Greater Western Sydney, with 274 MW of capacity currently under construction and 950MW of capacity planned (Cushman Wakefield 2024). It is expected that much of this new supply will be quickly absorbed, driven by demand for cloud technology by both private and public sectors.

Overall, data centres are part of an evolving property sector focused around technology and innovation and form an increasing focus for industrial and employment areas, supporting faster connections and growth in

higher order jobs such as IT and finance. The increase in key data centre operators in the Sydney market is reflective of the current and future demand for data storage and processing facilities, and the strong investment activity occurring in this sector overall. Importantly, a data centre at the Subject Site will continue to support growth and improve connectivity for businesses now and in the future within Western Sydney as it continues to evolve in the coming years.

6.0 Community and Stakeholder Perspectives

The following section provides and overview of the community and stakeholder consultation undertaken to inform the SIA and other consultation conducted on behalf of the proponent.

6.1 Engagement to inform this SSDA

The following section outlines the process and outcomes of community and stakeholder engagement undertaken to inform and guide this SSDA.

Willowtree Planning were engaged to undertake broad community engagement for the project and details can be found in their Engagement Outcomes Report submitted with the SSDA. As a summary the following engagement activities were undertaken by Willowtree Planning:

- Stakeholder meetings with agencies including Council, Western Sydney Parklands, Sydney Water
- Community newsletters delivered on October 25th, 2024, to approximately 160 businesses in the Glendenning Area and to approximately 1,730 residential homes. No enquiries were made by businesses or residents.

6.2 SIA specific engagement activities

To specifically inform the SIA, a SIA survey was included in the community newsletter prepared by Willowtree Planning (summarised above).

The SIA survey was live for two weeks, from October 25th, 2024, to 8th of November 2024. **Only 10 responses were received to the survey.** A summary of the survey results is provided below, noting this is a small sample of feedback from the local community.

Summary

- Key demographics included:
  - Evenly spread distribution of ages who responded to the survey. 40% of survey respondents were aged 18-44 and 60% of survey respondents were aged 45-64 years old.
  - All survey respondents were a local resident.
  - 45% of survey respondents have lived in the local area for less than five years and 33% lived in the local area for more than 20 years.
- Survey respondents value the wildlife and parklands including Nurrangigy reserve, the convenient and quiet location of Glendenning and the availability of jobs in the industrial area.
- 42% of survey respondents completely oppose the proposal, 28% were neutral, 14% strongly support and 14% absolutely support the proposal.
- When asked about what potential negative impacts with affect the Glendenning community, 57% believed that construction noise and dust and visual impact would be the most impactful.
- Survey respondents also voiced concerns about the impact on Nurrangigy Reserve.
- To mitigate negative impacts, the highest rated potential mitigation measures were implementation of a detailed construction traffic management plan and landscaping and sensitive façade materials to reduce visual impact.
- The highest rated positive impacts that could potentially impact the Glendenning community were construction job opportunities and more employment opportunities in the local area.

7.0 Economic Impact Assessment

An assessment of the economic impacts (and benefits) associated with the construction and operational phases of the proposed Glendenning Road Data Centre are discussed in this section.

7.1 Key Findings and recommendations

Taking into account the existing site, and the assessment outlined below, there are no significant or detrimental economic impacts likely to result from the proposed development.

Instead, the proposed development is likely to result in significant positive economic benefits, including the provision of additional employment opportunities at the Glendenning Road Data Centre, as well as increased economic output and activity.

7.2 Economic impacts and benefits

7.2.1 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 2020/21 ABS National Accounts release.

As with all economic models, input-output models (I/O models) have 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 more conservative position. As consumption induced effects are tentative and unobservable, it is considered good practice to exclude them from I/O impact analysis, using the 'simple multiplier' instead of the 'total multiplier' (which includes the 'simple multiplier' plus consumption induced effects).

Results from the modelling should be interpreted as indicative of the potential impact likely to result from the proposed development 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 locally. 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.

