

# WATERLOO METRO QUARTER OVER STATION DEVELOPMENT

Environmental Impact Statement  
Appendix BB – Social Impact Assessment

SSD-79307746 Central Precinct

Detailed State Significant Development  
Development Application

Prepared for **WL Developer Pty Ltd**

October 2025



**URBIS**

# **SOCIAL IMPACT ASSESSMENT**

**Waterloo Metro Quarter Over  
Station Development –  
Central Precinct SSDA –  
SSD-79307746**

**Appendix BB**

Prepared for  
**WL DEVELOPER PTY LTD**  
23 October 2025

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Project Code P0056227  
Report Number Final



## Acknowledgement of Country

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Urbis acknowledges the Traditional Custodians of the lands we operate on.

We recognise that First Nations sovereignty was never ceded and respect First Nations peoples continuing connection to these lands, waterways and ecosystems for over 60,000 years.

We pay our respects to First Nations Elders, past and present.

The river is the symbol of the Dreaming and the journey of life. The circles and lines represent people meeting and connections across time and space. When we are working in different places, we can still be connected and work towards the same goal.

Title: Sacred River Dreaming  
Artist Hayley Pigram  
Darug Nation  
Sydney, NSW

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# EXECUTIVE SUMMARY

This report has been prepared by Urbis Ltd (Urbis) on behalf of WL Developer Pty Ltd (the proponent), to accompany a State Significant Development Application (SSDA) for the detailed Central Precinct SSD (SSD-79307746), located within the Waterloo Metro Quarter (WMQ) at 150 Cope Street, Waterloo. This SSD will replace the previous detailed approval applying to the Central Precinct.

This report has been prepared to respond to Item 20 of the Planning Secretary's Environmental Assessment Requirements (SEARs) issued by the Department of Planning, Infrastructure and Housing (DPHI) on 13 February 2025.

## REPORT PURPOSE AND SCOPE

An SIA is an independent and objective study which identifies and analyses the potential positive and negative social impacts associated with a proposed development. It involves detailed research to scope potential positive and negative social impacts, identify appropriate mitigation and enhancement measures, and provide recommendations aligned with professional standards and statutory obligations. It is the intention that the SIA process will inform the Proposal, not just reflect and report on impacts.

Social impacts can be understood as the consequences that people (individuals, households, groups, communities, or organisations) experience when a new project brings change. An SIA considers both physical and intangible impacts, as well as direct and indirect impacts, including short-term (construction) and long-term (operational) impacts.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2025) states that an SIA should consider the likely changes to the following social elements of value to people: way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems.

## METHODOLOGY

A SIA social baseline, field study, impact scoping, and assessment were undertaken to complete this report. A detailed methodology is included in Chapter 2. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2025).

The potential social impacts of the Proposal are assessed by comparing the magnitude of impact (minimal to transformational) against the likelihood of the impact occurring (very unlikely to almost certain). This risk assessment methodology is based on the DPHI SIA Guideline: Technical Supplement (2025) and is outlined in Chapter 6 of this report.

## EXISTING ENVIRONMENT

In December 2019, development consent was granted for a significant project (SSD 9393) that includes three residential towers, four mid-rise commercial towers, and 70 social housing dwellings above the Waterloo Metro Station at the Waterloo Metro Quarter (WMQ) at 150 Cope Street, Waterloo.

The site, previously home to commercial, light industrial, and shop-top housing buildings, was cleared to make way for this transformative development. The precinct is underpinned by the Waterloo Metro Station, which opened in August 2024. Waterloo is undergoing significant redevelopment, driven in part by the integration of the Waterloo Metro and the increasing demand for housing near Sydney's CBD.

The site offers excellent access to public and active transport, being directly above the new metro station, which connects to Sydenham, Tallawong, Sydney CBD, Chatswood, and Epping. It is also conveniently situated between Redfern and Green Square railway stations and serviced by multiple bus routes along Botany Road and Raglan Street. The site is also well-connected to major roads, including Botany Road, McEvoy Street, and Henderson Road, providing key links to Sydney Airport, the inner west, and the eastern suburbs. Additionally, it is conveniently located near public open spaces, including Waterloo Park, Redfern Park, and Alexandria Park, which offer sports fields, playgrounds, and recreational areas.

## POTENTIAL POSITIVE AND NEGATIVE SOCIAL IMPACTS

A summary of the potential positive and negative social impacts identified is provided in the table below, presented by impact significance. The full assessment is provided in Chapter 6.

<b>Impact category</b>	<b>Impact description</b>	<b>Mitigated assessment</b>	<b>Recommendations provided</b>
Way of life	Increased housing diversity in a well-connected area	High positive	Yes. Refer to Section 6.2.1
Community	Impact on local cohesion and connection	Low positive	Yes. Refer to Section 6.2.2
	Contribution to the activation of the site and its surroundings	High positive	
Accessibility	Potential impact on the local transport network	During construction: Low negative  During operation: Low positive	Yes. Refer to Section 6.2.3
	Increased connectivity and accessibility	Very high positive	Yes. Refer to Section 6.2.3
	Potential pressure on existing social infrastructure and services	Low positive	Yes. Refer to Section 6.2.3
Culture	Celebration of Local First Nations Culture	Low positive	Yes. Refer to Section 6.2.4
	Potential impact on item of local significance	During construction: Low negative  During operation: Medium positive	Yes. Refer to Section 6.2.4
Health and wellbeing	Creating a safe and connected community	High positive	Yes. Refer to Section 6.2.5
	Amenity impacts during construction	Low negative	Yes. Refer to Section 6.2.5
Surroundings	Visual amenity and overshadowing in the public domain	Low positive	Yes. Refer to Section 6.2.6
Livelihoods	Increased access to employment opportunities	High positive	Yes. Refer to Section 6.2.7
Decision-making systems	Increased community and stakeholder participation	Medium positive	Yes. Refer to Section 6.2.8
Cumulative social impacts	Cumulative social impacts during construction		Yes. Refer to Section 6.3

Impact category	Impact description	Mitigated assessment	Recommendations provided
	Supporting housing supply		

## PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT MEASURES

A consolidated list of measures to enhance positive social impacts and mitigate negative social impacts, identified throughout this report and summarised in the table above, is provided in Chapter 7. Additional SIA recommendations to further enhance positive impacts and mitigate negative impacts are also provided in section 7.1 of this SIA report.

# 1. INTRODUCTION

This report has been prepared by Urbis Ltd (Urbis) on behalf of WL Developer Pty Ltd (the proponent), to accompany a State Significant Development Application (SSDA) for the detailed Central Precinct SSD (SSD-79307746), located within the Waterloo Metro Quarter (WMQ) at 150 Cope Street, Waterloo (the site). This SSD will replace the previous detailed approval applying to the Central Precinct.

This report has been prepared to respond to Item 20 of the Planning Secretary's Environmental Assessment Requirements (SEARs) issued by the Department of Planning, Infrastructure and Housing (DPHI) on 13 February 2025.

## 1.1. REPORT PURPOSE AND SCOPE

An SIA is an independent and objective study which identifies and analyses the potential positive and negative social impacts associated with a proposed development. It involves a detailed study to scope potential positive and negative social impacts, identify appropriate mitigation and enhancement measures, and provide recommendations aligned with professional standards and statutory obligations. It is the intention that the SIA process will inform the Proposal, not just reflect and report on impacts.

Social impacts can be understood as the consequences that people (individuals, households, groups, communities, or organisations) experience when a new project brings change. A SIA considers both physical and intangible impacts, as well as direct and indirect impacts, including short-term (construction) and long-term (operational) impacts.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2025) states that an SIA should consider the likely changes across eight categories, as illustrated in Figure 1.

Figure 1 Social elements of value to people



Source: SIA Guidelines (DPHI 2025, p. 5)

## 1.2. SIA GUIDELINE AND REQUIREMENTS

This SIA aligns with the best practice methods contained within the DPHI's SIA Guideline (2025), which provides a framework for identifying, predicting, and evaluating potential social impacts, thereby providing greater clarity and certainty for proponents and the community.

This SIA has been prepared to satisfy the Secretary's Environmental Assessment Requirements (SEARs) for the Proposal issued on 13 February 2025. The individual SEARs item relevant to this SIA is outlined in Table 1 below.

Table 1 SEARs item

Item	SEARs requirement	Relevant section of the report
20	<p>Provide a Social Impact Assessment that:</p> <ul style="list-style-type: none"> <li>▪ is prepared in accordance with the Social Impact Assessment Guidelines for State Significant Projects.</li> <li>▪ is targeted and proportionate to the project's context and likely impacts.</li> </ul>	This report (Chapters 3 and 7)

Source: SEARs issued for the Proposal, issued 13 February (DPHI 2025)

## 1.3. PROPOSAL OVERVIEW

This application seeks consent for the design, construction and operation of a 26-storey (including plant level) mixed-use building within the Central Precinct (the site) of the WMQ estate (indicated in Figure 2 below). The Proposal comprises a co-living housing tower above a three-storey podium that contains retail and community facilities, including a childcare centre. Specifically, the Proposal comprises:

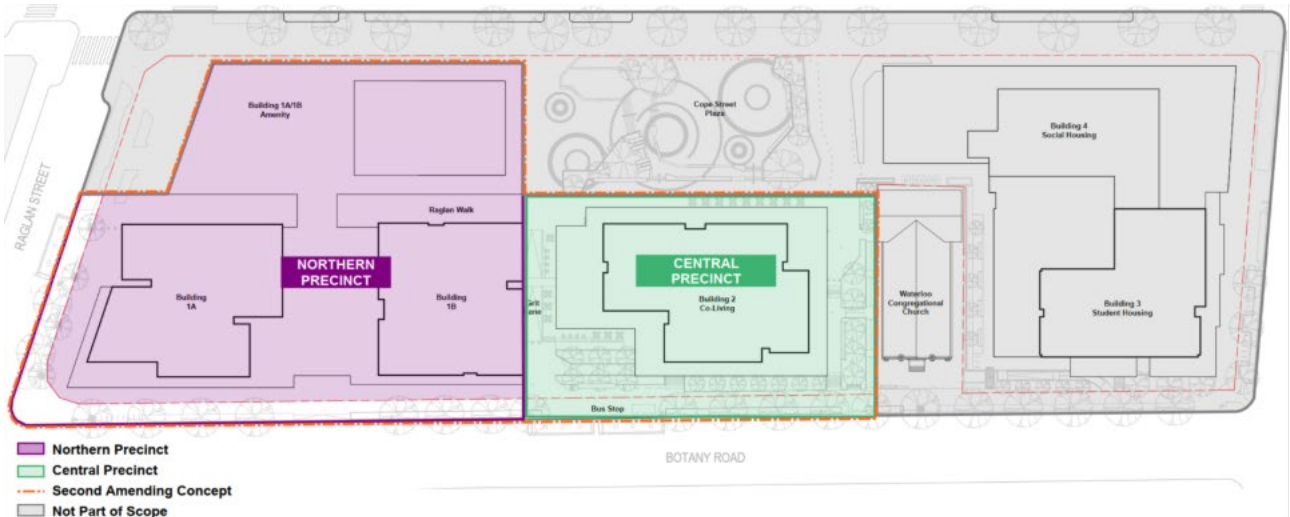
- Ground-level retail tenancies, community facilities, childcare, co-living and shared basement access lobbies.
- Community centre in the form of a childcare centre at Level 1 and Level 2.
- A co-living housing tower from Levels 3 to 24 comprising:
  - Self-contained co-living units across 20 levels, with capacity for around 500 rooms
  - Indoor and outdoor residential communal amenity at Levels 3 and 24
  - Communal space is also provided on residential levels
- Ground level vehicular access from Church Square shared zone to the shared basement, delivery of a pedestrian thoroughfare through the site, landscaping and public domain works.
- Indicative building signage zones.

This application is submitted for concurrent assessment with a DA to amend the Waterloo Metro Over Station Development (OSD) Concept DA (SSD 9393) (the Concept DA) - referred to as the Second Amending Concept DA. Figure 2 indicates the land to which this SSDA applies in relation to the overall WMQ site (Central Precinct shaded in green).

The Second Amending Concept DA seeks consent to modify the existing concept approval as it relates to the Northern and Central Precincts, by amending the building envelopes to redistribute floor space to suit a new mix of land uses. This Central Precinct SSD will be consistent with the Concept DA as amended.

Separately, a Detailed SSDA for the detailed design, construction, and operation of the Northern Precinct (SSD-793077758) and a Section 4.55 Modification Application to modify the approved detailed Basement SSDA (SSD 10438) will be concurrently submitted with this application.

Figure 2 Location of the Central Precinct within the WMQ site



Source: Urbis, 2025

Figure 3 Central Precinct - proposed level 1 floor plan



Source: Bates Smart and Aileen Sage, 2025



Impact Assessment, Urbis, 2025), particularly young professionals, recent graduates, digital nomads, and those seeking a more flexible living environment.

Co-living housing typically features private semi-furnished bedrooms or small apartments equipped with essential amenities for personal comfort. Short-term leases, which are common in co-living housing, tend to attract individuals who may only stay for a few months, resulting in high turnover rates.

The focus on convenience and flexibility in co-living housing can attract individuals who prioritise these aspects over long-term community building. Additionally, co-living housing is often located in urban areas where the pace of life is faster, and people are more transient by nature, frequently moving for work or personal reasons.

Co-living housing is often owned or managed by dedicated property management companies or specialised co-living housing operators. These managers handle various aspects, including maintenance and upkeep, organising community-building events, providing tenant support, and managing leasing and administration.

## 1.5. AUTHORSHIP AND SIA DECLARATION

The authorship and SIA Declarations for this report are provided in the following sections.

### 1.5.1. Authors

This report has been prepared by a suitably qualified and experienced lead author and reviewed and approved by a suitably qualified and experienced co-author, who holds appropriate qualifications and has relevant experience to carry out the SIA for this Proposal. The following introduces each author:

<b>Allison Heller</b>	Project Director
Position	Director
Qualifications	Bachelor of Town Planning, University of NSW Post-Grad Diploma in History of Architecture & Art, University of London
Affiliations	Member of the Planning Institute of Australia Member of Property Council of Australia – Social Sustainability Roundtable
Experience	Allison has deep expertise in the field of impact assessment. She has delivered social impact assessments, health and health equity impact for a range of state-significant projects and precincts for government and private sector clients.
<b>Liliana Peña</b>	Lead Author
Position	Associate Director
Qualifications	Master of Urban Planning, National University of Colombia Bachelor of Social Work, National University of Colombia
Experience	Experience in writing SIA reports for residential and mixed-use projects in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation and impact assessment.
<b>Louise Popowitz</b>	Co-author
Position	Consultant
Qualifications	Master of Urban Planning and Environment, RMIT Bachelor of Science (Natural Resources – Nature Management), University of Copenhagen
Affiliations	Full Member, Planning Institute of Australia

Experience	Experience in writing SIA reports for residential and mixed-use projects in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation and impact assessment.
<b>Rebekka McWhirter</b>	Co-author
Position	Consultant
Qualifications	Bachelor of Arts (Archaeology), University of Sydney Master of Planning, Macquarie University
Experience	Experience in writing SIA reports for residential and mixed-use projects in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation, and impact assessment.
<b>Sophie Perrott</b>	Co-author
Position	Assistant Social Planner
Qualifications	Bachelor of City Planning (Honours) (current), University of New South Wales
Experience	Experience in writing SIA reports for mixed-use precincts in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation and impact assessment.
<b>Serena Pek</b>	Co-author
Position	Assistant Social Planner
Qualifications	Bachelor of City Planning (Honours) (current), University of New South Wales
Experience	Experience in writing SIA reports for mixed-use precincts in the context of the SIA Guideline (DPHI 2025) and best practice social research, evaluation and impact assessment.

### 1.5.2. Declaration

The authors declare that this SIA report:

- Was completed on 23 October 2025
- Has been prepared in accordance with the EIA process under the EP&A Act
- Has been prepared in alignment with the DPHI's (2025) SIA Guideline
- Contains all reasonably available Proposal information relevant to the SIA
- As far as Urbis is aware, it contains information that is neither false nor misleading.



Liliana Peña  
Associate Director  
23 October 2025



Allison Heller  
Director  
23 October 2025

## 1.6. SIA GUIDELINE REVIEW QUESTIONS AND RESPONSES

The review questions outlined by the SIA Guideline (2025) are designed to confirm that the requirements of the SIA Guideline have been fulfilled when considering the scale of social impacts associated with the

proposed development. Table 2 outlines these review questions and indicates how they have been addressed in this SIA.

Table 2 Guideline review questions and responses

<b>SIA Review questions</b>	<b>Addressed by report (yes/no), relevant section or chapter</b>
Does the lead author meet the qualification and experience requirements?	Yes, Section 1.4
Has the lead author outlined their qualifications and experience in SIA and provided a signed declaration?	Yes, Section 1.4
Would a reasonable person judge the SIA to be impartial, transparent, and suitably rigorous?	Yes
<b>Project's social locality and social baseline</b>	
Does the SIA define and justify the social locality based on the spatial extent of expected impacts?	Yes, Chapter 3
Does the SIA identify and describe the social context/locality, including different social groups likely to be affected by the project?	Yes, Chapter 3
Does the SIA identify and describe all the built or natural features that have value or importance for people, and explain why people value those features?	Yes, Chapters 3 and 4
Does the SIA report identify and describe historical, current, and expected social trends or social changes for people in the locality, including their experiences with this project and other major development projects?	Yes, Chapter 3
Does the social baseline study present data relevant to the social impacts, supported by relevant literature and a diversity of relevant views and likely experiences?	Yes, Chapters 3 and 7
Does the social baseline study demonstrate social-science research methods and explain any significant methodological data or limitations?	Yes, Chapter 3 and Chapter 6
<b>Identification and description of social impacts</b>	
Does the SIA adequately describe likely social impacts from the perspectives of how people may experience them, and explain the research used to identify them? When undertaken as a part of SIA scoping and initial assessment, has the plan for the SIA been detailed?	Yes, Chapter 4 and Chapter 6
Does the SIA apply the precautionary principle to identifying social impacts, and consider how they may be experienced differently by different people and groups?	Yes, Chapter 6
Does the SIA describe how the social impact analysis has influenced project design?	Yes, Chapters 4 and 6
<b>Community Engagement</b>	

<b>SIA Review questions</b>	<b>Addressed by report (yes/no), relevant section or chapter</b>
Were the extent and nature of engagement activities appropriate and sufficient to canvass views of those most affected, including those of vulnerable or marginalised groups?	Yes, Chapter 4
Have the views, concerns, and insights of affected and interested people influenced both the project design and the impact assessment, management, and monitoring?	Yes, Chapter 6
<b>Predicting and analysing social impacts</b>	
Does the SIA impartially focus on the most important social impacts to people at all stages of the project, without any omissions or misrepresentations?	Yes, Chapter 6
Does the SIA analyse the distribution of both positive and negative social impacts, and identify who will benefit and who will likely experience greater costs because of the project?	Yes, Chapter 6
Does the SIA identify its assumptions and include sensitivity analysis and alternative scenarios? (including 'worst-case' and 'no project' scenarios where relevant)	<p>Yes. Chapter 2 outlines the key assumptions underlying the assessment. This includes the belief that information provided through other technical reports (e.g., traffic and noise) is accurate.</p> <p>The SIA considers alternative site scenarios from the perspective of the 'worst case' scenario (i.e., no technical mitigations), in alignment with the EIS.</p> <p>It is the role of the SIA to assess the chosen development scenario; no other alternative scenarios have been considered.</p> <p>Therefore, our sensitivity analysis and assessment of 'worst-case' scenarios relate to a 'no mitigation' scenario for the chosen development option.</p> <p>This evidence is clearly assessed as part of the SIA tables in Chapter 6.</p>
<b>Evaluation significance</b>	

<b>SIA Review questions</b>	<b>Addressed by report (yes/no), relevant section or chapter</b>
Do the evaluations of the significance of social impacts impartially represent how people in each identified social group can expect to experience the project, including any cumulative effects?	Yes, Chapter 6
Are the evaluations of significance disaggregated to consider the likely different experiences for different people or groups, especially vulnerable groups?	Yes, Chapter 6
<b>Responses, monitoring and management</b>	
Does the SIA propose responses that are tangible, deliverable, likely to be durably effective, directly related to the respective impact(s) and adequately delegated and resourced?	Yes, Chapter 7
Does the SIA demonstrate how people can be confident that social impacts will be monitored and reported in ways that are reliable, effective and trustworthy?	Yes, Chapter 7
Does the SIA demonstrate how the proponent will adaptively manage social impacts and respond to unanticipated events, breaches, grievances and non-compliance?	Yes, Chapter 7

## 1.7. STRUCTURE OF THIS REPORT

This SIA has seven chapters as summarised below:

- **Chapter 1** (this chapter) introduces the Proposal, purpose and scope of this report.
- **Chapter 2** outlines the legislative requirements and methodology applied to complete this SIA.
- **Chapter 3** provides a social baseline of the study area, including the site's context, social and demographic characteristics, and policy context.
- **Chapter 4** provides an overview of the field study conducted to inform the SIA, including a summary of the key findings.
- **Chapter 5** identifies and provides details on the Proposal's social locality.
- **Chapter 6** assesses the positive and negative social impacts of the Proposal, including with and without mitigation and enhancement measures.
- **Chapter 7** outlines the mitigation, enhancement, and management measures of the assessed impacts.