7.2.2 Operational Impacts

The proposed development involves the redevelopment of existing structures on the Subject Site and the construction of three new data centres. Data centres have highly specialised technology, and therefore unlike traditional warehousing and industrial activities, data centres require highly skilled white-collar technicians to manage the ongoing operations of a facility. These skilled jobs will strongly align with policy objectives to deliver more higher order employment opportunities in Western Sydney.

Furthermore, modern data centres and industrial developments are increasingly efficient, with stricter environmental controls and standards, together with technological advancements in building materials and operations. This is leading to industrial uses and facilities that are better designed, quieter, cleaner and have a reduced impact on the surrounding area. It should be noted that data centres are a broader segment of the industrial and logistics sectors and while they bear many similar characteristics to warehousing spaces, they do require more complex technical specifications and fit-out requirements as previously noted.

Given the strong demand for additional data centres and capabilities across Sydney and Australia, any impact from the proposed modern data centres at the Subject Site is anticipated to be limited.

7.2.3 Construction Employment

It is estimated that the direct capital investment required to realise the SSDA will be in the order of $1.27 billion. This estimate is based on the cost report prepared by Turner and Townsend and relates to direct construction costs only (excludes professional fees, contingency and escalation, etc).

Based on a construction cost of $1.27 billion, the construction phase is expected to directly support employment of 1,640 job-years and deliver a direct value-add to the economy of $294.0 million.

When the multipliers are taken into account, total state-wide economy effects over the construction program are forecast to be employment of 8,720 job-years and a total direct value-add to the economy of around $1.33 billion.

Table 6 Construction phase economic benefits ($2023/24)

	Construction Phase (spread over construction period)		
	Direct	**Indirect**	**Total**
Output ($M)	$1,269.4	$3,133.4	$4,402.8
Employment (job-years)	1,640	7,080	8,720
Value Added ($M)	$294.0	$1,044.6	$1,338.6

Source: ABS, National Accounts 2020/21; Ethos Urban Research
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

7.2.4 Operational Employment

Economic impacts associated with the operation of the proposed development have been based on supportable employment estimates from the development. Based on information provided by LCI, it the proposed Glendenning Road Data Centre will support employment of 124 direct FTE ongoing jobs once complete and fully operational. It is estimated that these jobs will deliver a direct value-add to the economy of $19.9 million per annum.

When the multipliers are taken into account, total ongoing economy-wide effects are estimated at: FTE employment of 218 jobs supported and a total direct value-add to the economy of $35.6 million per annum.

The 124 Direct FTE jobs represent total employment supported, noting that the Subject Site would currently support employment activities associated with the existing warehousing operations.

Table 7 Operational phase economic benefits ($2023/24)

	Operational Phase (annual)		
	Direct	**Indirect**	**Total**
Output ($M)	$32.8	$26.8	$59.6
Employment (FTE)	124	94	218
Value Added ($M)	$19.9	$15.8	$35.6

Source: Ethos Urban analysis utilising data from ABS, National Accounts 2020/21; ABS, Consumer Price Index

7.3 Other Economic Benefits

The proposed Glendenning Data Centre will deliver an array of economic benefits. In particular, the Subject Site will support the continuation of economic activity within the local area, as well as respond to the growing need for data storage within Greater Sydney. Other benefits associated with the development include:

- Support the drive attract economic anchors to the region, driving the increased presence of high-productivity jobs and industries in Western Sydney, as identified by the Centre for Western Sydney.
- Closing the digital divide between Western Sydney and the Rest of Sydney, through attracting and securing investment as well as high value tenants and businesses within Western Sydney, by providing a critical mass of modern facilities in an integrated precinct.
- Support Government objectives of delivering higher order employment opportunities associated with more advanced jobs and facilities across Western Sydney.

The Subject Site provides a unique opportunity to deliver a range of benefits through the development of a high-tech facility, within a strategic employment zone. The proposed development will generate significant employment benefits as well as broader benefits to the local and regional community.