## 2. METHODOLOGY

The methodology undertaken to prepare this SIA is outlined in Table 3. The methodology was informed by the guidance contained within the SIA Guideline and Technical Supplement (DPHI 2025).

Table 3 Methodology overview

Stage	Activities
Social baseline	<ul style="list-style-type: none"> <li>▪ Site visit or desktop review of surrounding land uses and site.</li> <li>▪ Review of relevant state and local policies and strategies to understand potential social implications.</li> <li>▪ Analysis of relevant data sets to understand the existing community profile and community values, strengths and vulnerabilities.</li> <li>▪ Identification of likely impacted groups and communities.</li> <li>▪ Early identification of potential social impacts (positive and negative) based on research tasks undertaken.</li> </ul>
SIA field study	<ul style="list-style-type: none"> <li>▪ Engagement with stakeholder representatives from the City of Sydney via in-depth interview.</li> <li>▪ Engagement with the local community through engagement activities, such as online community webinars, online community surveys, and community newsletter distribution.</li> <li>▪ Engagement with CounterPoint and REDWatch via in-depth interview.</li> <li>▪ Analysis of field study data and identification of key themes.</li> </ul>
Impact scoping	<ul style="list-style-type: none"> <li>▪ Review of social baseline and SIA field study outcomes.</li> <li>▪ Review of Proposal's plans, Proposal's documentation and relevant technical assessments.</li> <li>▪ Identification of the Proposal's social locality and likely impacted groups.</li> <li>▪ Identification and scoping of potential social impacts (positive and negative), mitigation and enhancement measures.</li> <li>▪ Identification of potential opportunities for additional measures to be incorporated into the Proposal.</li> </ul>
Assessment and reporting	<ul style="list-style-type: none"> <li>▪ Assessment of social impacts (positive and negative) with and without mitigation and enhancement measures.</li> <li>▪ Provision of recommendations to further reduce negative social impacts and enhance positive social impacts.</li> <li>▪ Preparation of draft and final SIA reports.</li> </ul>

### Approach to assessing social impacts

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

The DPHI's risk assessment methodology has been applied in this SIA and is outlined in Chapter 6.

## **Assumptions**

This report is dated 23 October 2025 , and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date.

In preparing this report, Urbis was required to make judgments that may be affected by unforeseen future events, the likelihood and effects of which are not capable of precise assessment.

All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and based on information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and forecasts set out in this report will depend, among other things, on the actions of others over which Urbis has no control.

Information provided through other technical reports that have informed the identification and assessment of impacts is assumed to be accurate.

This report has been prepared with due care and diligence by Urbis. The statements and opinions provided by Urbis in this report are given in good faith and in the reasonable belief that they are accurate and not misleading, subject to the limitations outlined above.



Table 4 List of nearby heritage items

No.	Name
<b>Heritage-listed items and heritage conservation areas (HCAs)</b>	
1	Congregational Church, including interior, 103-105 Botany Road, Waterloo (Item 2069)
2	Cauliflower Hotel, including interior" – 123 Botany Road, Waterloo (Item 2070)
3	Cricketers Arms Hotel, including interior" – 56-58 Botany Road, Alexandria.
4	Duke of Wellington Hotel, including interior" — 291 George Street, Waterloo.
5	Electricity Substation 174", 336 George Street, Waterloo.
6	Terrace Houses, 229-231 Cope Street, Waterloo.
7	Former Waterloo Pre-School (225 Cope Street), including interior"—225-227 Cope Street, Waterloo
<b>State heritage-listed items in the area</b>	
1	Redfern Park to the north-east of the site
2	Eveleigh Railway Workshops to the north-west of the site

Table 5 List of nearby development applications

Project Reference	Development Description	Status
SSD-10438 (within the WMQ site)	<p>Excavation and construction of a two-level basement structure within the Waterloo Metro Quarter, comprising:</p> <ul style="list-style-type: none"> <li>▪ 155 car spaces, 13 motorcycle spaces and 315 bicycle parking spaces</li> <li>▪ A ground floor slab to cap the basement on which future buildings of the northern precinct and central precinct will be constructed</li> <li>▪ End of trip facilities and storage</li> <li>▪ Staged stratum subdivision.</li> </ul>	Approved 30 September 2021. Construction works on the basement commenced in February 2023.
SSD-10437 (within the WMQ site)	<p>Construction of the southern precinct within the Waterloo Metro Quarter, comprising:</p> <ul style="list-style-type: none"> <li>▪ A student housing tower accommodating up to 474 students</li> <li>▪ A social housing building containing 70 apartments</li> <li>▪ A maximum gross floor area of 18,789 sqm (excluding gross floor area approved under CSSI 7400)</li> <li>▪ Publicly accessible open space, including Cope Street Plaza, a shared zone from Cope Street into the site and expanded footpaths along Botany Road and Wellington Street</li> <li>▪ Building identification signage for student housing building</li> </ul>	Approved 30 July 2021. Currently under construction and near completion.

<b>Project Reference</b>	<b>Development Description</b>	<b>Status</b>
SSD-63067458  100-108 Botany Road And 86-100 Wyndham Street, Alexandria	<ul style="list-style-type: none"> <li>▪ Staged stratum subdivision.</li> </ul> Construction of a mixed-use development comprising health and research facilities and retail uses with ancillary parking.	Under Assessment  Lodged 29 October 2024.
Waterloo Estate (South)	Waterloo Estate, situated to the east of the site, will be redeveloped over the next 15 to 20 years. Waterloo South, the first stage of the redevelopment, aims to deliver approximately 3,000 social, affordable, and market housing dwellings. Under the plan for Waterloo South, the two street blocks directly to the east of WMQ will be developed as a public park of over 2 hectares in size.	Planning proposal approved 28 February 2023—SSDAs to be lodged with DPHI for assessment.

Figure 7 Site photos



Picture 1 View of the site from the corner of Raglan Street and Cope Street



Picture 2 View of Wellington Street from Waterloo Metro Station entrance



Picture 3 View of Waterloo Metro Station from Cope Street



Picture 4 View of surrounding heritage building from corner of Raglan Street and Cope Street



Picture 5 View of Wellington Street from Waterloo Metro Station



Picture 6 View of Waterloo South Housing Estate from the Proposal site

Source: Urbis, 2025

### 3.1.2. Surrounding social infrastructure and open space

Social infrastructure is critical to supporting a community's needs and resilience. It includes 'hard' infrastructure (facilities, venues, and spaces) and 'soft' infrastructure (activities, events, and programs). Open space comes in various forms, from structured sports fields to parks and natural ecosystems.

This section provides an overview of the social infrastructure within a 400- to 800-metre radius of the site. This includes health facilities, community facilities, educational institutions, childcare centres, community service providers, sports and recreation facilities and open spaces.

This review, along with the consultation outcomes (refer to Chapter 4), will help to understand the strengths and weaknesses within the existing social infrastructure and open space network, and identify potential impacts the Proposal may have on these facilities and spaces.

As shown in Figure 8 and listed in Table 6, the site is currently serviced by district and local infrastructure, including local services for Aboriginal People, green spaces, a library, a community garden, and several medical centres.

Figure 8 Existing social infrastructure and open space



Source: Urbis, 2025

Table 6 List of surrounding social infrastructure and open space

No.	Facility type	Facility name
<b>Community, cultural and health infrastructure</b>		
1	Community facility	Waterloo Library
2	Community facility	James Cook Community Garden

No.	Facility type	Facility name
3	Community facility	ACON Eden Garden
4	Community, art, and culture facility	Improv Theatre Sydney
5	Health facility	Poet's Corner Medical Centre
6	Health facility	Redfern Health Centre
7	Health facility	Redfern Station Medical Centre
<b>Local Services for Aboriginal People</b>		
1	Community facility	Kinchela Boys Home Aboriginal Corporation
2	Community facility	Redfern Youth Connect
3	Sport facility	National Aboriginal Sporting Chance Academy
4	Sport facility	National Centre of Indigenous Excellence
5	Health facility	Wyanga Aboriginal Aged Care
6	Community facility	Babana Aboriginal Men's Group
7	Employment facility	Aboriginal Employment Strategy – Redfern Employment Centre
8	Health facility	Aboriginal Medical Service (AMS) Redfern
9	Community and health facility	Aboriginal Housing Company (AHC)
10	Community facility	Mudgin-Gal Aboriginal Corporation

### 3.1.3. Local retail supply

Waterloo is surrounded by a significant provision of non-residential uses, including food and beverage outlets, boutique apparel stores, specialty retailers, medical centres, allied health services, gyms, wellness centres, niche fitness studios, childcare centres, and self-storage facilities. These non-residential uses serve the local community, providing accessible and convenient services.

The Economic Impact Assessment (Urbis, 2025) provides a high-level understanding of the non-residential provision around the site. The assessment adopted a 1km radius catchment from the site, and non-residential uses are defined as those such as retail, medical, childcare, self-storage, and fitness (including gyms and wellness centres).

The 1km radius catchment from the site has a mix of retail precincts and standalone stores. The retail precincts located within the 1km radius catchment include Carriageworks, South Eveleigh, Redfern Street, Waterloo Retail Precinct, and Green Square. Beyond these precincts, the Sydney LGA has a strong retail presence in both the CBD (e.g., Circular Quay, Barangaroo, and Haymarket) and in the south (e.g., The Grounds of Alexandria, The Cannery, and Engine Yard).

In addition to the retail offerings concentrated within the main precincts, there are approximately 280 standalone retail stores spread across the catchment. These stores are predominantly food and beverage outlets, including cafes and casual dining options, with a mix of boutique apparel and specialty retailers. Many of these retail establishments are located along Botany Road, McEvoy Street and Bourke Street.

Beyond retail, the 1km catchment also supports 27 medical centres and allied health services, 31 fitness centres including gyms, wellness centres, and smaller niche studios for yoga and pilates, 15 childcare centres, and three self-storage facilities. They are scattered along surrounding streets, providing convenient services for the local community.

This spread of non-residential supply highlights the area’s role as a retail and services hub. It is supported by the substantial population of residents living in high-density developments as well as workers in surrounding employment hubs such as South Eveleigh, Green Square, Alexandria and Redfern.

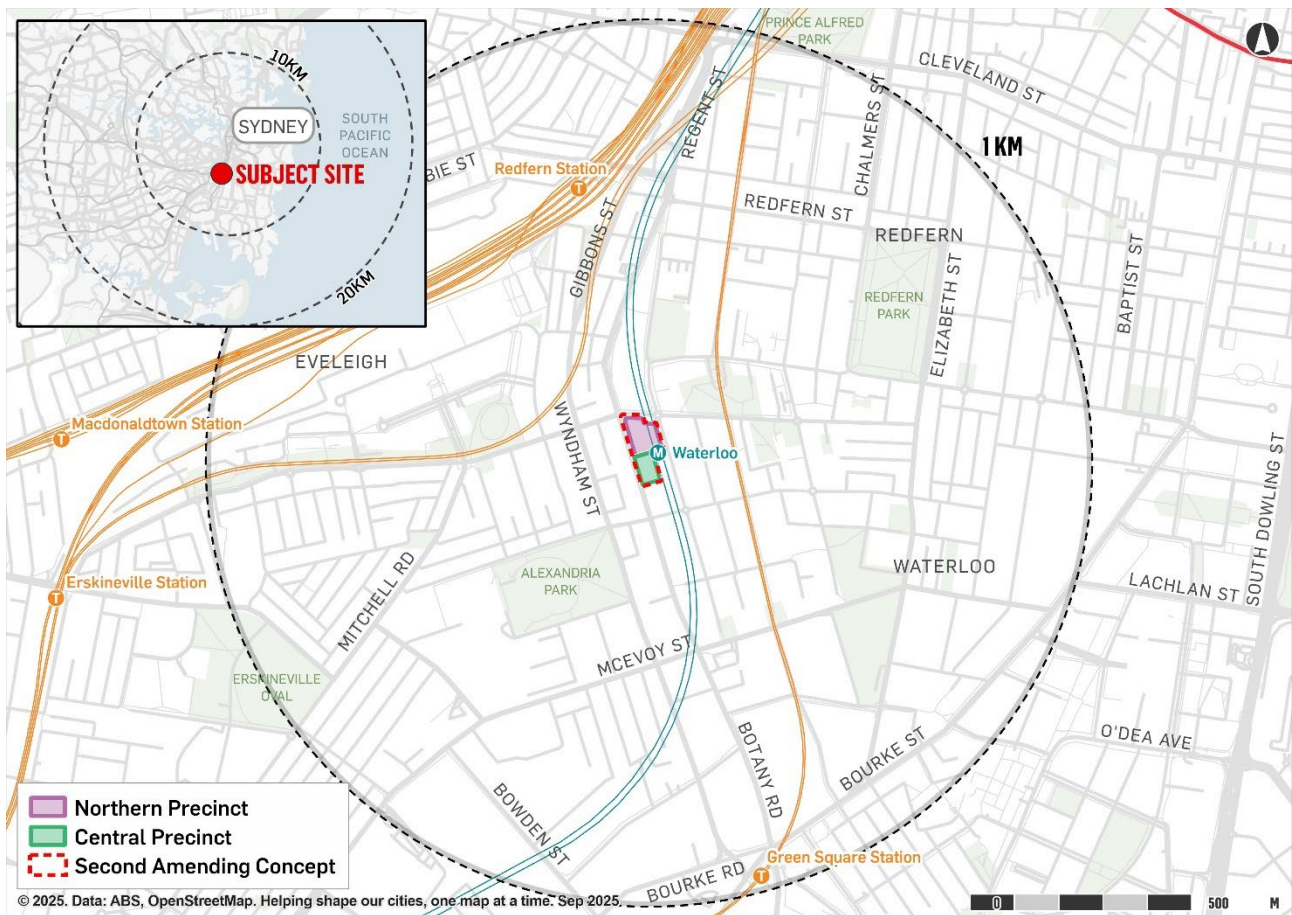
### 3.1.4. Regional context

Waterloo is strategically located within Sydney's inner city, approximately 3 kilometres south of the Sydney CBD. It is conveniently located near key employment hubs, educational institutions, and cultural landmarks.

As part of the South Sydney region, Waterloo is experiencing significant urban renewal and infrastructure investment. The suburb benefits from strong connectivity through major transport corridors, including the Sydney Metro and various bus routes, ensuring easy access to the CBD and surrounding areas.

Waterloo's regional context includes a diverse community, a local economy, and ongoing development of green spaces and community facilities. These factors position Waterloo as a significant area for sustainable growth and community development within Sydney.

Figure 9 Regional context



Source: Urbis, 2025

## 3.2. POLICY CONTEXT

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

### State

- Government Architect of NSW, Better Placed (2017)
- Greater Sydney Commission, Greater Sydney Region Plan - A Metropolis of Three Cities (2018)
- Greater Sydney Commission, Our Greater Sydney 2056: Eastern City District Plan (2018)
- NSW Department of Planning, Industry and Environment: Housing 2041 (2021)
- State Environmental Planning Policy (SEPP) (Housing) 2021
- Transport For NSW, Future Transport Strategy (2022)
- Infrastructure NSW, Staying Ahead: State Infrastructure Strategy 2022-2042 (2022)
- Government Architect of NSW, Connecting with Country Framework (2023)
- NSW Government (Review Panel), Sydney Metro Independent Review (2023)


### Local

- City of Sydney, Affordable Rental Housing Strategy (2009)
- City of Sydney, Retail Action Plan (2013)
- City of Sydney, OPEN Sydney: Strategy and Action Plan 2013–2030 (2013)
- City of Sydney, Housing for All: Local Housing Strategy (LHS) (2020)
- City of Sydney, Community Safety Action Plan (2020)
- City of Sydney, City Plan 2036: Local Strategic Planning Statement (LSPS) (2020)
- City Of Sydney, Community Strategic Plan (2022)
- City of Sydney, A City for All – Towards a Socially Just and Resilient Sydney (2024)
- City of Sydney, Economic Development Strategy (2025)


The key social themes from the policy review are summarised in Table 7 below.


Table 7 Key social themes from policy review

Theme	Summary of findings
<p data-bbox="165 1323 437 1384">Strategic distribution of new and diverse housing</p> 	<p data-bbox="488 1323 1407 1462">The NSW Housing 2041 Strategy is a comprehensive framework designed to address the evolving housing needs of NSW over the next two decades. This strategy emphasises the importance of creating diverse, affordable, and sustainable housing options to accommodate the state's growing and changing population.</p> <p data-bbox="488 1494 1420 1854">A key component of the strategy is a focus on the strategic distribution of new housing across NSW, ensuring that development is aligned with infrastructure, employment hubs, and community services. The NSW Housing 2041 Strategy's commitment to diversity in housing types – from high-density urban apartments to low-density suburban homes – ensures that a wide range of needs and preferences are met, fostering inclusive and resilient communities throughout the state. The Sydney Metro Review 2023 also supports the NSW Government's priority to address the undersupply of housing across the state. It identifies potential enhancements to the Sydney Metro West project, as well as the requirement for it to be leveraged as a key driver of additional housing for people in NSW.</p> <p data-bbox="488 1886 1426 1989">These strategies are further supported by Chapter 5 – Transport Oriented Development of the State Environmental Planning Policy (SEPP) (Housing) 2021, which aims to increase housing density and affordable housing within 400m of public transport.</p>

Theme	Summary of findings
	<p>The delivery of diverse and affordable housing in the City of Sydney is critical. Sydney LGA, located in the Eastern City District of Greater Sydney, is predicted to have the highest increase in single-person households, from 45 to 48 per cent, between 2011 and 2036. DPPI have stated that with the household growth in the Eastern City District, there is a need for an additional 157,500 homes between 2016 and 2036.</p> <p>The City of Sydney Local Housing Strategy (LHS) also highlights the importance of increasing the diversity and number of homes available for lower-income households. The LHS includes an action to continue delivering a mix of studio, one-, two-, and three or more-bedroom dwellings through planning controls.</p>
<p>Providing well-designed housing and infrastructure to meet community needs</p> 	<p>The Greater Sydney Region Plan addresses the changing demographics and housing affordability challenges that drive the need for increased housing choice and infrastructure to meet current and future needs. This encompasses a range of housing types, tenures, and price points, as well as rental accommodation for lower-income households and social housing for the most vulnerable. The Greater Sydney Region Plan supports initiatives that aim to deliver new social and affordable housing, improved community facilities, and better transport links to support the region's growth and housing objectives.</p> <p>The provision of more housing will occur concurrently with the creation of liveable neighbourhoods close to employment opportunities, public transport, and walking and cycling options, fostering diverse, inclusive, multi-generational, and cohesive communities.</p> <p>Within Waterloo and the surrounding areas, these needs and demands are addressed through healthcare worker housing, student housing, affordable housing, improved transportation accessibility, and the creation of spaces for innovation and growth. These spaces are identified as highly needed in the community, as the changing demographics of neighbourhoods across Greater Sydney influence local demand for social and residential infrastructure.</p> <p>Additionally, the Better Placed Strategy identifies objectives to guide the delivery of housing, including the required location and design of housing and supporting infrastructure to ensure it supports community needs. Seven distinct objectives have been established to define the key considerations in designing the built environment. The objectives are applicable at any scale, including cities and towns, the public realm, landscapes, open spaces, and individual buildings, and include:</p> <ul style="list-style-type: none"> <li>▪ <i>Better fit - contextual, local and of its place</i></li> <li>▪ <i>Better performance - sustainable, adaptable and durable</i></li> <li>▪ <i>Better for community - inclusive, connected and diverse</i></li> <li>▪ <i>Better for people - safe, comfortable and liveable</i></li> <li>▪ <i>Better working - functional, efficient and fit for purpose</i></li> <li>▪ <i>Better value - creating and adding value</i></li> <li>▪ <i>Better look and feel - engaging, inviting and attractive</i></li> </ul>

Theme	Summary of findings
<p data-bbox="165 232 459 336">Providing adequate and effective provision of social and affordable housing</p> 	<p data-bbox="488 232 1417 448">The Future Directions for Social Housing in NSW sets out to deliver up to 23,000 new and replacement social housing dwellings. The Eastern City District Plan identifies that social housing should be provided within the same environment as private and affordable housing to encourage social cohesion and facilitate access to key services. This ensures that all residents, regardless of their income, have access to the same transportation, employment, and social infrastructure and services.</p> <p data-bbox="488 479 1417 654">Similarly, the City of Sydney's Affordable Rental Housing Strategy aims to increase the amount of affordable rental housing across the LGA for very low, low and moderate-income households. The strategy identifies the need to increase the supply of affordable rental housing stock by nearly 8,000 dwellings by 2030. Providing affordable housing is crucial for meeting the diverse needs of communities.</p>
<p data-bbox="165 692 446 754">Providing a diverse range of infrastructure</p> 	<p data-bbox="488 692 1423 907">The City of Sydney's Local Strategic Planning Statement (LSPS) outlines the need to ensure that all proposals include a certain amount and type of non-residential floor space appropriate to the site's strategic location and proximity to, or located within, a centre or activity street. This is to provide diverse infrastructure, which is not residential, but needed for the community to thrive and bring people into the area activating the city.</p> <p data-bbox="488 938 1398 1189">Additionally, the LSPS outlines how, as the population grows and people increasingly live in apartments, shared public spaces such as parks, retail centres, libraries and community facilities will see increased use. This will support more vibrant, diverse infrastructure, and increase the need for expansion and maintenance of NSW Government infrastructure and of the City's facilities. Providing infrastructure such as retail at street frontages can help to activate the area providing the community with activity options.</p> <p data-bbox="488 1220 1417 1395">Furthermore, as the population grow there is a higher demand for, and maintenance of community facilities such as childcare services within the community. In the City of Sydney's A City for All report, the Council has committed to producing a people focussed urban design and planning including prioritising the increase in libraries and community facilities.</p>
<p data-bbox="165 1431 434 1534">Enhancing the night-time economy and supporting economic vibrancy</p> 	<p data-bbox="488 1431 1388 1574">The City of Sydney's OPEN Sydney: Strategy and Action Plan aims to increase the night-time economy within the LGA. By 2030, the Council's aim is that the night-time economy will be transformed from a focus on younger people and drinking to wider community participation. This strategy identifies five nighttime goals:</p> <ul data-bbox="488 1606 1366 2013" style="list-style-type: none"> <li data-bbox="488 1606 1302 1668">▪ <i>A Global Sydney – including innovative solutions, good governance and coordinated action.</i></li> <li data-bbox="488 1700 1362 1762">▪ <i>A Connected Sydney – including connected transport and connecting visitors, business and events.</i></li> <li data-bbox="488 1794 1241 1821">▪ <i>A Diverse Sydney – including diverse options and planned growth.</i></li> <li data-bbox="488 1852 1362 1915">▪ <i>An Inviting and Safe Sydney – including welcoming public spaces and a more civilised drinking culture.</i></li> <li data-bbox="488 1946 1362 2009">▪ <i>A Responsive Sydney – including responsive regulation, cutting red tape, and precinct plans providing locally tailored solutions.</i></li> </ul>

Theme	Summary of findings
	<p>These goals will help to reach their targets of 40% of people engaging in the night-time economy being aged over 40, and 40% of operating businesses at night to be shops. This will help to increase night-time employment by 25% to 100,000 jobs by 2030. This will help encourage retailers and attractions to stay open late and broaden people's choices of things to do at night.</p> <p>The City of Sydney Retail Action Plan also aims to increase retail options within the LGA. The Council aims to develop and support local business and encourage new jobs for residents. This plan has set out four focus area to help achieve this:</p> <ul style="list-style-type: none"> <li>▪ <i>Create great experiences for city workers, residents and visitors to Sydney to ensure they choose to shop in central Sydney and its villages</i></li> <li>▪ <i>Build capacity and resilience to ensure the city has a diverse range of sustainable, innovative retail businesses</i></li> <li>▪ <i>Remove barriers, clarify regulatory processes and assist, in particular, new retailers and small businesses to more efficiently and effectively interact with council and other levels of government; and</i></li> <li>▪ <i>Engage with the sector to encourage closer cooperation between retailers and more efficient interaction with the regulatory processes of government.</i></li> </ul> <p>Retailers are pivotal to the City's economic contribution and the liveability of Sydney. The retail sector is the foundation of the village main streets and has a major presence as an attractor in central Sydney. Furthermore, increasing residential land uses will also support ongoing jobs and economic contribution.</p> <p>The City of Sydney Economic Development Strategy outlines key areas for economic advancements and aims for the future. This 10-year plan targets 200,000 new jobs in the City by 2036, with 70% of these in knowledge and innovation industries. A place-based approach will focus actions across: Sydney as Australia's economic heart, the City of distinct economic precincts, and strong local neighbourhoods. In this strategy it has dedicated money and strategies to enhance economic vibrancy. This includes making the streets more vibrant, with outdoor dining reforms and investments such as the \$34 million upgrade of Crown Street to improve business opportunities.</p>
<p>Promoting an efficient transport network</p> 	<p>The Transport for NSW Future Transport Strategy envisions a resilient, efficient, and sustainable transport system throughout Sydney. The strategy provides actions and directions to prioritises customer needs, reduces carbon emissions, and leverages technology to improve transport efficiency and safety. The strategy aims to create an integrated transport network that enhances connectivity and supports economic growth. Successful implementation will require coordinated efforts among stakeholders and continuous monitoring to address emerging challenges.</p> <p>In conjunction with this, the City promotes the needs and benefits of increasing transport connections across the City and district within the Local Strategic Planning Statement (LSPS). With the City expected to accommodate an extra 700,000 people daily by 2050, road space and increased transport connections is a critical issue. Furthermore, the need for transit-oriented and walkable cities is necessary for communities across the City. The LSPS focuses on facilitating connection links for residents and creating a transport-efficient community. The Greater Sydney Region</p>

Theme	Summary of findings
	<p>Plan also explains the importance of public transport. In particular, the Sydney metro is expected to reduce the volume of buses and other vehicles, creating more space for pedestrians on major streets.</p> <p>The State Infrastructure Strategy also identifies directing planning and growth around existing and planned transport networks, including public transport infrastructure such as passenger rail stations and interchange hubs.</p>
<p>Fostering a safe and inclusive community</p> 	<p>The Government Architect of NSW (GANSW) Designing with Country Discussion Paper and Connecting with Country Framework provides directions around engagement with Aboriginal people to inform the planning and design of built environment projects across NSW. Under this framework, all projects should value and respect Aboriginal cultural knowledge, with Aboriginal people co-leading key aspects of the design and development process.</p> <p>Safety is fundamental to the liveability of a City. Sydney is currently internationally recognised as a safe City, with Sydney ranked the third highest of 30 cities around the world in health, safety and security in 2016. The City of Sydney Community Safety Action Plan examines the actual and perceived safety of residents, businesses, and visitors, and explores ways to enhance safety.</p> <p>The City of Sydney prioritises forming a safe and inclusive City, with the City for All strategies being a main source for this. The City of Sydney aligns itself with six key Sustainable Development Goals (SDGs) to promote inclusion and safety for the population. This is reflected in the City funding \$5,705,000 between 2018 and 2023 to decrease homelessness and increase affordable and diverse housing, assisting 1,052 people in exiting homelessness and finding safety in a home.</p>

### 3.3. DEMOGRAPHIC PROFILE

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

A community profile has been developed for 22 combined SA1’s surrounding the site, hereto referred to as the ‘immediate area’.

A community profile has also been developed for the SA2’s of Waterloo (117031647), Redfern (117031642) and Erskineville - Alexandria (117031330), hereto referred to as the ‘local area’. This captures residents and workers living in proximity to the site

This profile is based on demographic data from the Australian Bureau of Statistics (2021) Census of Population and Housing and DPHI (2022). The demographic characteristics of Sydney LGA (‘regional area’) and Greater Sydney have been used, where relevant, to provide a comparison.

The tables below detail the datasets used in analysing the immediate, local, Sydney LGA and Greater Sydney area:

#### Population and age

**The local, immediate and regional areas are generally consistent and have young adults and fewer children and retirees, while the immediate and local area has a growing population.**



In 2021, there were 49,175 people living in the local area and 9,225 in the immediate area, representing 23.2% and 4.4% of the residents in Sydney LGA respectively.

The largest age group of residents of the immediate and local area are young adults aged 25-39 (37.3% and 43.8% respectively). This is proportionately consistent across Sydney LGA (43.3%). However, differs greatly compared to Greater Sydney (23.4%).

Conversely, young children aged 0-14 are the smallest in the immediate area (7.3%) compared to the local area's smallest age group being pre-retirement adults aged 55-64 (8.5%). Sydney LGA and Greater Sydney are consistent with the local area with 55-64 being the smallest age group (8.5% and 11.1% respectively).

There are mainly non-family households within the immediate (58.7%) and local area (50.1%) compared to family households (41.3% and 49.9% respectively) which is relatively consistent with Sydney LGA (52.6% and 47.4% respectively). However, this doesn't reflect trends within Greater Sydney (27.4% and 72.6% respectively).

The average age in the local area is 38 years old, which is relatively consistent with Sydney LGA (37) and Greater Sydney (38). However, this isn't consistent with the immediate area which has a higher average age of 42.

Between 2021 and 2041, the population of the local area is expected to increase by 31.6% from 49,838 to 65,600 people. Comparatively, Sydney LGA is projected to have a population increase of 21.8% from 214,703 in 2021 to 274,398 in 2041.

As the local population grows, the suburb is expected to remain predominantly occupied by a younger workforce and family-aged residents. People aged 25-39 years are one of the largest and fastest-growing age groups in the area.

Within the immediate area there is 11% of residents that are couples' families with children. However, this is seen as relatively consistent with City of Sydney (10.3%) which is significantly lower than Greater Sydney (34.4%).

Within the immediate area there is 4% of residents that are single parent families with children. This is relatively consistent with City of Sydney (4.3%) however is significantly lower than Greater Sydney (10.5%).

## Culture and diversity



**The immediate and local area have lower cultural and linguistic diversity levels compared to the regional area, generally comprising of Asian populations.**

Aboriginal and Torres Strait Islander people represent 3.9% of the immediate area and 2.4% of the local area population, which is higher than in Sydney LGA (1.4%) and Greater Sydney (1.6%).

The local area has a relatively low proportion of residents that speak a language other than English at home (30.6%). This is slightly lower than the immediate area (33.5%), Sydney LGA (37.5%) and Greater Sydney (39.5%).

There is a relatively consistent number of residents who were born overseas in the immediate (44.6%) and local (46.4%) area compared to Sydney (52.1%) and Greater Sydney (40.5%).

In the immediate area, the top three languages other than English spoken at home are Chinese Languages (8.9%), Russian (4.0%) and Spanish (2.1%) and Vietnamese (2.1%).

In the local area, this differs slightly with the top three languages other than English spoken at home are Chinese Languages (9.5%), Spanish (2.8%) and Southeast Asian Austronesian Languages (1.7%).

Compared to Sydney LGA, where the top three languages other than English are: Chinese Languages (12.7%), Southeast Asian Austronesian Languages (3.3%) and Thai (3%) it is clear that all places have the same top spoken language other than English.

## Education and qualifications



**The immediate and local area have relatively high educational attainment, compared to Greater Sydney.**

There is higher proportion of people aged 15 years and older with high educational attainment (Bachelor level and above) in the immediate area (66.2%), local area (70.6%) and Sydney LGA (71.1%) compared to Greater Sydney (54%).

There is a lower proportion of people within the immediate area who have attained an advanced diploma or associate degree or a certificate level (18.3% and 15.6% respectively), the local area (16.9% and 12.5% respectively) and Sydney LGA (17.7% and 11.1% respectively) compared to Greater Sydney (20.4% and 25.5% respectively).

In the immediate area, of residents attending an educational institution, 40.2% of the population is attending a University / Tertiary Institution which is relatively consistent with the local area (43.0%) and Sydney LGA (46.7%). However, this is significantly higher than Greater Sydney's attending rate of 21.2%.

Of residents living within the immediate area 6.95% are attending university, this is relatively consistent with the area of City of Sydney.

## Workforce and employment



**The local and regional area have high labour force participation rates compared to the immediate area which has higher unemployment rates. People in the immediate and local area are predominantly professionals working in professional, scientific, finance and health services.**

There is a significantly higher proportion of people in the labour force in the local area (76.7%) and Sydney LGA (74.2%) compared to the immediate area (65.4%) and Greater Sydney (63.4%).

Unemployment rates are higher in the immediate area (7%) compared to local area (4.8%), Sydney LGA (5.6%) and Greater Sydney (5.1%).

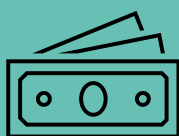
The top three industries of employment in the immediate and local area are professional, scientific and technical services (19.6 and 20.3%), health care and social assistance (11.6 and 10.5%), and financial and insurance services (9.9 and 10.2%) respectively. In Sydney LGA, these are: professional, scientific and technical services (19.8%), financial and insurance services (10.8%) and health care and social assistance (9.8%).

However, within City of Sydney 7% of the area work in retail trade as opposed to 8.8% in Greater Sydney.

There is a higher proportion of people in white collar jobs within the immediate (88.8%), local area (87.5%) and Sydney LGA (86.4%) compared to Greater Sydney (76.7%). However, there is a lower proportion of people in blue collar jobs within the immediate area (11.2%), local area (12.5%) and Sydney LGA (13.6%) compared to Greater Sydney (23.3%).

Within the City of Sydney 7.6% of the area are working in Education and Training Industry which is relatively consistent with Greater Sydney 8.5%. While in City of Sydney 7% of the area work in retail trade as opposed to 8.8% in Greater Sydney.

## Income



**There is predominantly low- and middle-income earners and households in the immediate and local area.**

The personal average annual income in the immediate area is \$63,500 and the average annual household income is \$124,300. This is significantly lower than the local area, which has a personal average annual income of \$78,400, and the average annual household income is \$156,500. This is consistent with Sydney LGA which has a personal average annual income of \$75,500, and a household average annual income of \$152,500. In comparison, the personal average annual income in Greater Sydney is \$58,200 and the household average annual income is \$140,500. As such, average income tends to be lower in the immediate area compared to the local area, Sydney LGA and Greater Sydney.

In 2021, low-income households in Sydney LGA earned less than \$800 per week before tax. According to Profile.id, 25,266 residents within the local area, or 19.1% of the population, fall into this category, compared to 17% of the population within the LGA and 17.9% in Greater Sydney.

Conversely, high-income households earned more than \$3,000 per week before tax. Profile.id reports that 25,266 residents, or 33.6% of the population within the local area, are in this highest income quartile, compared to 34.3% within Sydney LGA and 30.1% in Greater Sydney.

## Housing and homelessness



**In the immediate and local area, most dwellings are high density dwellings, which is consistent with the regional area. The local area is also found to be highly unaffordable. There is a high rate of homelessness in the regional area, compared to NSW.**

The immediate and local area has predominantly high-density housing, with flats or apartments representing 68.1% and 65.6% of all dwellings respectively. This is consistent for Sydney LGA (66.1%), however significantly higher than Greater Sydney (28.2%).

Average weekly rent is lower in the local area (\$530) compared to Sydney LGA (\$580), however significantly more than the immediate area (\$380) and Greater Sydney (\$440). The proportion of renters spending more than 30% of their household income in rent payments is higher in Sydney LGA (33%) compared to Greater Sydney (35.3%).

In the local area, 36.1% of dwellings are owned (outright or with a mortgage). This is relatively consistent with Sydney LGA (34.1%), however significantly lower than Greater Sydney (62.9%). There is a relatively consistent proportion of owners with mortgage repayments greater than 30% of household income in Sydney LGA (20.8%) compared to Greater Sydney (19.8%).

In the immediate area, 65.9% of dwellings are rented. However, this is higher than the local area (63.8%) and Sydney LGA (65.9%) and is significantly higher than Greater Sydney (37.1%).

According to SGS 2024 Rental Affordability Index, the local area is found to have moderately to unaffordable housing based on the average rental household income by region. However, for a single person on benefits the local area is found to be critically unaffordable. This is similar for students seeking share houses which are found to be extremely to critically unaffordable.

Data on the estimated levels of homelessness has been analysed according to the ABS 2021 Estimating Homelessness Census. This data is only available at the regional level and has been gathered for Sydney LGA and NSW (rates per 10,000 population).

In 2021, 64 people in Sydney LGA lived in improvised dwellings, tents or were sleeping out, representing a rate of 3.0 per 10,000 people. This is higher than in NSW (rate of 1.2 per 10,000 people). In addition, there were 312 people residing in supported accommodation for people experiencing homeless (rate of 14.7 per 10,000 people), with the rate also higher than the NSW average (6.2 per 10,000 people).