8.0 Social Impact Assessment

The assessment has been based on the information available to date, and is primarily a desktop study, informed by a review and analysis of available documents relevant to the proposal, and the outcomes of engagement undertaken by the proponent.

8.1 Key Affected Communities

Considering the outcomes of the social baseline, within the social locality, the following individuals and communities are likely to be impacted by the proposal:

- Neighouring residents in the PSL who live in Glendenning, Doonside and Plumpton
- Local workers
- Users of Nurragingy Reserve and surrounding cycle and walking paths
- Neighbouring business such as
- Broader Blacktown LGA community.

8.2 Impact assessment and responses

The following section sets out the assessment of material 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 SIA Guideline. The assessment has been based on the information available to date, and is a desktop study, informed by a review and analysis of available documents relevant to the proposal and community and stakeholder engagement outcomes.

Social Impact	Relevant factor/s	Supporting evidence from research	Impact Dimensions			Potential Impact (with mitigation techniques)				Avoidance, minimisation or enhancement approach	Residual impact after mitigation or enhancement
			Period Construction (C) Operation (Ops)	Duration	Extent	Likelihood	Magnitude	Rating	Experience		
Provision of critical infrastructure to support the digital economy The proposal will contribute to the ongoing demand for data centres which are becoming increasingly important in enabling our digital lives and critical business and employment.	Accessibility	• Alignment with Federal and State policy to support the digital economy • Demonstrated need for data centres in NSW and Australia (refer Section 6.3 of this report).	Ops	Ongoing	SSL	Almost Certain	Major	**Very High**	**Positive**		Ongoing positive contribution to digital economy. Implementation of the SIA recommendations would further enhance the community benefit of the proposal through education and investment programs.
Increased employment opportunities during construction and operation The construction of the proposed data centres will increase the quantity of local employment opportunities temporarily. This	Livelihoods	• There is a significant share of workers employed in population serving industries in Blacktown LGA (33.7%), such as construction. • The Ethos Urban Economic Impact Assessment in this report found that around 1,640 FTE direct construction job years and 7,080 FTE	C and Ops	Temporarily and Ongoing	SSL	Likely	Moderate	**High**	**Positive**	To ensure that that some of the economic benefit of the development benefits the local community, efforts should be made to try and procure local employees for both the construction and operational phases of the development. Further social procurement principles could be	If employees are procured locally, this impact may be further enhanced, enabling residents of Blacktown LGA to live closer to their place of employment.

Social Impact	Relevant factor/s	Supporting evidence from research	Impact Dimensions			Potential Impact (with mitigation techniques)				Avoidance, minimisation or enhancement approach	Residual impact after mitigation or enhancement
			Period Construction (C) Operation (Ops)	Duration	Extent	Likelihood	Magnitude	Rating	Experience		
will improve access to and availability of local jobs, and potentially increase the viability nearby businesses. The ongoing operation of the data centres will also increase availability of jobs.		indirect job- years are estimated to be associated with the construction of the development (refer **Table 6)**. • Around 124 FTE direct jobs during operation (refer **Table 7**) • It is a local and regional policy priority to increase the availability of jobs close to people's homes.								considered to amplify social impact (e.g. include and employ trainees, and underrepresented groups e.g. women in construction. Multiple outdoor grass areas, offices with kitchens and break out rooms for lunch for onsite employees.	
Disruption from traffic, dust and noise during construction and operation Establishment of a construction site, generating noise, dust, vibration, and traffic. This may result in congestion of roads, increased travel times, inconvenience, and frustration for surrounding residents,	Way of life/ Accessibility/ Surroundings	• Respondents to the SIA survey identified potential concerns around increased traffic and construction noise and dust. • Technical studies identified the following impacts during construction and operation: **Construction** • The Acoustic and Vibration Assessment (Pulse White Noise Acoustics, 2024) found that there are no noise	C and Ops	Temporary	PSL	Possible	Minor	**Medium**	**Negative**	• Future preparation of a Construction an Environmental Management Plan should contain measures to effectively communicate and engage with the surrounding community to minimise disruption. • The CEMP should consider the cultural and linguistically diverse profile of the local community profile.	Negative impacts during construction and operation are likely to remain, however, effective communication can ensure that impacted communities and stakeholders can stay prepared. It is noted that negative impacts related to operational noise during adverse weather affects will most impact Nurragingy Reserve