Similarly, a higher proportion of people in Sydney LGA lived in severely crowded dwellings (731 – rate of 34.5 per 10,000 people) compared to 18.1 per 10,000 in NSW.

However, there is a lower proportion of people in Sydney LGA temporarily residing in another household (83 people; rate of 3.9 per 10,000 people) compared to NSW (5.1 people per 10,000 residents).

There is a total of 3,589 homeless people in Sydney LGA (rate of 169.6 per 10,000 people) which is significantly higher than the NSW average (43.3 per 10,000 people).

Within Sydney LGA there is a total of 5.7% group households which is significantly higher than Greater Sydney of 3.5%. This is a popular household type by students with it consisting of two or more unrelated and uncoupled individuals who share a living room but live separately.

Sydney LGA had one of the highest student accommodation rooms approved within NSW between 2021/22 and 2023/24 (1,304 rooms). Over the three financial years, NSW had the largest share of approvals for student accommodation, accounting for 49.1% of all approved rooms in the country (4,791 rooms). The majority share of approvals aligns alongside Department of Education data showing that 38% of all international students chose to study in NSW between January and August 2024.

## Advantage and disadvantage



**The local area has a mixture of both advantaged areas and disadvantaged areas resulting in diverse levels of advantage across the area.**

*The four SEIFA indices comprise The Index of Relative Socio-Economic Disadvantage (IRSD), which focuses on socio-economic disadvantage; the Index of Relative Advantage and Disadvantage (IRSAD), which focuses on both socio-economic advantage and disadvantage; the Index of Education and Occupation (IEO), which focuses on relative education and occupation advantage and disadvantage; the Index of Economic Resources (IER) which focuses on economic advantage and disadvantage by summarising variables related to income and housing.*

In the SEIFA index of relative socio-economic disadvantage (IRSD), Waterloo is within decile 3, Erskineville-Alexandria is within decile 10 and Redfern is within decile 4. This indicates that suburbs within the local area range from the bottom 40% to top 10% of suburbs and localities in terms of disadvantage. This means that residents in the local area tend to experience varied levels of disadvantages compared to other suburbs and localities. For instance, this means there is a large gap in the area when measuring household incomes, qualification and occupation types.

In the SEIFA index of relative socio-economic advantage and disadvantage (IRSAD), Waterloo is within decile 9, Erskineville-Alexandria is within decile 10 and Redfern is within decile 9. This indicates that the local area is in the top 20% of suburbs and localities in terms of advantage and disadvantage. This means that residents in the local area tend to experience higher levels of advantage and lower levels of disadvantage compared to other suburbs and localities. For instance, residents may experience higher level of household incomes and education attainment.

In the SEIFA index of economic resources (IER), Waterloo is within decile 1, Erskineville-Alexandria is within decile 4 and Redfern is within decile 1. This indicates that the local area is in the bottom 40% of suburbs and localities in terms of economic resources. This means that residents in the local area tend to experience lower levels of economic resources

compared to other suburbs and localities. For instance, residents may experience lower level of household incomes and assets.

In the SEIFA index of education and occupation (IEO), Waterloo is within decile 9, Erskineville-Alexandria is within decile 10 and Redfern is within decile 9. This indicates that the local area is in the top 20% of suburbs and localities in terms of education and occupancy rates. This means that residents in the local area tend to have higher levels of education and occupation compared to other suburbs and localities. For instance, residents may experience higher level of household incomes and higher employment rates.

## Health, wellbeing and disability



**The local and regional area have a relatively consistent proportion of people with a long-term health condition. However, there is a higher proportion of people with a mental health condition in the local area compared to the regional area.**

There is a relatively consistent amount of people with at least one long-term health condition living in the local area (17.5%) compared to Sydney LGA (16.7%) and Greater Sydney (15.4%).

The most common types of long-term health conditions in the local area are mental health conditions (including depression or anxiety) (10%), asthma (8%) and arthritis (5%). This is similar to Sydney LGA: mental health conditions (including depression or anxiety) (8%), asthma (7%) and arthritis (4%).

Greater Sydney (5.2%) has a higher proportion of people in need of assistance for core activities due to disability, old age, or long-term health condition compared to the local area (3.4%) and Sydney LGA (2.7%).

There is a slightly lower proportion of people that provided unpaid assistance to person with a disability, health condition or due to old age in the local area (6.1%) and Sydney LGA (6%) compared to Greater Sydney (8.7%).

## Crime and safety



**The immediate and local area is located in a high-density hotspot for numerous of opportunistic crimes.**

Crime data (January 2024 – December 2024) from the NSW Bureau of Crime Statistics and Research (BOCSAR) indicates that the Sydney LGA has generally higher rates of crime (per 100,000 population) compared NSW averages.

Current crime rates that are higher than Sydney LGA and NSW are Assault (1913.1 per 100,000), Break and Enter Non-Dwelling (239.7 per 100,000) and Steal from Dwelling (521.5 per 100,000). This data indicates that Sydney LGA is more susceptible of opportunistic crimes compared NSW average.

The immediate and local area is in a hotspot for numerous crimes. This includes a high-density hotspot for non-domestic and domestic assault, steal from dwelling, break and enter dwelling and malicious damage to property. There is also a high trend of liquor and drug offences within the local area and Sydney LGA.

## Transport



**City of Sydney residents have high public transport usage and a high number of residents walking to and from work, with a low number of residents commuting via vehicle, as well as owning a motor vehicle.**

Due to changed travel patterns caused by the COVID-19 pandemic, the 2021 Census data regarding travel to work does not accurately reflect travel patterns in 2025. To address this information gap and provide a more nuanced picture of transport in this area, data from the 2016 ABS Census for Sydney Inner City (SA3), the City of Sydney LGA and Greater Sydney, as well as Transport for NSW's HTS personal travel data for 2023/24 (hereafter referred to as HTS), have been considered.

The Waterloo Metro Station, which significantly influences transport dynamics in the area, opened in August 2024. Therefore, the 2016 Census and HTS did not capture the impact of the metro on residents' transportation choices. Still, the site's proximity to the Redfern railway station (approximately 880 metres away) and the Green Square railway station (approximately 1 kilometre away) indicates that residents would have likely depended on public transport to a considerable extent, particularly when compared to areas with limited access to railway infrastructure.

*\*Note: Transport for NSW personal travel data is gathered via the Household Travel Survey (HTS) and is an annual survey with approximately 2,000-3,000 households participating and comprises data collected on all trips made over 24 hours by all members of the participating household.*

In 2016, a significantly lower proportion of people in the SA3 and City of Sydney LGA (23.4 and 24.0%, respectively) commuted to work by walking only, compared to HTS (56.8 and 55.1% respectively).

These figures are notably higher than those for Greater Sydney during the same years (4.0% and 18.7%, respectively).

In 2016, a significantly higher number of residents of the SA3 and the City of Sydney LGA used public transport to commute to work compared to those in Greater Sydney (36.2, 35.6% and 22.8%, respectively).

Overall, in 2023/24, the HTS recorded lower figures for public transport commuting among residents of the SA3 (15.4%), the City of Sydney LGA (15%) and Greater Sydney (11%).

In 2016, fewer people in the SA3 and City of Sydney LGA travelled to work by car as a driver or passenger than in Greater Sydney (23.2%, 23.2% and 59.8%, respectively).

HTS found that significantly fewer SA3 and City of Sydney LGA residents travelled to work by vehicle (22.7% and 23.2%), compared to Greater Sydney (68.3%).

ABS 2016 data found that a significantly higher proportion of people in the City of Sydney LGA did not own a motor vehicle (39%) compared to Greater Sydney (11.1%).

## 4. SIA FIELD STUDY

This chapter provides an overview of the community and stakeholder consultation undertaken as part of this SIA. Consultation is critical to understanding what is important to people and how they feel they may be impacted by the Proposal.

In some cases, what people may expect to feel may not be what eventuates as part of the Proposal. The consultation summary below does not distinguish between this and summarises the consultation as it was heard to provide an accurate sentiment of people's thoughts, feelings and feedback. The assessment of social impacts (Chapter 6) considers the outcomes from consultation against the details of the Proposal and other technical report findings.

### Approach and summary of SIA field study and engagement activities

The proponent engaged the consultancy Ethos Urban to deliver stakeholder engagement. The extent of their engagement activities and outcomes can be seen in the Community Engagement Report (Ethos Urban, 2025).

Urbis' Social Planning Team also developed and undertook targeted consultation to inform this SIA. In addition to the community consultation being undertaken for the Proposal, the SSDA application will be placed on public exhibition, and interested residents and stakeholders will be notified and be able to make a public submission directly to the NSW DPHI at this time.

The methods of engagement and consultation with the community and key stakeholders for the SIA are provided in Table 8.

A copy of relevant engagement materials is provided in Appendix A.

Table 8 Engagement and consultation activities

Method	Administered	Timeframes	Invited	Participated
<b>SIA field study activities</b>				
In-depth interviews	Online via videoconference	26 August 2025	RedWatch Counter Point	One representative from RedWatch  One representative from Counter Point
	Online via videoconference	3 September 2025	Representatives from the City of Sydney	Two Council representatives
Community survey	Invited via letterbox drop	Between 22 August 2025 and 7 September 2025	Households and businesses in the local area (3,650 properties)	76 individuals from the local area viewed the survey for a total of 29 responses

## 4.1. SUMMARY OF FINDINGS

### 4.1.1. In depth Interviews with stakeholders

An online stakeholder interview was conducted with representatives from RedWatch, Counterpoint, and the City of Sydney Council to discuss key issues to be addressed in the SIA. The following provides a summary of the key discussion points related to the social impacts of the Proposal.

Theme	Description
Existing environment	<p>The redevelopment of Waterloo is expected to transform the community's characteristics, potentially leading to a more diverse population. This evolution presents significant social challenges, including housing issues, mental health support, and the integration of vulnerable communities. Addressing these challenges is crucial for the area's future.</p> <p>RedWatch has raised concerns about the influx of vulnerable communities, including Aboriginal people and homeless individuals, into Waterloo, which is creating high and complex needs. They emphasise the necessity of assessing current human services and other forms of social infrastructure to support these communities effectively. Safety concerns among public housing tenants, including fears of violence, highlight the need for training workers to handle interactions with vulnerable groups.</p> <p>Additionally, the city lacks sufficient affordable and social housing, making it essential to increase availability. The council recommended avoiding single dwellings and</p>

Theme	Description
	<p>designing housing to meet the diverse needs of the community. This approach fosters social cohesion and inclusivity, thereby creating a more resilient and supportive urban environment.</p>
<p>Existing challenges and needs</p>	<p>Affordable and social housing are key needs, with support from NGOs being crucial. RedWatch has expressed concerns about co-living arrangements replacing public housing and prefers supporting people coming out of homelessness. Ensuring a mix of housing options that cater to various needs is essential for maintaining community diversity and stability.</p> <p>While the proposal offers positive impacts, such as improved housing and enhanced connectivity to employment and transportation, it also presents challenges. Potential issues with the interaction between different community groups and site management need careful attention.</p> <p>The Council emphasised the need for dedicated spaces for community services, including state-based health services and facilities for Aboriginal community-controlled organisations, as current services are overcrowded and not easily accessible. Supporting local job opportunities and the nighttime economy is also crucial, as it links back to safety and connection. Promoting social infrastructure that prioritises economic opportunities with social impact and community cohesion can create a more inclusive and thriving community.</p> <p>Engaging the community throughout the development process is essential to prevent tensions and demonstrate opportunities. Strengthening connections with Aboriginal and Torres Strait Islander people and collaborating with Sydney Metro, the Waterloo Collective, and universities will ensure the development is well-supported and beneficial for all. Focusing on affordable housing and communal spaces will help bring the community together, creating a vibrant and inclusive urban environment.</p> <p>There is a significant demand for community services, such as childcare and community facilities, and existing facilities often fail to meet WHS standards and are frequently poorly located. The limited availability of non-profitable spaces for vulnerable communities, combined with funding constraints, further restricts the delivery of necessary services. Strategic planning and investment are needed to address these demands and ensure the community's needs are met effectively.</p>
<p>Opportunities</p>	<p>The Council emphasised the need for spaces dedicated to community services, such as state-based health services and Aboriginal community-controlled organisations, as current services are overcrowded and not easily accessible.</p> <p>Supporting local job opportunities and the nighttime economy is also crucial, as it enhances safety and community connection.</p> <p>Promoting social infrastructure that prioritises economic opportunities with social impact and community cohesion can create a more inclusive and thriving community.</p> <p>The Council highlighted the importance of providing communal spaces both within the development for residents and public spaces for the community. These spaces should include affordable elements for housing and cultural production spaces. Ensuring</p>

Theme	Description
	these spaces are well-integrated and accessible is crucial for fostering a connected and vibrant community.
Design and operation	Opportunities for collaboration, such as enhancing connectivity between the metro station and USYD, and involving the council in public park management, could help address these challenges and foster a more inclusive community. Managing cumulative impacts, such as construction disruptions and the long-term suitability of high-rise apartments, is essential to ensure that redevelopment benefits the entire community.

#### 4.1.2. SIA Community survey

An online SIA survey was conducted to obtain stakeholder feedback on the Proposal's potential positive and negative social impacts. Appendix A of this SIA includes a copy of the survey questions.

The SIA survey received a total of 29 responses, with 15 completed in full. Of those who responded, the majority were residents living within 500m of the site. Table 9 includes a summary of the key points raised by survey respondents.

Table 9 Summary of SIA Survey findings

Theme	Description
Existing environment	Feedback from some survey respondents highlighted that the value of the area is influenced by its location, connectivity, and the diversity and history of the community. Many expressed concerns about vulnerable populations, safety, and the ongoing gentrification, which, in their opinion, is leading to displacement. Respondents emphasised the necessity for more affordable services and housing options, including affordable childcare, community centres, and facilities, as well as the need for larger open green spaces.
Potential positive impacts	Some survey respondents provided feedback highlighting the Proposal's anticipated positive impacts, including those related to housing development. They emphasised the importance of providing well-located, high-quality, and affordable housing close to public transport. Many noted that introducing new communities could rejuvenate the existing area, creating a demand for local jobs and enhancing amenities for everyone. Respondents believed the Proposal would cater to diverse groups, including families, young professionals, and students. Additionally, there was a suggestion to incorporate a supermarket within walking distance to serve the local community's needs better.
Potential negative impacts	Some survey respondents expressed concerns regarding the ongoing construction activities in their community. Many indicated that the constant change and overdevelopment of the area are altering the neighbourhood's character, leading to issues such as gentrification. Some stakeholders reported experiencing increased pollution, noise, and traffic disruptions, which are negatively impacting their daily lives.  Residents highlighted that multiple construction sites operating concurrently are contributing to health and well-being issues, such as sleep disturbances. Additionally, they felt that current mitigation measures, such as temporary hotel stays or financial compensation of \$50, are inadequate. Many respondents expressed frustration,

Theme	Description
	stating that these measures fail to address the real challenges faced by current residents, which has led some to consider moving away from Waterloo.
Design and operation	<p>Some survey respondents noted that small-format housing is abundant in the area, which seems to be insufficiently supported by social infrastructure and amenities. This has raised concerns about the potential for Waterloo to become a model for increasing social housing without adequate provisions in place.</p> <p>Some participants expressed concerns about communal spaces designated solely for residents. They worry this restriction limits the local area's social infrastructure and reduces options for community interactions with neighbouring residents.</p> <p>Some respondents highlighted anticipated increases in traffic and potential overcrowding on buses and public transportation due to a growing population. There are concerns that the current transportation systems may not be able to accommodate the increased demand adequately.</p> <p>A common concern noted was the lack of affordable spaces for young people to gather near the site. Respondents fear this could lead to a disconnect within the community, as young individuals may lack suitable venues for socialising or engaging in activities.</p> <p>Lastly, there were calls for improved safety measures, such as better lighting and secure locks, to enhance the sense of safety for both existing residents and newcomers. This is considered essential for fostering a sense of security within the community.</p>

## Broader community engagement activities and findings

The proponent engaged the consultancy Ethos Urban to deliver community and stakeholder engagement. This engagement aimed to provide stakeholders with balanced and objective information, enabling them to understand the Proposal and gather stakeholder feedback on it. The extent of their engagement activities and outcomes is outlined in the Engagement Outcomes Report (Ethos Urban, 2025).

A summary of engagement activities is listed in Table 10 below, as relevant to this SIA:

Table 10 Broader community engagement activities for the Proposal

Method	Administered	Timeframes	Invited	Participated
<b>Engagement activities undertaken</b>				
Community webinar	Online via Zoom	Wednesday 3 September 2025, 6 PM – 7:30 PM	Community members	14 attendees
Community stakeholder session	Hybrid, in-person and online	Monday 1 September 2025	Community stakeholders	11 attendees
Community Newsletter distribution	Distributed via letterbox drop	Friday 22 August 2025	Households and businesses in the local area (3,650 properties)	3,650 properties

Method	Administered	Timeframes	Invited	Participated
Stakeholder outreach emails	Distributed via email	Wednesday 20 August 2025	Emails to local businesses; community organisations; neighbouring landowners, elected representatives; and housing/development industry stakeholders	14 emails
Project hotline and email	1800 number and online (email)	Throughout the consultation process	A 1800 phone number and email address were made available for the surrounding community and key stakeholders to ask questions and provide feedback.	3 enquiries received via phone and email channels

The Community Engagement Outcome Report (Ethos Urban, 2025) summarises the feedback gathered during community and stakeholder information sessions. This includes the above webinar, an additional hybrid session held on 1 September 2025 (11 attendees), and feedback received through public enquiry channels (3 public enquiries). Table 11 summarises the key points raised during these sessions:

Table 11 Summary of findings from broader community engagement

Theme	Description
<b>Potential positive impacts</b>	Some community members expressed interest in the proposed recreational and community facilities. Feedback emphasised the need for these facilities to remain accessible to the public and to be managed effectively for long-term community benefit. There were also requests for the clarification of delivery timelines and mix of retail offerings to enhance the convenience and vibrancy of the local area.
<b>Potential negative impacts</b>	Some community members raised several key concerns regarding the proposed buildings. They indicated that the scale and design should blend with the existing neighbourhood to avoid overwhelming the streetscape. Some community members shared concerns about potential overshadowing of Alexandria Park and nearby residential areas, with a strong desire to preserve sunlight and the quality of public and private open spaces.  Additionally, community members expressed scepticism about the adequacy of the proposed basement parking to serve the number of dwellings, fearing it could lead to increased street parking issues and traffic congestion. They also highlighted the need for safe and accessible walking and cycling routes, especially to connect with the Metro and bike paths, to promote sustainable transportation options and reduce reliance on cars.
<b>Co-living component</b>	Some community members expressed uncertainty about the distinction between co-living and student accommodation, as well as how the Proposal will deliver these outputs in terms of operation and management. The community expressed a need to

Theme	Description
	<p>clarify housing arrangements in order to meet the diverse housing needs of its members, with a desire to include flexible co-living units.</p> <p>Further, some community members raised questions about the operation and management of the co-living model in relation to access to amenities, and communal areas.</p>
<b>Mixed-use operation</b>	Community members raised questions about the diversity and practicality of retail offerings, particularly regarding the inclusion of a full-line supermarket to meet daily needs and enhance the convenience and vibrancy of the area.
<b>Construction impacts</b>	Some community members expressed significant concern around amenity impacts including disruptions due to noise, 24-hour or after-hours work and noise management measures. They highlighted the importance of considering cumulative impacts on residents, with members expressing the need for clear communication, mitigations strategies and consideration of respite or compensation for affected residents. The community urged the Proposal's decision-makers to address these issues to safeguard the wellbeing of the community.
<b>Engagement</b>	Community members expressed a desire for greater opportunities to provide feedback, including access to detailed presentations and the SIA survey. They outlined that this would ensure transparency and meaningful participation in the planning process.

## 4.2. KEY IMPLICATIONS OF SIA FIELD STUDY FINDINGS

This section outlines the key social impacts identified by participants throughout the SIA field study and/or engagement activities. All consultation activities sought to understand how participants viewed their community and to identify how the proposal might impact it. Participants identified both positive and negative impacts, as well as opportunities to mitigate or enhance these potential impacts, shown in Table 12.

Table 12 Potential impacts and opportunities as identified by community members

Theme	Description
<b>Potential positive impacts</b>	<p>The feedback gathered from community members during the engagement activities highlighted several key priorities. Community members emphasised the need for improved access to public and active transportation options, along with better connectivity to the Sydney CBD. There was a strong call for the provision of suitable housing, specifically affordable and social housing, to meet community needs.</p> <p>Additionally, members expressed the importance of creating job opportunities within the community.</p> <p>Some community members were interested in the proposed communal and community facilities, emphasising that these should remain accessible to the public and be effectively managed for the long-term benefit of the community. They also advocated for incorporating communal spaces in the Proposal to facilitate connections among residents, fostering a sense of community and belonging.</p>

<b>Theme</b>	<b>Description</b>
<b>Potential negative impacts</b>	<p>During the consultation process, community members expressed concerns about the potential impacts of altering the area's character, particularly in relation to future development. There is apprehension about how these changes might influence local dynamics, including the character and appeal of the neighbourhood. Concerns were also raised about potential overshadowing on Alexandria Park and neighbouring residential streets. Community members highlighted the likelihood of increased pressure on social and recreational infrastructure and services, driven by additional demand stemming from new developments. Some community members also raised concerns about the added pressure on street parking and the exacerbation of traffic congestion.</p> <p>Moreover, some community members expressed concerns about the noise and vibration impacts associated with concurrent development sites. This concern is particularly relevant for those living nearby, who may face disturbances that affect their quality of life. Some members highlighted the need to provide adequate compensation for construction disruptions. A significant point raised was the anticipated reduction in commercial floorspace on the site compared to the previously approved scheme, which could lead to decreased activation and livelihood opportunities, ultimately impacting the local economy.</p> <p>Lastly, feedback highlighted the potential implications for vulnerable community members. Community members highlighted safety concerns for both current residents and those moving into the area, underscoring the importance of addressing these issues to foster a secure and welcoming environment for all.</p>
<b>Opportunities</b>	<p>Some community members expressed potential opportunities and desires for a greater variety of co-living units to meet the diverse needs of the community. They emphasised the potential to support families, young professionals, and students by offering a variety of housing types. Additionally, some members shared their preferences for creating a community space and a supermarket within close walking distance to enhance local accessibility. Community members highlighted the importance of improving connectivity between metro stations through collaborative partnerships.</p> <p>Some community members recommended ongoing engagement with residents, workers, and other stakeholders to ensure that the Proposal aligns with local needs and aspirations and provides meaningful participation opportunities.</p>

# 5. SOCIAL LOCALITY

A social locality helps to identify the scale and nature of the Proposal’s likely social impacts, as well as the likely impacted groups.

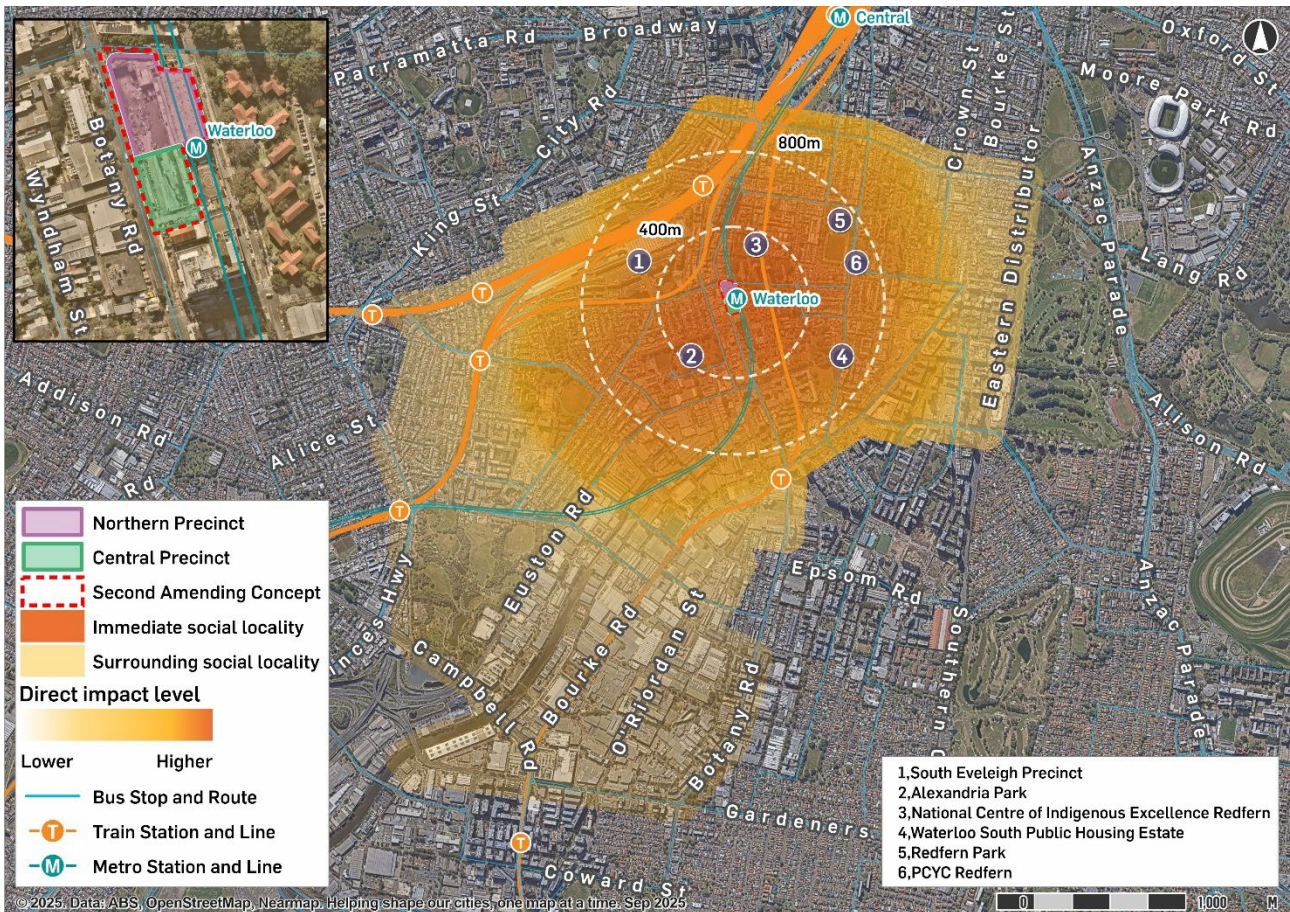
This Proposal’s likely social locality (shown in Figure 10) was determined based on a review of the Proposal, the surrounding context and consultation outcomes. The social locality considers two key areas and likely impacted groups. These include:

- **Immediate social locality:** This area encompasses sensitive receivers who may be directly affected by the Proposal, such as nearby residents, services, and businesses surrounding the site. This includes the Waterloo South public housing estate, adjacent and nearby neighbours, vulnerable individuals facing socio-economic challenges, and local community and social services.

These communities may experience localised development impacts, such as visual, noise, dust, traffic, and pedestrian network changes, including the loss of local parking, as well as cumulative impacts from several other construction projects in the local area. However, due to the high proportion of vulnerable residents, the immediate locality may face other localised impacts related to loss of community cohesion, sense of place, and the ability of vulnerable people to have a say in decision-making systems.

- **Surrounding social locality:** This area includes communities that the Proposal may directly or indirectly impact. The broader suburbs and surrounding areas are anticipated to benefit from increased access to high-quality housing, including affordable housing. Cumulative impacts on the broader road network and access to local social infrastructure and open spaces may also impact these communities.

Figure 10 Social locality



Source: Urbis, 2025

## 6. SOCIAL IMPACT ASSESSMENT

This chapter provides a ranking of the identified social impacts of the Proposal. It is structured by the social impact categories outlined in the SIA Guideline (DPHI 2025) – as shown in Table 13 below.

### 6.1. ASSESSMENT APPROACH

Each impact is assessed in accordance with the risk assessment methodology applied in the SIA Guideline Technical Supplement, whereby the significance of each potential social impact is assessed by comparing the magnitude of the impact against the likelihood of the impact occurring.

This methodology and associated assessment parameters are outlined in the tables below.

Table 13 Social impact category definitions

Social impact category	Definition
Way of life	Including how people live, how they get around, how they work, how they play, and how they interact each day
Community	Including composition, cohesion, character, how the community functions and people's sense of place
Accessibility	Including how people access and use infrastructure, services and facilities, whether provided by a public, private or not-for-profit organisation
Culture	Both Aboriginal and non-Aboriginal, including shared beliefs, customs, values and stories, and connections to Country, land, waterways, places and buildings
Health and wellbeing	Including physical and mental health especially for people vulnerable to social exclusion or substantial change, psychological stress resulting from financial or other pressures, and changes to public health overall
Surroundings	Including ecosystem services such as shade, pollution control, and erosion control, public safety and security, access to and use of the natural and built environment, and aesthetic value and amenity
Livelihoods	Including people's capacity to sustain themselves through employment or business, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits
Decision-making systems	Particularly whether people experience procedural fairness, can make informed decisions, can meaningfully influence decisions, and can access complaint, remedy and grievance mechanisms.

Source: SIA Guideline (DPHI 2025, p.12-13)

Table 14 Significance matrix

Magnitude level					
	1	2	3	4	5
Likelihood Level	Minimal	Minor	Moderate	Major	Transformational
Almost Certain	Low	Medium	High	Very high	Very high
Likely	Low	Medium	High	High	Very high
Possible	Low	Low	Medium	High	High
Unlikely	Negligible	Low	Low	Medium	High
Very Unlikely	Negligible	Negligible	Low	Medium	Medium

Source: DPHI, 2025, SIA Guideline: Technical Supplement, p. 17

Table 15 Likelihood levels

Level	Definition
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: SIA Guideline: Technical Supplement (DPHI 2025, p. 16)

Table 16 Magnitude levels

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: SIA Guideline: Technical Supplement (DPHI 2025, p. 17)

Table 17 Dimensions of social impact magnitude

<b>Dimension</b>	<b>Explanation</b>
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?
Intensity or scale	What is the likely scale or degree of change? (e.g., mild, moderate, severe)
Sensitivity 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.

Source: SIA Guideline: Technical Supplement (DPHI 2025, p. 16)

## Mitigation and enhancement measures

Social impacts are assessed before and after the implementation of mitigation measures (for negative social impacts) and enhancement measures (for positive social impacts). These measures can take various forms and may be incorporated into the design, planning, construction, or operational stages of the proposed development. Mitigation measures, enhancement measures, and SIA recommendations are summarised in Section 7.1.

## SIA recommendations

SIA recommendations are proposed throughout the impact assessment to enhance positive social impacts further and mitigate negative social impacts. These measures have not been included in the assessment of mitigated or enhanced impacts; however, they have been recommended as additional measures for consideration by the proponent to enhance the social outcomes of the Proposal. Mitigation and enhancement measures that are committed to and have informed the assessment of mitigated and enhanced social impacts are detailed in the 'mitigated' and 'enhanced' sections of each social impact throughout this section and summarised in Section 7.1. SIA recommendations are identified separately from the mitigated and enhanced assessment for each Figure 10 are summarised in Section 7.2.

## 6.2. ASSESSMENT OF IMPACTS ACROSS CATEGORIES

This section provides an assessment of the key impacts of the projects, as per the categories set out in the SIA Guideline.

### 6.2.1. Way of life

Guideline definition: *Way of life, including how people live, how they get around, how they work, how they play, and how they interact each day.*

#### 6.2.1.1. Increased housing diversity in a well-connected area

Affected stakeholders	Duration of impact
City of Sydney residents, workers, visitors, business owners and potential future Waterloo residents	Operation
<b>Assessment – without mitigation: Low positive</b>	
<p>A key component of the NSW Housing 2041 strategy is the strategic distribution of new housing across NSW, aligning with employment and transport hubs, as well as community services. The strategy's commitment to diverse housing types – from high-density urban apartments to low-density suburban homes – ensures that a wide range of needs and preferences are met, fostering inclusive and resilient communities throughout the state.</p> <p>The City of Sydney's Housing Strategy (2021) identifies housing delivery as a key challenge for the LGA with aspirations for more housing options that retain the diverse community, including students, people living alone and shared households (refer to Section 3.2).</p> <p>As detailed in the social baseline (refer to Chapter 3) Waterloo is poised for significant growth, with a projected 31.6% increase in population by 2041, driven by a young adult demographic (25-39 years old). This growth highlights the need for an increase in housing supply to meet the diverse needs of a growing population and to prevent further issues with housing affordability.</p> <p>Currently, the immediate and local area predominantly features high-density housing, with flats or apartments representing 68.1% and 65.6% of all dwellings, respectively. In the immediate area, 65.9% of dwellings are rented. The market housing in Waterloo predominantly serves high-income singles or couples working in the Sydney CBD (refer to Section 3.3). This focus on private market housing has influenced the local community, given the area's rich history and existing social and public housing provisions (refer to Section 7.2.2).</p> <p>Waterloo suburb is classified as 'severely unaffordable' according to the SGS Rental Affordability Index (2024). Low vacancy rates and median weekly rental payments exceed the Greater Sydney average, indicating that some residents in Waterloo may face challenges in affording housing (refer to Section 3.3.6).</p> <p>The Proposal feature a 26-storey mixed-use development, including a 20-storey co-living housing tower. The co-living housing will feature 500 semi-furnished, self-contained units spread across 20 levels, along with communal areas. Therefore, the Proposal will facilitate the delivery of housing diversity and choice to help meet the needs of a wide range of households in the area. Additionally, the Proposal's location in the WMQ, adjacent to the Waterloo Metro Station, will enhance connectivity to key precincts in Sydney, such as Martin Place, North Sydney CBD, and Chatswood.</p> <p>During consultation with the City of Sydney (refer to Section 4.1), the Council's representatives recommended avoiding single dwellings and designing housing to meet the diverse needs of the</p>	

community, thereby promoting social cohesion and inclusivity and helping to create a more resilient and supportive urban environment.

The stakeholder consultation with REDWatch highlighted the need for a range of housing options that cater to diverse needs and preferences. However, concerns were raised that co-living housing cannot replace the need for public housing, as this accommodation type does not directly benefit people coming out of homelessness. Whilst the community stakeholder consultation found overall support for the Proposal and emphasised the opportunity to enhance connectivity to employment and transport, there was also a need for further clarification of the difference between co-living housing and student accommodation, as well as a desire for more flexible co-living units, catering for a broader market than young professionals.

The Proposal would provide diverse and more affordable housing options for young professionals in an area that is currently highly unaffordable. Given this, the change in housing diversity and affordability is assessed as **low positive**, given the **possible likelihood** and **minor magnitude**.

**Assessment – with mitigation/ enhancement: High positive**

The Proposal is consistent with local and state planning policies that support the delivery of diverse housing, well-located and accessible by public transport, for students, individuals living alone, or those in shared households. It is also likely that the Proposal will attract workers currently working within the LGA but residing outside the area, thereby leading to shorter commuting time and increased access to social and recreational activities, which in turn will support their health and wellbeing (refer to Section 6.2.5.1).

The Proposal would facilitate the development of a higher-quality and more diverse housing stock by providing co-living housing conveniently located near a major public transport hub. This will provide an easily accessible and more affordable housing option for a diverse group of young professionals, who often depend on shared housing or small studio and one-bedroom apartments, as well as public and/or active transport.

In the context of the projected population growth, the Proposal’s alignment with strategic priorities for transport-oriented development and the need for diverse housing options in Waterloo, the mitigated impact is assessed as **high positive**, given the **likely likelihood** and **moderate magnitude**.

**SIA recommendations – additional social mitigations**

- Following the lodgement of the Proposal, it is recommended that the proponent continue to provide additional information on the co-living housing features. This information should give more details on the quality and affordability of co-living housing, as well as educate the community on this type of housing.

## 6.2.2. Community

Guideline definition: *Community, including composition, cohesion, character, how the community functions, resilience, and people’s sense of place.*

### 6.2.2.1. Changes to community composition and potential impacts on community cohesion

Affected stakeholders	Duration of impact
Incoming and residents, workers and businesses	Operation

**Assessment – without mitigation: Low negative**

Community cohesion refers to the strength of relationships and solidarity among community members. A cohesive community shares a sense of belonging, inclusion, and supportive relationships. New inhabitants can increase diversity and vibrancy while also creating some changes to existing social bonds and values.

As detailed in the Social Baseline (refer to Chapter 3), Waterloo is set for significant growth, with a 31.6% increase in population by 2041. The area is currently characterised by high-density living, as well as being home to a young adult demographic (25-39 years old), and strong educational and workforce participation. There are low levels of family households (including children) and seniors. The area also has a notable proportion of low-income households, high rates of unemployment and homelessness, a high level of rental unaffordability, and a significant portion of residents living in social housing. Additionally, the area has a higher proportion of Aboriginal and/or Torres Strait Islander residents compared to broader Sydney.

During the SIA field study (refer to Chapter 4), City of Sydney representatives emphasised the importance of fostering cohesion and inclusivity among both incoming and current residents. Interviews with RedWatch and Counterpoint echoed this sentiment, noting that the redevelopment of Waterloo is expected to result in a more diverse population. Some SIA community survey respondents expressed concerns about the safety of vulnerable groups, the potential for gentrification, and changes to the community's character. Additionally, stakeholders raised concerns that co-living housing may replace public housing, but will not directly support people coming out of homelessness. However, respondents also acknowledged the potential positive impact of new diverse communities in rejuvenating the existing community (refer to Chapter 4).

The Proposal will provide co-living housing for approximately 500 new residents. The provision of co-living housing in the area is responsive to the young adult demographics in the local area, as well as people working within the City of Sydney LGA, but currently living in single households outside of the LGA. These individuals may have previously relied on shared housing or individual studio or one-bedroom apartments for accommodation. The co-living housing will provide these individuals with opportunities to live and work alongside other young professionals, while still offering a private space comprising a studio-like apartment with a private bathroom and kitchen.

Co-living housing primarily appeals to individuals aged 25 to 39, with a particular focus on young professionals, recent graduates, digital nomads, and those desiring a more flexible and socially interactive living environment. The diverse professional backgrounds of these residents can enrich the community; however, they also introduce challenges. Variations in schedules, lifestyles, and social circles contribute to a transitory nature, as many residents frequently change their accommodations. This mobility can hinder the establishment of a cohesive community.