Social Impact	Relevant factor/s	Supporting evidence from research	Impact Dimensions			Potential Impact (with mitigation techniques)				Avoidance, minimisation or enhancement approach	Residual impact after mitigation or enhancement
			Period Construction (C) Operation (Ops)	Duration	Extent	Likelihood	Magnitude	Rating	Experience		
workers, and visitors. Dust and odour generated by construction activities have the potential to impact health and wellbeing by exacerbating respiratory conditions and reducing enjoyment of outdoor activities. It is noted that the site is currently being used for warehousing and logistics and therefore there is existing vehicle movements to the site.		sensitive receivers which would be Highly Noise Affected during construction and that noise impacts from construction is considered negligible. • The Air Quality Impact Assessment (Northstar, 2024) indicates that during construction the human health risks are assessed as being manageable through implementation of recommended mitigation measures. **Operation:** • The Acoustic and Vibration Assessment found that the predicted noise levels identified compliance at all noise sensitive receivers, with a small exceedance of 2 dB at the boundary of the Nurragingy Reserve during adverse weather conditions only (anticipated to be								• Implementation of Noise and Vibration monitoring and notification of residents ahead of high noise periods when noise levels are likely to exceed. • Implement an Operational Plan of Management which includes monitoring of operational impacts, including operational vehicle movements, noise including managing noise non-compliance in periods of bad weather, urban heat and air pollution as well as key contacts for enquiries and a complaints management process.	and users of this space. As the site is located in an immediate industrial locality, residential receivers are unlikely to be impacted by noise and dust.

Social Impact	Relevant factor/s	Supporting evidence from research	Impact Dimensions			Potential Impact (with mitigation techniques)				Avoidance, minimisation or enhancement approach	Residual impact after mitigation or enhancement
			Period Construction (C) Operation (Ops)	Duration	Extent	Likelihood	Magnitude	Rating	Experience		
		less than 200 hours per year). • The Traffic and Transport Impact Assessment (Positive Traffic Pty Ltd, 2024) concludes that traffic generation would continue to operate at a satisfactory level of service and traffic impacts are therefore satisfactory. • The Air Quality Impact Assessment indicates that operation of the data centre is not likely to result in any exceedances of relevant air quality criteria.									
Changes to local character and visual amenity Potential changes to local character, due to increased density on site and visual impact.	Community/ Surroundings	• Respondents to the SIA survey identified potential concerns about the increased density of the proposal and the negative impacts it will have on local character and views from residents' homes. • The Visual Impact Assessment	Operation	Ongoing	PSL	Likely	Moderate	**High**	**Negative**	• 15-20m setback to Glendenning Road (Visual Impact Assessment, 2024) • Landscape plans propose a mixture of large and medium evergreen indigenous and native trees, shrubs and groundcover throughout the site	Visual impacts will remain, for residential and public locations which are identified as having high/moderate and moderate visual impact. The proposed façade materials and planting of large trees will help

Social Impact	Relevant factor/s	Supporting evidence from research	Impact Dimensions			Potential Impact (with mitigation techniques)				Avoidance, minimisation or enhancement approach	Residual impact after mitigation or enhancement
			Period Construction (C) Operation (Ops)	Duration	Extent	Likelihood	Magnitude	Rating	Experience		
Changes to views and sightlines, particularly for residents living in Plumpton and Doonside and from public open space near Nurragingy Reserve. The proposal will change the outlook from these areas.		(Geoscape, 2024) found that three locations are judged to receive high/moderate visual impacts from the proposed development. This being from Beverly Place and Waring Crescent, Plumpton and the Public Footpath at the edge of Nurragingy Reserve (east). A further three locations were found to have moderate visual impacts. These locations at Cheryl Place, Plumpton, the park on the corner of Aquilina Drive and Dexter Place, Plumpton and the public footpath at the edge of Nurragingy Reserve (northeast).								to provide softening and screening of the building when viewed from Glendenning Road and Woodstock Avenue. • Adoption of darker materials for building facades to reduce visual impacts.	reduce some of the visual impact.