Irregular hours, with residents engaged in work or academic pursuits at varying times, can result in individuals entering and leaving the premises throughout the day and night. This pattern may have an adverse impact on community cohesion among the current resident group, future residents of the Northern Precinct, and the surrounding local community. Additionally, the transient nature of this arrangement could influence the sense of belonging within the co-living resident cohort.

Transience resulting from high tenant turnover can lead to limited customisation of living environments and an increased potential for conflicts arising from differing lifestyles among residents. Therefore, the unmitigated impact is assessed as **low negative** given its **possible** likelihood and **minor** magnitude.

#### **Assessment – with mitigation/ enhancement: Low positive**

High-density living can often be insular, limiting residents' opportunities to interact and build a sense of community. In co-living housing, where the environment can be transient, it is therefore essential to

provide opportunities for residents to connect with their neighbours. Shared amenities and activities can foster these connections, enhancing feelings of safety and comfort within the community.

The Proposal aims to provide accommodation for a diverse group of young professionals. Co-living arrangements can enhance social connections and community by reducing loneliness. To foster a sense of belonging, the co-living shared amenities will include shared kitchens, dining areas, and lounge spaces on each residential floor, except for Level 4. Additionally, a broader range of communal facilities, yet to be detailed, will be available on Level 3 and Level 24.

The specifics of these communal spaces would likely influence the experience of incoming and surrounding residents, as well as how they interact with the broader community and utilise local services and amenities (refer to Section 6.2.3.2).

While the site benefits from being part of a vibrant suburb, the unpredictability of a transient community and irregular schedules can raise safety concerns, impacting the health and well-being of both incoming and surrounding residents. To address this, the Proposal will provide public domain and residential communal spaces and amenities, such as informal seating areas and landscaping. These measures aim to encourage social interaction and community cohesion. Additionally, the proposed design incorporates Crime Prevention Through Environmental Design (CPTED) measures. According to the CPTED report (Connley Walker, 2025), these measures include strategically locating active spaces and foyers to promote passive surveillance, minimising concealment areas, and providing appropriate signage and lighting to enhance on-site safety.

The specifics of these communal spaces will play a crucial role in fostering community cohesion and connection. Detailed plans for these spaces were not available at the time of writing. Therefore, the overall impact is assessed as **low positive** due to the **possible** likelihood and **minor** magnitude.

#### SIA recommendations – additional social mitigations

Several factors can influence the overall impact of new and transient residents on a community. These include the level of welcome extended to newcomers, the promotion of social interactions, and efforts towards integrating diverse backgrounds. Co-living housing has the potential to foster connections among residents, thereby helping to combat loneliness through a communal lifestyle that encourages the development of strong social networks and a sense of belonging through shared activities and a supportive environment. Recognising and celebrating cultural and professional differences are crucial considerations for supporting community cohesion. The following recommendations aim to identify opportunities for the proponent to support community cohesion:

- Prior to the occupation of the co-living tower' prepare an Operational Plan of Management (PoM) in collaboration with the selected co-living provider to manage the long-term operation, maintenance and programming of communal areas and events. This should include the maintenance and orderliness of these spaces, access control, and other considerations for individuals sharing the same space, as well as safety and social cohesion.
- Provision of information package to incoming residents, including information that guides the use of communal spaces and the WMQ as a whole.

### 6.2.2.2. Contribution to activation of the site and surroundings

Affected stakeholders	Duration of impact
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Incoming and local residents, workers and businesses	Operation
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**Assessment – without mitigation: Medium positive**

Mixed-use development contributes to the vibrancy of an area, as these developments support various uses, including residential, employment, retail, and entertainment spaces, providing the ability to attract a range of users throughout the day and night.

Waterloo is a strategically located hub in Sydney’s inner city, located near key employment, education and cultural institutions. Given its strong connectivity to the broader Sydney area through major transport corridors, such as the Sydney Metro, Waterloo is well-positioned to encompass a diverse community of residents and visitors, as well as a robust local economy.

The vision for the Sydney LGA (encompassing Waterloo), as noted in the Policy Context (refer to Section 3.2), envisions a stronger night-time economy. Council’s OPEN Sydney: Strategy and Action Plan aims for 40% of residents engaging in the night-time economy to be aged over 40, and a 25% increase in night-time employment. Furthermore, the Council’s Retail Action Plan aims to enhance retail operations within the LGA, creating great experiences for residents, workers, and visitors. It notes that retail offerings are pivotal in creating liveable and attractive places.

The Waterloo Over Station Development (2018) vision further advocates for the WMQ to be a hub for a diverse community, supporting vibrant places with daytime and nighttime activation. The WMQ is aspired to be strongly connected by the Waterloo Metro Station, maximising opportunities for well-located housing, commercial, retail and community precincts.

Further, the Demographic Profile (refer to Section 3.3) shows that the immediate area of the Proposal has a high proportion of young adults and working-age professionals. Given that the Proposal encompasses co-living housing, as noted in Section 1.4, future incoming residents of co-living housing typically consist of young professionals, recent graduates and digital nomads. As such, these demographics are likely to engage with local amenities and hospitality offerings, thereby enriching the social fabric and local economy of Waterloo and Sydney CBD more broadly.

The Proposal’s inclusion of approximately 500 units across 20 levels, designated as co-living housing, will attract a significant number of both long-term and short-term residents. Regardless of the transient nature of co-living communities, these incoming residents have the potential to support the local economy through patronage of shops, restaurants and other services. The contribution of this community, together with incoming residents associated with the broader WMQ masterplan, is expected to meaningfully enhance the vibrancy, safety, and activation of Waterloo’s public domain.

With consideration of the Proposal’s contribution to the activation of the local area through the introduction of new housing in a co-living typology, the unmitigated impact is assessed as **medium positive**, given the **possible** likelihood and **moderate** magnitude.

**Assessment – with mitigation/ enhancement: High positive**

The Proposal’s ground-floor retail tenancies, community facilities, and childcare services will enhance the visual quality of the public realm.

The Proposal’s Architectural Plans (Bates Smart and Aileen Sage Architects (BSaASA), 2025) and Architectural Design Report (BSaASA, 2025) note that the Proposal’s ground floor and podium have been designed to provide greater public amenity. It outlines the distribution of retail tenancies across the ground floor for a diversity of offerings, with external seating areas for additional activation of the public domain, including:

- The interface between the retail tenancies and the 60sqm Community Hub with Cope Street Plaza.
- Ground floor retail opportunities set back from Botany Road and Grit Square, differentiating the pedestrian domain from Botany Road, with entries to the childcare, basement and co-living tower.
- The 6m wide Grit Lane which will be an accessible, safe and active link, activated by retail tenancies, external seating and retractable awnings (noting that it will be delivered as part of the CSSI public domain works for the WMQ).

Further, the Landscape and Public Domain Strategy (Aspect Studios, 2025) notes public domain works to be delivered as part of this Proposal, including:

- The creation of Grit Square, a new public plaza that forms a welcoming space featuring extensive landscaping and outdoor seating areas to provide an inviting experience to the precinct.
- A shared zone along Church Square, featuring a generous planted buffer and seating opportunities.
- The extension of Cope Street Plaza, connecting to Raglan Walk, provides a central thoroughfare across the entire site. This will feature outdoor seating areas for ground-floor tenancies and landscaping.

These inclusions are expected to enhance the amenity and walkability throughout the Central Precinct, supporting greater pedestrian activity and contributing to a more dynamic and welcoming streetscape.

Furthermore, the inclusion of a child care centre, retail, and commercial facilities will enhance the site's activation by generating foot traffic throughout the day and evening. Additionally, the diverse professional backgrounds of the incoming co-living residents, who are likely to have varying work and study schedules, will result in activity at all hours of the day. This would enable a site that remains activated 24/7.

The Proposal is anticipated to incorporate several amenities within its co-living housing component. Although these details have yet to be defined, they are likely to attract a high level of occupancy and contribute to both active and passive surveillance. These spaces will enhance the experience for incoming co-living residents, supporting greater activation and safety of the local area and surroundings.

Considering the Proposal's high-quality design and strategic integration with the surrounding public domain, which will appeal to both residents and visitors, the mitigated impact is assessed as **high positive**, given the **likelihood** and **moderate** magnitude.

#### SIA recommendations – additional social mitigations

- During the operational stage, consider developing an activation strategy as part of the future Plan of Management (PoM) that seeks to maximise use of the public domain amenities, to increase site usage and activation.
- Consider developing a commercial and retail strategy, including market analysis and tenant mix, to create a vibrant and activated commercial and retail area.
- Incorporate Universal Design principles into the Proposal to enhance its accessibility, inclusivity, and usability. This should consider the needs of people with disabilities, children, young people, parents and guardians, seniors, First Nations people, culturally and linguistically diverse communities, and gender diverse individuals.

### 6.2.3. Accessibility

Guideline definition: *Accessibility, including how people access and use infrastructure, services and facilities, whether provided by a public, private, or not-for-profit organisation*

### 6.2.3.1. Potential impact on the local transport network

Affected stakeholders	Duration of impact
Immediate social locality (current and future residents, site users and visitors)	Construction and operation
<p><b>Assessment – without mitigation:</b></p> <ul style="list-style-type: none"> <li>▪ During construction: Low negative</li> <li>▪ During operation: Low negative</li> </ul>	
<p>Urban development has the potential to impact access to the local transport network. Transportation and ease of access are essential factors in determining a city's liveability.</p> <p>The policy review (Chapter 3) highlights the importance of delivering housing near major transport hubs (transport-oriented development). The Greater Sydney Region Plan also emphasises the importance of accessible public transport, notably the Sydney Metro, which is expected to reduce the number of buses and other vehicles, thereby creating more space for pedestrians on major streets.</p> <p>The demographic profile (refer to Section 3.3.8) revealed that a significant number of residents in Sydney Inner City and the City of Sydney LGA use public transport or walking to commute. This correlates with the high number of residents who do not own a motor vehicle or commute by car.</p> <p>The Proposal is strategically located next to Waterloo Metro station, providing direct access to key employment and educational centres. The site is approximately 650 metres from Redfern Station to the north and about 900 metres from Green Square Station to the south. The area around the WMQ generally offers high pedestrian amenity, with footpaths, kerb ramps, and signalised crossings on both sides of the surrounding streets. From a road network perspective, Botany Road primarily services the site, ensuring easy accessibility from various parts of the metropolitan area.</p> <p>Consultation for the SIA field study (Chapter 4) revealed concerns about ongoing construction activities within the local community, including traffic disruptions, which can negatively impact access to the local road network. Some stakeholders also anticipated increases in traffic and public transportation, raising concerns that the current transportation systems may not be able to accommodate the increased demand from a growing population adequately.</p> <p><b>Access impacts during construction</b></p> <p>The Transport, Traffic and Parking Impact Assessment (TTPIA) (PTC, 2025) notes that the Proposal is situated on currently vacant land, which does not generate any traffic activities. Construction vehicles will access the WMQ site via gates on Botany Road and Raglan Street, with possible temporary disruptions to parking and footpaths. Work zones will facilitate loading and unloading, and access will vary during construction. Vehicles will enter and exit in a forward direction, with scheduled deliveries to avoid public road congestion. The main route is from the north along Botany Road, with southbound egress and alternative access routes available.</p> <p>During construction, the site will have 24 to 36 trucks daily, with a peak of 48 to 72 trucks. This traffic will not significantly affect the road network. Trucks must secure loose loads to prevent debris. Work zones on Botany Road will require footpath closures/diversions for safety, particularly between Waterloo Congregational Church and Raglan Street, with barriers and signage guiding pedestrians around closed areas.</p> <p>Considering the high usage of public transport and walking to commute, and the equally low number of residents utilising motor vehicles for their commute, it is not likely that the additional road traffic will</p>	

notably impact residents; however, the pedestrian environment surrounding the site may be impacted by construction vehicles entering and exiting the site.

### **Access impacts during operation**

According to the TTPIA, with the proposed development and the LGAs' projected population growth for 2035, the external road network is expected to continue operating at acceptable levels of service. The traffic generated by the Proposal is not anticipated to cause significant degradation, ensuring that service levels remain acceptable.

No car parking is proposed for the co-living accommodation; retail or community uses (excluding childcare centre) within Building 2. One staff parking space and four drop-off spaces are proposed for the childcare centre and will be located within the shared basement below the central and northern precincts. The basement will be constructed in accordance with SSD approval SSD-10438 (as amended). Accordingly, the basement does not form part of this application for the central precinct. A vehicular entrance to the basement car park will be located on the southern elevation of Building 2 and accessed from a shared laneway connecting to Cope Street. Vehicles will only be able to access the basement from Cope Street. According to the EIS, the location of the car park entrance also provides greater opportunities for landscaping in Church Square, resulting in an improved environmental outcome compared to the previously approved scheme.

Bicycle parking spaces will be provided in the public domain for visitors to the site. Visitors will be free to use any of the bicycle parking spaces located around the WMQ site, including those proposed along the site's Botany Road frontage. Cycle parking for staff of the retail tenancies and the childcare facility will be provided within the basement. A total of 16 cycle parking spaces will be provided. The basement has been approved under a separate SSD DA (SSD-10438).

The desktop assessment also confirmed that pedestrian movements and bus queuing can occur safely without impacting other users of the footpath. The provision of on-site bicycle parking, combined with the Proposal's strategic location near extensive public and active transport networks, will all help encourage the uptake of these transport modes.

Considering the current traffic environment around the site and the findings of the TTPIA, the unmitigated impact of the Proposal on the accessibility of the local transport network during both construction and operation is assessed as **low negative**, given the **likely** likelihood and **minimal** magnitude.

### **Assessment – with mitigation/ enhancement:**

- During construction: Low negative
- During operation: Low positive

A Construction Traffic Management Plan (CTMP) has been created for the Northern and Central Precincts. This plan details the construction traffic activities, vehicular access arrangements, and proposed pedestrian and traffic management measures to be implemented during the construction phase. The CTMP aims to ensure the safety of all workers and road users within and surrounding the construction site by reducing the impact of construction vehicle traffic on the overall road network and ensuring the safe and efficient movement of traffic for both the public and construction workers.

The TTPIA details several strategies to mitigate potential traffic and transport impacts associated with the Proposal's operation. This includes the creation of a Freight and Service Management Plan (FSMP), which aims to ensure the safe and efficient use of the shared loading dock between the North and Central Precincts. The FSMP includes managing access to the loading dock and service bays through an online booking system, which will allocate times and durations for vehicle access, thereby minimising potential queuing on the external road network. Additionally, a Green Travel Plan (GTP), including a Travel Access

Guide (TAG), has been prepared to encourage the use of sustainable transportation modes for future residents, workers and visitors.

Assuming the CTMP, FSMP, and GTP measures are finalised and implemented, the mitigated impact during construction is assessed as **low negative**, given the **possible** likelihood and **minor** magnitude, and low positive during the operational phase, given the **possible** likelihood and **minimal** magnitude.

**SIA recommendations – additional social mitigations**

- Consider developing and implementing a communication and engagement strategy for the construction period (as part of the CTMP) to ensure effective and ongoing communication with the surrounding community (including in relation to traffic/ local road access changes).
- Provide an opportunity for the community to express queries and concerns and enable the proponent to address any issues.

**6.2.3.2. Increased connectivity and accessibility**

Affected stakeholders	Duration of impact
Incoming residents	Operation

**Assessment – without mitigation: High positive**

Transportation and accessibility are key to enhancing a city's liveability. Housing situated near well-connected transport networks greatly improves residents' mobility, offering better access to jobs, education, healthcare, and recreational activities.

The Transport for NSW Future Transport Strategy aims to build a resilient, efficient, and sustainable transport system in Sydney by prioritising customer needs, cutting carbon emissions, and utilising technology. This Proposal aligns with state and local strategies, which highlight the importance of placing diverse housing types near public transport (refer to Section 3.2). The goal is to boost connectivity, support active transport routes, and enhance public transport options to promote growth and liveability.

Residents near Waterloo Metro Station will enjoy direct metro access to key locations, including Crows Nest, Victoria Cross, Barangaroo, Martin Place, Pitt Street, and the new underground platforms at Central Station. Additionally, nearby railway stations are within walking distance.

The Sydney Metro has greatly improved Waterloo's connectivity to major employment hubs. This infrastructure project has streamlined access to central business districts, including the Sydney CBD, North Sydney CBD, and Macquarie Park, reducing travel times and increasing convenience for commuters. The metro's efficient and reliable service has not only made commuting easier but has also attracted new businesses and investment to the area.

Waterloo is also strategically located with access to several major educational institutions in Sydney. The University of Sydney and the University of Technology Sydney (UTS) are accessible via bus services, while the University of New South Wales (UNSW) is also within easy reach. TAFE NSW campuses at Ultimo and Randwick are commutable by public transport. Multiple bus routes service the area, and Waterloo Metro Station has further improved connectivity to educational centres across the city.

The opening of Waterloo Metro Station has increased the use of public and active transport in the local area, providing better transport options for residents, workers, and visitors. This is particularly beneficial in

an area where 39% of current residents do not own a motor vehicle, and between 15% and 35.6% rely on public transport for their work commute (refer to Section 3.3).

As noted in the SIA field study (refer to Chapter 4) and highlighted in the Engagement Outcomes report (Ethos Urban, 2025), there is strong community support for the Proposal. This support is primarily due to the provision of well-located, high-quality housing near public transportation, as well as the Proposal's potential to help young professionals access nearby employment and educational centres. Community members further emphasised the importance of promoting sustainable transportation to reduce car dependency. However, concerns were also raised that not enough car parking was provided on site, leading to an increase in on-street parking and traffic congestion.

Given the Proposal's proximity to active and public transport options, as well as its alignment with planning strategies, its impact is considered **high positive**, with an almost certain likelihood and moderate magnitude.

#### **Assessment – with mitigation/ enhancement: Very high positive**

The strategic location of the Proposal, adjacent to Waterloo Metro Station, is expected to boost the use of public and active transport among new residents. This aligns with key strategic priorities and will benefit those seeking local employment or housing near public transportation.

The co-living accommodation will be situated right next to the metro station, offering residents immediate access to various employment, retail, and service centres across Greater Sydney.

The Transport, Traffic and Parking Impact Assessment (TTPIA) (PTC, 2025) notes that the Proposal will not provide car parking for the co-living housing, nor the retail and commercial facilities. One staff parking space and four drop-off spaces are proposed for the childcare centre and will be located within the shared basement below the central and northern precincts. However, residents, workers and visitors will have access to the shared basement car park forming part of the Section 4.55 modification of SSD 10438 (refer to Section 1.3) which comprises 132 car parking spaces and 419 bicycle spaces, as well as end-of-trip facilities (EoT). Additionally, as discussed in Section 6.2.3.1 The Proposal is not anticipated to have a detrimental impact on the operation of the surrounding road network.

The Proposal includes 50 residential bicycle parking spaces, 16 non-residential commercial and secure retail staff parking spaces with EoT facilities, and eight visitor bicycle parking spaces. These facilities are expected to meet future mode share targets for bicycle trips.

The TTPIA indicates that there is an extensive existing and planned bicycle network in the vicinity of the Proposal. Given its prime location near active and public transport networks, the long-term (10-year) future mode share target is set at 65%-74% for public transport and 10% for bicycles.