8.3 Social impacts mitigations, recommendation and ongoing management

The following sections summarises the SIA specific mitigation/enhancement measures for this project as well as additional recommendations for consideration by the project to enhance the social benefit delivered by the project.

SIA specific mitigation measures

These mitigation measures as commitments by the project to mitigate/enhance the identified impacts:

- Future preparation of a Construction and Environmental Management Plan should contain measures to effectively communicate and engage with the surrounding community to minimise disruption, including notification requirements for periods of high impact, key contacts for enquiries and a complaints management process. The CEMP should consider the cultural and linguistically diverse profile of the local community profile.
- Implement an Operational Plan of Management which includes monitoring of operational impacts, including operational vehicle movements, noise including managing noise non-compliance in periods of bad weather, urban heat and air pollution as well as key contacts for enquiries and a complaints management process.

Additional recommendations

The following are additional recommendations for consideration by the project to enhance the social benefit delivered by the project.

During construction

- To promote local economic benefit, efforts should be made to try and procure local employees during the construction phase of the development. Further social procurement principles could be considered to amplify social impact e.g. include and employ trainees and underrepresented groups, for example, women in construction and First Nations people.

During operation

- Future operator of the site to consider having programs in place to expand STEM education in their communities with local schools or tertiary education.
- Future operator to consider community-based investments such as improving connectivity and enhancing digital connectivity for rural areas and support for small businesses.
- To promote local economic benefit, efforts should be made to try and procure local employees during the operational phase of the development. Further social procurement principles could be considered to amplify social impact (e.g. include and employ trainees and underrepresented groups)

Social Impact Management Plan

A social impact management plan (SIMP) can be required as condition of consent for some projects. A SIMP outlines the ongoing management, mitigation, and monitoring requirements to ensure that adverse impacts are acceptable and positive opportunities are realised and maintained. If required, this SIA will form the basis of the SIMP.

Appendix A Community Profile

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Category	Primary Study Area	Blacktown LGA	*Greater Sydney*
Income			
Median individual income (annual)	$44,560	$43,340	*$45,930*
Variation from Greater Sydney median	*-3.0%*	*-5.6%*	*n.a.*
Median household income (annual)	$114,440	$109,300	*$108,750*
Variation from Greater Sydney median	*+5.2%*	*+0.5%*	*n.a.*
Age Structure			
0-4 years	6.3%	7.5%	*6.0%*
5-19 years	23.5%	21.3%	*18.1%*
20-34 years	21.8%	21.6%	*22.1%*
35-64 years	39.5%	38.5%	*38.7%*
65-84 years	8.2%	9.9%	*13.2%*
85 years and over	0.7%	1.1%	*2.0%*
Median Age (years)	33.0	33.7	*37.3*
Country of Birth			
Australia	45.6%	53.3%	*61.1%*
Other Major English Speaking Countries	3.6%	4.8%	*7.1%*
Other Overseas Born	50.8%	41.9%	*31.8%*
% speak English only at home	*42.0%*	*50.7%*	*61.0%*
Household Composition			
Couple family with no children	16.3%	19.3%	*24.5%*
Couple family with children	56.3%	47.4%	*36.1%*
Couple family - Total	72.6%	66.6%	*60.5%*
One parent family	13.7%	13.5%	*11.0%*
Other families	1.5%	1.4%	*1.1%*
Family households - Total	87.9%	81.5%	*72.6%*
Lone person household	10.8%	15.9%	*23.3%*
Group household	1.4%	2.6%	*4.1%*
Dwelling Structure (Occupied Private Dwellings)			
Separate house	78.0%	81.2%	*56.1%*
Semi-detached, row or terrace house, townhouse etc.	22.0%	12.0%	*12.8%*
Flat, unit or apartment	0.0%	6.7%	*30.7%*
Other dwelling	0.0%	0.1%	*0.4%*
Occupancy rate	*98.0%*	*95.0%*	*91.8%*
Average household size	3.5	3.1	*2.7*
Tenure Type (Occupied Private Dwellings)			
Owned outright	18.3%	20.6%	*28.3%*
Owned with a mortgage	54.1%	43.6%	*34.0%*
Rented	27.3%	34.7%	*36.1%*
Other tenure type	0.2%	1.1%	*1.6%*
Housing Costs			
Median monthly mortgage repayment	$2,202	$2,373	*$2,510*
Variation from Greater Sydney median	*-12.3%*	*-5.5%*	*n.a.*
Median mortgage as a share of median household income	23.1%	26.0%	*27.7%*
Median weekly rents	$458	$414	*$480*
Variation from Greater Sydney median	*-4.7%*	*-13.8%*	*n.a.*
Median rent as a share of median household income	20.8%	19.7%	*23.0%*
Attending Education (% of those attending)			
Pre-school	6.4%	8.3%	8.0%
Infants/Primary	35.0%	36.0%	31.4%
Secondary	29.2%	25.6%	24.9%
Technical or Further Educational Institution	8.4%	9.3%	10.2%
University or other Tertiary Institution	17.8%	16.8%	21.4%
Other type of educational institution	3.1%	4.0%	4.2%
% of total population attending education	29.7%	27.8%	25.8%
Highest Year of School Completed (% of population aged 15 years and over)			
Year 12 or equivalent	73.6%	68.9%	71.4%
Year 9-11 or equivalent	21.3%	25.7%	23.5%
Year 8 or below	3.7%	4.0%	3.5%
Did not go to school	1.4%	1.4%	1.6%

Source: ABS Census of Population and Housing 2021

Appendix B Scoping Study

Scoping is the first phase of a social impact assessment, as required by the SIA Guideline. It is the initial consideration of possible social impacts associated with a proposed development.

This stage includes:

- Defining study area boundaries that represent physical, social, and economic areas of interest
- Outlining likely areas of impact including an examination of the surrounding land uses
- Identifying issues of concern relating to the project
- Identifying stakeholders affected by the proposed development and the way in which these stakeholders have been involved in community consultation.

A summary of the scoped social impacts alongside the relevant social factors is provided in **Table 8**.

Table 8 Summary of Scoping Study

Social Impact and social factor	Affected groups	Impact dimensions	Information sources
Generation of new job opportunities in the local area. ***Social factors: Livelihoods***	Local residents	Possible, Moderate, Positive	Capital Investment Value (CIV) Report/Quantity Surveyor (QS) Report
Construction of the proposal, generating dust, noise, and vibration. This may result in reduced comfort of surroundings for nearby community members. ***Social factors: Health and wellbeing, Surroundings***	Local residents, workers and visitors	Likely, Moderate, Negative	Noise Impact Assessment, Vibration Impact Assessment, Air Quality Assessment
Potential changes to traffic flow due to presence of construction vehicles, which may cause temporary delays or road closures. ***Social factors: Way of life, Accessibility***	Local residents, workers and visitors	Likely, Minor, Negative	Traffic Impact Assessment, Construction Management Plan
Potential impacts to urban heat associated with increased industrial development. While the existing site already contains industrial uses, construction and operation of a new facility may contribute to the general urban heat island effect and rising temperatures in Western Sydney. ***Social factors: Way of life, Surroundings***	Local residents, workers and visitors	Possible, Minor, Negative	Environmentally Sustainable Design (ESD) Report
Loss of some existing vegetation on site, as a result of new buildings, may alter views for surrounding receivers and reduce access to nature. This may decrease enjoyment of surroundings for community members. ***Social factors: Way of life, Surroundings, Health and wellbeing***	Local residents, workers and visitors	Possible, Minor, Negative	Arborist Report