To encourage the use of active and public transport by future workers, the TTPIA includes a Green Travel Plan (GTP) with objectives and targets to promote a shift away from car dependence. This is complemented by a Travel Access Guide (TAG), which provides information on accessing the site via sustainable transportation modes.

In addition, as outlined in the Landscape Design report (Aspect Studios, 2025), the proposed design integrates landscaped laneways and raised garden beds near bus stops to provide informal seating edges and create an inviting environment for pedestrians and people waiting for public transport. It is expected that these measures would help foster a healthy built environment, with high levels of public and active travel anticipated among future residents.

Considering the provision of bicycle facilities and the strategic location of the Proposal, the mitigated impact is assessed as **very high positive**, given its almost **certain** likelihood and **major** magnitude.

**SIA recommendations – additional social mitigations**

- Provide incoming residents, workers and visitors with information about the available bicycle and public transport facilities and amenities to encourage maximum active transport uptake and use.
- Ensure the Plan of Management (PoM) incorporates upkeep and ongoing maintenance of bicycle parking and EOT facilities.

**6.2.3.3. Potential pressure on existing social infrastructure and services**

Affected stakeholders	Duration of impact
Future residents and workers, and surrounding residents and workers in the immediate locality	Operation

**Assessment – without mitigation:** Low negative

Access to social infrastructure is crucial for communities to lead sustainable and healthy lives. Housing located near such infrastructure and open spaces is vital for residents' well-being. These community facilities and open spaces offer areas for relaxation, socialisation, and physical activity, providing opportunities for social interaction and recreation.

The City of Sydney’s Local Strategic Planning Statement (LSPS) indicates that the increase in high-density living will increase pressure on existing social infrastructure and services. Therefore, new infrastructure and services will be necessary, along with the ongoing maintenance of current facilities.

The local area is expected to see significant population growth by 2041 (refer to Section 3.3), primarily consisting of a younger workforce and family-aged population. This demographic will require access to social infrastructure and services to maintain their quality of life and well-being.

The City of Sydney’s Child Care Needs Analysis 2019 indicates that the supply of Early Childhood Education and Care (ECEC) and Out-of-School-Hours Care (OSHC) services generally met demand. It is, however, expected that the city will experience a minor shortfall by 2036, which is likely to be met by private providers. The analysis recommends ensuring access to childcare for vulnerable and disadvantaged families, which could be challenging due to the high cost of accessing private childcare services.

In addition to this, the Social Impact Assessment (Urbis, 2025), conducted for the Second Amending SSDA, provided an analysis of all childcare facilities in the immediate area to understand the demand for childcare services. The analysis indicates that the local area is well serviced, with multiple childcare facilities currently showing vacancies. Additionally, the analysis projects that the Proposal will introduce an expected population of 17 children aged 0-4. While the local area currently has sufficient access to childcare vacancies (refer to Appendix B, Second Amending SSDA Social Impact Assessment, Urbis 2025), consideration should be given to the cumulative population increase associated with ongoing development in Waterloo. Therefore, additional childcare facilities will be needed to service the immediate social locality.

The Proposal comprises a high-density co-living housing tower which will house approximately 500 new residents. Whilst the area surrounding the site already has several social infrastructure services and facilities, as detailed in Section 3.1.2, the Proposal’s incoming residents have the potential to place additional pressure on these existing resources, potentially affecting access to health, education, cultural, and open spaces used by the current local population. This is particularly important as the current population includes vulnerable communities, including a notable number of Aboriginal and/or Torres Strait

Islander people (refer to Section 3.3). This population is likely to have specific health and socio-economic needs.

During the SIA field study (refer to Chapter 4), stakeholders highlighted the importance of allocating space for state-based health services and Aboriginal community-controlled organisations, as well as collaborating with local Indigenous communities to ensure the Proposal is well-supported and beneficial for all community groups.

Despite the Proposal being in a highly connected area, stakeholder consultation (refer to Chapter 4) also identified concerns about the capacity and quality of current social infrastructure and services, noting that existing facilities are insufficient to meet the growing needs of the population. Council representatives further emphasised the need for state-based health services and the importance of communal spaces, including cultural production areas.

Considering the above, the unmitigated impact is assessed as medium negative due to the **possible** likelihood and moderate magnitude.

**Assessment – with mitigation/ enhancement:** Low positive

To mitigate the potential cumulative pressure in existing facilities, the Proposal incorporates several measures to support the needs of both incoming and current local residents, including:

- Childcare centre capable of catering for 131 children
- Commercial and retail tenancies with opportunities for outdoor seating towards Grit Square, Grit Lane and Cope Street Plaza
- A community facility/hub on the ground floor
- Communal spaces for co-living residents, yet to be detailed.

At the time of writing, detailed plans for the co-living communal areas were not available. The specifics of these will likely play an integral role in residents' use of surrounding facilities for work purposes, such as libraries and community centres.

However, the Proposal forms part of the upcoming Waterloo Metro Quarter, which will feature community amenities such as open spaces and various commercial and retail options. This diverse array of offerings aims to meet the future needs of the community and foster social integration. The inclusion of open public spaces, along with semi-private and communal areas, will create an environment conducive to a variety of social activities, promoting an active and engaged community and enhancing community cohesion.

As the Waterloo population grows, it is recommended to ensure the timely delivery of social infrastructure, including transportation, public spaces, and social and health services, to support the increasing number of residents, workers, and visitors. This infrastructure would be delivered through various mechanisms, including NSW Government and Australian Government funding programs, as well as private sector contributions through special infrastructure agreements, local infrastructure contributions, and other planning arrangements. As outlined in the EIS by Urbis (2025) and noted in Section 6.2.2, this Proposal will be subject to local infrastructure contribution payments. It will thereby support the provision of new off-site infrastructure and services, enhancing public space.

The Proposal presents an opportunity to introduce council-run or public childcare, addressing a significant undersupply in the local area. Specifically, the Central Precinct seeks the provision of a community centre, in the form of a childcare centre, on Levels 1 and 2 and a community facility/hub on the ground floor.

Further assessment is required to identify potential gaps in social infrastructure. While the Proposal alone may not generate significant demand for facilities, the cumulative effect of all expected development in

Waterloo will necessitate a larger amount of social infrastructure across the suburb to support the formation of liveable communities. This aspect is further addressed in the Second Amending Concept SSSA SIA, which discusses the cumulative demand for community facilities in the suburb.

With the provision of site amenities and infrastructure contributions, the unmitigated impact has been rated as **low positive**, with a **possible** likelihood and **minimal** level of magnitude.

#### SIA recommendations – additional social mitigations

- Consider providing opportunities for residents and businesses to inform the retail uses onsite, and provision of onsite resident amenities (both indoor and outdoor). This may include consideration of the provision of health services.

## 6.2.4. Culture

Guideline definition: *Culture, both Aboriginal and non-Aboriginal, including shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land, waterways, places and buildings*

### 6.2.4.1. Celebrating First Nations Culture through design

Affected stakeholders	Duration of impact
Immediate social locality (local Aboriginal people and communities, future residents and visitors)	Operation
<b>Assessment – without mitigation: Negligible</b>	
<p>Urban development has the potential to reinforce community ties for Aboriginal and Torres Strait Islander individuals and groups by providing opportunities to celebrate First Nations Culture through design and providing community spaces to sustain a sense of community, a value significant to Aboriginal communities.</p> <p>Celebration and connection to history and culture are vital. Embracing the cultural and historical aspects of the suburb helps foster a sense of identity and belonging among residents and visitors. It creates a shared understanding and appreciation of the area's unique past and present, contributing to a cohesive community identity.</p> <p>The Policy Context (refer to Section 3.2) reveals the deep connection of Aboriginal culture within the local areas and how to value and respect Aboriginal cultural knowledge within projects, and to work with Aboriginal people when co-leading key aspects of the design and development process.</p> <p>The Proposal is situated on Gadigal Country, which is the traditional country of the Gadigal people. The Waterloo area has been an important place for Gadi and other First Nations Sydney people for millennia, and its significance has been maintained over time through changing occupation and use. During the SIA field study (refer to Chapter 4), community service providers recognised Waterloo as a key place for Aboriginal and Torres Strait Islander people, given its long and strong history. Noting this significant history, the Proposal has an opportunity to enhance and celebrate the existing Aboriginal cultural values through its design and delivery.</p> <p>Waterloo continues to maintain strong ties with Aboriginal and Torres Strait Islander communities and has long served as a hub for the NSW urban Aboriginal community, offering essential services and social housing that contribute to the area's strong sense of community and identity. These organisations play a crucial role in supporting the Indigenous communities in Waterloo, offering a range of services that address health, housing, legal assistance and cultural development.</p>	

Due to the highly disturbed and developed nature of the site, it is unlikely that the Proposal will result in any negative impacts on objects, remains, or other significant items. According to the SEARs for the Proposal, the preparation of an Aboriginal Cultural Heritage Assessment was deemed unnecessary.

Noting the strong existing Aboriginal cultural heritage of the site and surrounding area, this unenhanced impact is assessed as **negligible**.

#### **Assessment – with mitigation/ enhancement: Low positive**

The Design Report (Bates Smart and Aileen Sage Architects, 2025) provides details on how the Proposal will integrate Connecting with Country principles throughout its design and delivery, guided by the 'Connecting with Country Guidelines' prepared by Murawin.

The Proposal's design celebrates three distinct identities, where the building's façade conceptually references the idea of a kangaroo or possum skin cloak. The podium references the patchwork nature of a possum skin cloak, extended through the tower's façade, designed with reference to weaving practices with concepts of weft and warp reflected through the prominent horizontal and vertical elements. Further, key Indigenous narratives that are referenced in the podium's design have been identified by collaborator Amanda Jane Reynolds (Indigenous artist and curator), Tess Allas and Sebastian Goldspink (independent curators), Carol Vale of Murawin Consultants and during community consultation. This includes material references to the significant 'Grandmother's Camp', 'Golden Orb Weavers' and 'Casuarinas' through the Proposal's masonry screen façade, use of terracotta and woven mesh.

Further, the Design Report outlines the public art element of the Proposal to be integrated within the childcare podium of the building façade. In reference to the theme of 'Celebrating Country', this work aims to create a two-dimensional artwork integrated into the metal mesh façade of the podium, overlooking Grit Square. The proposed artwork will incorporate Gadigal language, inviting people into the site and offering well-wishes to passersby. There are opportunities for the artwork to incorporate community co-design and further engagement with community groups, depending on the selected artist.

Furthermore, the Landscape and Public Domain Report (Aspect Studios, 2025) identifies opportunities for maintaining the Proposal's landscaping through an Indigenous-owned landscape maintenance firm, which will also offer educational tours, providing further opportunities to celebrate ongoing Indigenous employment and procurement.

Integrating cultural and historical elements into the Proposal ensures that growth is respectful and inclusive. Development that honours the past while looking towards the future is essential for creating a harmonious and resilient community. By incorporating the above elements, the Proposal can contribute to the continued evolution of Waterloo in a way that honours its past and embraces its future.

Considering that the Proposal will integrate Connecting with Country principles through its design and operation, the mitigated impact is assessed as **low positive**, given the **possible** likelihood and **minor** magnitude.

#### **SIA recommendations – additional social mitigations**

- At the time of writing, detailed plans for the co-living communal areas were not available. To align with the celebration of First Nations People across the site, it is recommended that the design follows the Connecting with Country Guidelines by Murawin for both internal and external communal spaces.
- Undertake engagement with Aboriginal and local stakeholders during the Detailed SSSA stages to inform opportunities for design elements to enhance the Proposal's celebration of local culture. It is also recommended that local artists be engaged if public art is incorporated into the Proposal.

### 6.2.4.2. Potential impact on item of local significance

Affected stakeholders	Duration of impact
Immediate social locality (members of the Waterloo Congregational Church community)	Construction and operation
<p><b>Assessment – without mitigation:</b></p> <ul style="list-style-type: none"> <li>▪ During construction: Low negative</li> <li>▪ During operation: Negligible</li> </ul>	
<p>The Waterloo Congregational Church (Church) is located directly adjacent to the Central Precinct. It is listed as a local and state heritage item on the State Heritage Inventory and is also listed under the Sydney Local Environmental Plan (LEP) 2012. The Church is of Gothic architectural style, featuring a symmetrical, rendered brick façade, constructed in 1883 to replace the congregational chapel built in 1865. The Church is one of the earliest venues of worship in Waterloo.</p> <p>At the time of writing, the Church is reported to be open only on Sundays, hosting Bible studies and worship sessions for the community. Due to the concurrent developments occurring near the site, there is a potential for construction-related impacts to affect these community groups.</p> <p>The Noise and Vibration Impact Assessment (NVIA) (Stantec, 2025) considers noise and vibration impacts that may affect the Church community during construction. The NVIA found that noise levels would reach 20 weighted decibels above noise management levels at the Church (identified as the nearest sensitive receiver) if excavation and piling were simultaneously undertaken across the entire Waterloo Metro Quarter. However, construction vibration was not found to exceed management levels.</p> <p>The Heritage Impact Statement (HIS) (Urbis, 2025) concluded that the Proposal would respect the heritage values and curtilage of the Church through its development, with the potential to result in greater public appreciation for the Church’s heritage significance. It notes that the Church will be retained and conserved as part of future development, although it acknowledges that views of the Church building from the north will be somewhat obscured due to the Proposal; however, this does not detract from its significance.</p> <p>Considering the potential cumulative noise impacts on the Church community during construction, the unmitigated impact is assessed as <b>low negative</b>, given the <b>possible</b> likelihood and <b>minor</b> magnitude.</p> <p>However, given the minimal impact of the Proposal on the Church’s heritage significance during operation, the unmitigated impact during operation is assessed as <b>negligible</b> given the <b>unlikely</b> likelihood and <b>minimal</b> magnitude.</p>	
<p><b>Assessment – with mitigation/ enhancement:</b></p> <ul style="list-style-type: none"> <li>▪ During construction: Low negative</li> <li>▪ During operation: Medium positive</li> </ul>	
<p>The NVIA notes that predicted exceedances of noise management levels are a conservative estimate, given that most of the noise received is predicted to be generated from excavation equipment (including rock breakers and jackhammers). Additionally, the NVIA indicates that if all proposed mitigation measures are implemented, the Proposal is not expected to create significant construction noise impacts on surrounding sensitive receivers.</p>	

Furthermore, the NVIA outlines a proposed noise and vibration monitoring programme to be implemented for the Church during construction, including monitoring during the excavation, structure, and façade development phases. It notes that this programme is likely to occur during the noisiest stages and to be agreed with the Proposal’s acoustic engineer and construction contractor.

The HIS notes that the Proposal’s amended design, including setbacks and visual corridors, allows for greater appreciation of the Church’s heritage fabric. As such, the Proposal’s low-scale podium form, along Botany Road, which is similar in height to the Church, creates a stepped design, resulting in the celebration of the Church’s scale. Further, an enhanced visual corridor with the Church linking to Cope Street Plaza, introduced by the Proposal due to increased setbacks, allows more people to connect with the Church’s history. This is further enhanced by the Proposal’s activation of the public domain, which provides a high-quality experience for the Church community, pedestrians, and visitors, and offers opportunities for greater appreciation and interest in the Church.

Considering all mitigations outlined in the NVIA are implemented, the mitigated impact during construction remains as low as negative, given the **possible** likelihood and **minor** magnitude.

Considering the opportunities to celebrate the Church’s heritage significance through the Proposal’s design, the mitigated impact during operation is assessed as **medium positive**, given the **likely** likelihood and **minor** magnitude.

#### SIA recommendations – additional social mitigations

- Consider implementing targeted engagement with the Church community to provide updates on the Proposal’s planning and construction phases, and opportunities for the community to express concern or provide feedback.

## 6.2.5. Health and wellbeing

Guideline definition: *Health and wellbeing, including physical and mental health, especially for people vulnerable to social exclusion or substantial change, psychological stress resulting from financial or other pressures, access to open space and effects on public health*

### 6.2.5.1. Creating a safe and connected community

Affected stakeholders	Duration of impact
Incoming residents and workers	Operation
<b>Assessment – without mitigation:</b> Low positive	
<p>Creating liveable mixed-use residential environments requires safe, comfortable, and inviting spaces. This involves promoting active living, social interaction, and ensuring safe environments. This is further supported by state and local strategies, further emphasising the importance of integrating housing growth with the creation of liveable neighbourhoods (refer to Chapter 3).</p> <p>The site is currently in an area identified as a high-density hotspot for various opportunistic crimes, making it more susceptible to incidents such as theft, assault, and other offences (refer to Chapter 3). The influx of a diverse resident group could impact the sense of safety for current residents. These concerns were raised during the SIA field study (Chapter 4), where stakeholders expressed concerns about safety and a fear of violence due to the arrival of new residents, as well as tensions between different community groups.</p>	

The Proposal will provide accommodation for approximately 500 new residents within a co-living housing development. While new residents and visitors can contribute to a more vibrant place, this cohort typically comprises more transient individuals who frequently change their accommodations. This can raise safety concerns for existing residents due to unfamiliarity and the perceived higher risk of opportunistic theft crimes. Ensuring that both current and incoming residents feel safe and secure in this highly visited and populated area is therefore essential.

According to the CPTED assessment (Connley Walker, 2025), the Proposal incorporates several CPTED principles, including building layouts, passive surveillance from upper building levels to the surrounding public domain, coordinated vehicular access routes to create a pedestrian-prioritised town centre, and clear delineation between public, semi-public, semi-private, and private spaces within the development.

The Proposal is connected to an extensive bicycle network and other active transportation options, as well as nearby recreational spaces, gathering areas, and outdoor gyms. Additionally, the surrounding area offers a range of health and allied services, recreational activities, and arts and cultural facilities. The access to these networks and amenities will support health, social life, and the sense of community for new residents, thereby contributing to their overall well-being.

The provision of this mixed-use development within an already active community is expected to have a positive impact on the health, well-being, and safety of incoming residents. Given the integration of CPTED principles into the Proposal, the unmitigated impact is assessed as **low positive**, with a **possible** likelihood and **minor** magnitude.

#### **Assessment – with mitigation/ enhancement: High positive**

Building neighbour connections is crucial for enhancing feelings of safety and comfort in communities. High-density developments can sometimes be isolating, with direct lift and parking access limiting opportunities for incidental interactions.

The Proposal aims to create a diverse community through the provision of well-designed co-living housing, a childcare centre and retail and commercial spaces, ensuring that incoming residents and visitors feel safe and that their environment supports their health and well-being. It includes public domain spaces and facilities designed to encourage users to meet and interact, such as Grit Square, Grit Lane and the frontage activation along Cope Street Plaza. These areas will provide opportunities for residents and visitors to form connections and become familiar with their neighbours and broader community, fostering a sense of safety and comfort.

While the site benefits from being part of an already active suburb, the transient nature of the incoming co-living residents can impact the sense of safety for both current and incoming residents' well-being. The CPTED report outlines several measures to enhance on-site safety, including strategically located active spaces and foyers to promote passive surveillance, minimisation of concealment areas, and provision of appropriate signage and lighting.

The retail, commercial and accommodation within the mixed-use precinct will also enhance passive and natural surveillance in and around the residential areas, contributing to a safer environment for all. Key features such as well-lit public spaces, pedestrian-friendly pathways, activated laneways, and ground-floor retail spaces will be significant.

The liveability of both incoming and current residents will be improved through the provision of communal spaces with high-quality landscaping and amenities, as well as retail and commercial spaces. The strategic location of the Proposal further ensures access to active and public transport, connecting the site to the broader Sydney area.

With these enhancement measures in place, the overall impact is assessed as **high positive**, given its **likely** likelihood and **moderate** magnitude.

#### SIA recommendations – additional social mitigations

- Develop a Plan of Management (PoM) to manage crime and safety on the site, particularly regarding resident access, site cleanliness and emergency access procedures. Ensure the PoM incorporates ongoing maintenance and upkeep of pathways, vegetation, lighting, and open spaces to ensure the environment feels safe and inviting.
- Implement relevant CPTED recommendations to ensure the safety of incoming residents and prevent the new public space from becoming a gathering place for visitors with antisocial behaviours, especially at nighttime.
- Provide additional security on-site during the construction period to prevent and deter common offences in the local area. This could include hiring security personnel, installing temporary CCTV cameras, implementing controlled access points, and providing secure storage for construction equipment.
- Incorporate Universal Design principles into the Proposal to enhance the accessibility, inclusivity, and usability of the Proposal to the greatest extent possible. This includes considerations related to people with disability, children, young people, parents and guardians, seniors, First Nations people, people from culturally and linguistically diverse communities, and gender diverse individuals.

#### 6.2.5.2. Amenity impacts during construction

Affected stakeholders	Duration of impact
Surrounding residents, workers and businesses in the immediate locality	Construction
<b>Assessment – without mitigation:</b> Medium negative	
<p>The well-being of individuals and vulnerable groups near a construction site can be affected by emissions such as noise, vibration, and dust, as well as the use of heavy machinery. Noise can interfere with activities like sleeping and tasks that require focus, such as studying and working. Furthermore, construction can alter local traffic patterns, making it more challenging for residents and workers to navigate and complete their daily routines, which can lead to increased stress levels.</p> <p>The Proposal's construction phase may generate temporary disruption to the amenities and daily functioning of the surrounding community. The local area has undergone extensive and rapid changes, with several construction sites in proximity to the site, which can lead to cumulative negative impacts.</p> <p>As highlighted in the social baseline (refer to Chapter 3), the rates of respiratory conditions and long-term health issues in the immediate area are slightly higher (8% and 17.5% respectively) compared to the Sydney LGA (7% and 16.7% respectively). This suggests that residents in the immediate vicinity may be more susceptible to the effects of construction.</p> <p>During the SIA field study (refer to Chapter 4), stakeholders expressed concerns about construction noise from the Proposal and the Waterloo Metro Station affecting surrounding areas. They emphasised that increased development in the local area could lead to cumulative noise impacts (refer to Section 7.3 for further discussion on cumulative construction impacts). Engagement outcomes revealed that while current residents have been offered options like hotel stays and financial compensation to mitigate noise and</p>	

vibration impacts, these measures are deemed insufficient. Residents continue to face issues such as sleep disruptions and financial losses from being unable to rent out rooms for private accommodation.

The Noise and Vibration Impact Assessment (NVIA) (Stantec, 2025) considers the noise and vibration impacts that could affect the community's well-being throughout the construction period. The NVIA found that noise levels would only reach 20 dB(A) above the noise management level at the nearest noise-sensitive receiver, Waterloo Congregational Church, in the unlikely event that excavation and piling were simultaneously undertaken across the entire Waterloo Metro Quarter. Construction vibrations were not found to exceed management levels.

Based on the outcomes from the NVIA and the community concern regarding construction noise, the potential for construction-related wellbeing impacts for the sensitive nearest receivers is assessed as **medium negative**, given a **likely** likelihood and **minor** magnitude.

#### **Assessment – with mitigation/ enhancement: Low negative**

The NVIA (Stantec, 2025) advises ongoing monitoring to ensure that noise from remediation and construction activities does not disrupt local businesses and residents. To minimise construction noise impacts, several mitigation measures have been suggested, including:

- Increasing the distance between noise sources and sensitive areas.
- Using temporary barriers, such as stockpiles, shipping containers, and site offices, to block noise transmission to residences and other sensitive locations.
- Incorporating custom-built noise barriers, like acoustic sheds and enclosures, into the construction design.

The NVIA also points out that the predicted noise management level exceedances are conservative estimates, assuming most noise will come from rock breakers and jackhammers near the receiver. However, this may not be the case due to the sandy soil type. Additionally, the NVIA indicates that if all mitigation measures are implemented, the Proposal is not expected to cause significant construction noise impacts on nearby noise-sensitive areas.

With the above mitigation measures in place, the impact of construction activities on the well-being of nearby residents is assessed as **low negative**, considering the **possible** likelihood and **minor** magnitude.

#### **SIA recommendations – additional social mitigations**

- Continued community consultation is recommended to keep residents informed of construction periods and significant milestones in the project's construction.
- It is recommended that both the construction contractor and the proponent consult with surrounding future developments to understand expected construction timelines and activities, and coordinate schedules and mitigation measures (for example, relief days). This should then be reflected in the detailed Construction Management Plan (CMP) and Construction Noise and Vibration Management Plan (CNVMP).
- Consider maintaining active communication with the community, including information briefings, meetings, workshops, door knocks, letterbox drops and email notifications and establishing a management procedure to handle complaints during construction activities.

## 6.2.6. Surroundings

Guideline definition: *Surroundings, including ecosystem services such as shade, pollution control, and erosion control, public safety and security, access to and use of the natural and built environment, and aesthetic value and amenity.*

### 6.2.6.1. Visual amenity and overshadowing in the public domain

Affected stakeholders	Duration of impact
Surrounding residents, workers and businesses in the immediate locality	Operation
<b>Assessment – without mitigation:</b> Low negative	
<p>Overshadowing can alter the visual experience of a monument or heritage site, impacting the value and enjoyment of properties, particularly those with historical or cultural significance. Items of local significance hold both historical and personal value, as they serve as gathering places for individuals and communities to reflect. Overshadowing can impact a space or monument's social value, potentially diminishing its capacity to serve as a place of remembrance, contemplation, or public gathering.</p> <p>The proposed 25-storey mixed-use building within Waterloo represents a significant change in building height to the site, which currently accommodates the Sydney Metro building. The Design Report (BSaASA, 2025) highlights that the planning envelope of the Proposal does not include changes to the maximum building height of RL104.20, which was previously approved under the Second Amending Concept DA (SSD10441).</p> <p>During the SIA field study (refer to Chapter 4) and as noted in the Engagement Outcomes Report (Ethos Urban, 2025), some community members expressed concerns about potential negative impacts related to the scale of the Proposal, which could contribute to changes in the local character and influence future development. Further community concerns about potential overshadowing impacts on Alexandria Park and neighbouring residential streets reflect the local community's desire to preserve access to sunlight.</p> <p>The Visual Impact Assessment (VIA) (Urbis, 2025), prepared for the Proposal, states that a mix of low-rise developments surrounds the site. The local area is expected to transition to a higher-density environment, similar to the nearby built forms in Redfern, 500m north of the site. It notes that the local context has a diverse visual character, featuring elements such as state and heritage-listed areas and items, open spaces, and mature trees. The VIA has evaluated the Proposal against the approved concept plan (SSD 9393) and determined that it is visually compatible with the surrounding urban context and local character. Additionally, it aligns with broader developments in the wider Sydney area. The assessment also confirms that the Proposal does not obstruct views of any areas with unique scenic quality from the 10 viewpoints considered and is unlikely to dominate the existing views. Consequently, the Proposal is expected to have nil to low visual impact on visitors to the local area.</p> <p>The Heritage Impact Statement (Urbis, 2025) found that the proposed design will obscure some views of the Waterloo Congregational Church from the north. However, historically, these views were already limited by buildings on Botany Road. The new design will create enhanced visual connections to the Church through an improved view corridor linking it with the new Cope Street Plaza. This allows better visual integration of the Church into future development, rather than isolating it.</p> <p>The Overshadowing Analysis (RWDI, 2025) confirms that the overshadowing caused by the Proposal complies with the WMQ Design and Amenity Guidelines for Cope Street Plaza, Waterloo Estate Park and Alexandria Park. The analysis indicates that the Proposal will result in a slight decrease in overshadowing of Alexandria Park between 10 am and 3 pm on June 21, compared to the previously approved development. At 9 am, the proposed overshadowing will reach 29.9%, which is within the WMQ Design</p>	

and Amenity Guidelines. These guidelines stipulate that no more than 30% of Alexandria Park (excluding the Oval) should be overshadowed after 9 am on June 21. The assessment found that a total of five properties within the Waterloo Heritage Precinct, which currently receive two hours of direct sunlight, will be slightly impacted. Across the five properties, an additional 6.4 m<sup>2</sup> of private open space is expected to experience slightly under two hours of direct sunlight.

Given community concerns regarding the visual impact of the Proposal, as well as considerations from the VIA and Overshadowing Analysis, the unmitigated impact is assessed as **low negative**, given the **possible** likelihood and **minor** magnitude.

**Assessment – with mitigation/ enhancement:** Low positive

The Design Report (BSaASA, 2025) notes the Proposal includes tower setbacks to all frontages, increased setbacks from Cope Street Plaza, articulation of the podium for greater public domain opportunities on Grit Lane and Botany Road and elongating the tower to accommodate the co-living housing typology. These amendments are proposed to enhance solar access, reducing the perceived bulk and scale of the Proposal. This will integrate the Proposal’s built form into the local character, creating a public square for waiting commuters through the stepped podium along Botany Road.

The VIA notes that the proposed landscaping along the public domain can assist in screening the Proposal and integrate the built form into the existing local context. Further opportunities to activate the public domain are outlined in the Design Report (BSaASA, 2025) and Public Domain Report (Aspect Studios, 2025) and are further discussed in Section 6.2.2.2.

The Proposal includes quality architectural and landscape elements to contribute to the local character, and a form that seeks to mitigate visual impacts. Given the Proposal’s alignment with the future local character of Waterloo, the mitigated impact is assessed as **low positive**, given the possible likelihood and minor magnitude.

**SIA recommendations – additional social mitigations**

There are opportunities to mitigate further potential overshadowing. This includes:

- Inform neighbouring residents that the relevant technical assessments, including the shadow assessment, indicate the Proposal is compatible with the future visual context of Waterloo and demonstrates no significant overshadowing impacts beyond what has already been approved.
- Continued ongoing communication with neighbours, residents, and Church visitors to present information on design considerations to reduce overshadowing impacts and enhance visual amenity.

## 6.2.7. Livelihoods

*Guideline definition: Livelihoods, including people’s capacity to sustain themselves through employment or business, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits.*

### 6.2.7.1. Increased access to employment opportunities

Affected stakeholders	Duration of impact
Local and surrounding locality, including the local and surrounding workforce	Construction and operation
<b>Assessment – without mitigation:</b> High positive	

As detailed in the Policy Context (refer to Section 3.2), the Greater Sydney Region Plan emphasises that to create liveable neighbourhoods, it is essential to deliver housing that is close to job opportunities and public and active transport. This approach aims to build diverse, inclusive, multi-generational, and cohesive communities.

The policy review (refer to Section 3.2) emphasises the importance of striking a balance between residential and economic development. The City of Sydney Economic Development Strategy outlines key areas for economic advancement and future goals. This 10-year plan aims to create 200,000 new jobs in the City by 2036, with 70% in knowledge and innovation industries. A place-based approach will focus on Sydney as Australia's economic heart, distinct economic precincts, and strong local neighbourhoods.

The new Sydney Metro infrastructure will significantly improve connectivity for workers and visitors to the site. The Transport for NSW Future Transport Strategy aims to create an integrated transport network that boosts connectivity and supports economic growth through a resilient, efficient, and sustainable transport system throughout Sydney. The strategy prioritises customer needs, aims to reduce carbon emissions, and leverages technology to enhance transport efficiency and safety.

Section 3.3.2 highlights the diverse employment landscape of the immediate area, with 7% of the local workforce employed in retail trade and approximately 13% employed in blue-collar jobs (involving manual labour, often in industrial or trade settings). However, the analysis also identified a relatively high unemployment rate of 7%, indicating a need for more employment opportunities in the area.

During the SIA field study (refer to Chapter 4), representatives from the City of Sydney Council highlighted the importance of local job creation and supporting the nighttime economy. Community stakeholders also viewed the Proposal's potential to create employment opportunities as a positive aspect.

Providing employment opportunities during the construction phase will offer opportunities for the local workforce. It may also benefit the regional workforce, particularly those with relevant qualifications and experience in the construction industry.

Based on the Economic Impact Assessment (Urbis, 2025), it is estimated that 334 FTE direct and indirect local jobs will be created during the construction phase of the WMQ within the Sydney LGA. While the exact distribution of employment opportunities has yet to be determined, it can be assumed that there will be a net increase in employment opportunities during the construction phase.

The Proposal will include 530 m<sup>2</sup> of ground-level retail space, as well as 2,254 m<sup>2</sup> of childcare centre floor space.

During the operational phase, the Proposal is expected to support 470 FTE direct and indirect local ongoing jobs within the Sydney LGA, of which 28 FTE jobs are anticipated for the childcare centre. While the exact distribution of employment opportunities has yet to be determined, it can be assumed that there will be a net increase in diverse employment opportunities during the operational phase of the Proposal, including those related to managing the co-living housing.

The Proposal's strategic location adjacent to Waterloo Metro Station will improve site accessibility, thereby increasing access to employment opportunities created as part of the Proposal. This could provide current unemployed residents with new job prospects. Given that the Proposal primarily consists of co-living housing, it is likely that many future tenants will be recent graduates and young professionals seeking part-time or full-time work. These employment needs can potentially be met through the ground-floor commercial and retail spaces. It is therefore anticipated that the Proposal will enable local and incoming residents to live and work within the same community.

Considering the strategic location of the Proposal and the contribution of employment opportunities generated through the construction and operational phase, the rating for this Proposal is assessed as **high positive**, due to the **almost certain** likelihood and **moderate** magnitude.

**Assessment – with mitigation/ enhancement:** High positive

No mitigation or enhancement measures are proposed at this stage; therefore, the impact remains **high positive**.

**SIA recommendations – additional social mitigations**

- Consider local employment/procurement strategies and programs that provide opportunities to source locally and/or support marginalised groups in the community. This should also consider opportunities for local retailers and partnerships with local education providers for training purposes.
- Consider including training, employment and procurement policies or targets during the tender process for the construction works (for example, in relation to local workforce, diversity and inclusion, Aboriginal economic participation and opportunities for vulnerable groups).
- Consider developing retail tenancy selection criteria that prioritise commercial and retail tenants who meet the needs of both the existing and future community during the operational stage.

## 6.2.8. Decision-making systems

Guideline definition: *Decision-making systems, including the extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms.*

### 6.2.8.1. Increased community and stakeholder participation

Affected stakeholders	Duration of impact
Immediate, local and regional social locality	Construction and operation

**Assessment – without mitigation:** Low positive

The ability to contribute feedback in the decision-making process is a key social impact consideration. Specifically, the ability to contribute or influence the decision-making process is a fundamental aspect of the social impact the Proposal could generate. Important decisions around the built environment can have adverse effects on how people interact and live within communities.

Ensuring people are effectively informed about development changes is critical to reducing feelings of uncertainty and fear. Providing avenues for people to provide input and further providing a platform for face-to-face consultation is critical to reducing fears in the community.

As Waterloo continues to grow with ongoing construction, it has the potential to impact current residents, workers, business owners, and visitors to Waterloo by ensuring that these community groups are aware of the future strategies and plans for their community, while also allowing them to have a say in the social impact that will impact their daily lives.

An additional benefit of community engagement is fostering a sense of ownership and belonging among residents. When the community is actively involved in the decision-making process, they are more likely to support and advocate for the Proposal. This support can be instrumental in the successful implementation and long-term sustainability of the Proposal. Moreover, community engagement can help identify potential

issues and concerns early in the planning stages, allowing for proactive solutions that can mitigate negative impacts and enhance positive outcomes.

As outlined in Chapter 4, several engagement activities have been undertaken to inform the Proposal. Feedback from participants highlights mixed views on the Proposal, with some support for elements, such as the proposed community facilities, and concerns about the scale of development and construction-related impacts on amenity.

Targeted stakeholder briefing sessions, held with the City of Sydney Council, CounterPoint, and REDWatch, enabled meaningful engagement with key community service providers and representatives. Feedback from these sessions highlighted the importance of meeting the diverse housing needs of the community, the provision of community spaces and facilities, and the need for ongoing engagement with the community and stakeholders.

Considering the above, key opportunities for communication and engagement channels have been identified to encourage community and stakeholder participation in the decision-making process of this Proposal. As such, the unmitigated impact is assessed as **low positive**, given the **likely** likelihood and **minimal** magnitude.

#### **Assessment – with mitigation/ enhancement: Medium positive**

The Engagement Outcomes Report demonstrates that extensive community consultation has been undertaken for this Proposal. Community members have been provided with a range of feedback options during the pre-submission phase and have been advised on how to submit a formal DPHI submission once it is on public exhibition, as well as the duration for which the Proposal will be publicly accessible.

Further, construction engagement will occur with an internal engagement team from John Holland, a member of the Waterloo Collective. The proponent is thus committed to providing ongoing community consultation during the post-approval and construction phases, as well as after completion. These activities are envisioned to include regular updates to the construction schedule, promoting local employment opportunities, hosting a public event upon completion of the Proposal, and establishing processes for residents to share ongoing concerns and provide mitigation suggestions. As such, this will ensure long-term engagement and integration of the Proposal into the existing community.

Considering the Proposal's program of community and stakeholder engagement activities and ongoing commitments to engagement, the mitigated impact is assessed as **medium positive**, due to the **possible** likelihood and **moderate** magnitude.

#### **SIA recommendations – additional social mitigations**

- Ensure ongoing community communication and engagement throughout all planning, design, construction and operation phases, particularly at project milestones.
- Clearly demonstrate how community concerns and ideas have been addressed and adopted in the plans for the development.

## **6.3. CUMULATIVE IMPACTS**

Cumulative impacts result from the incremental, sustained, and combined effects of human actions and natural variations over time and can be both positive and negative (DPHI 2022, p. 4). They can be caused by the compounding effects of a single project or multiple projects in an area, as well as by the accumulation of effects from past, current, and future activities as they arise (ibid., p. 4).

There are several state-significant and local projects operating or intended to operate in and around the social locality, which may contribute to cumulative impacts to the Proposal. These are summarised in Table 18 below.

Table 18 Concurrent development projects

Project Reference	Development Description	Status
SSD-10438 (within the WMQ site)	<p>Excavation and construction of a two-level basement structure within the Waterloo Metro Quarter, comprising:</p> <ul style="list-style-type: none"> <li>▪ 155 car spaces, 13 motorcycle spaces and 315 bicycle parking spaces</li> <li>▪ A ground floor slab to cap the basement on which future buildings of the northern precinct and central precinct will be constructed</li> <li>▪ End of trip facilities and storage</li> <li>▪ Staged stratum subdivision.</li> </ul>	Approved 30 September 2021. Construction works on the basement commenced in February 2023.
SSD-10437 (within the WMQ site)	<p>Construction of the southern precinct within the Waterloo Metro Quarter, comprising:</p> <ul style="list-style-type: none"> <li>▪ A student housing tower accommodating up to 474 students</li> <li>▪ A social housing building containing 70 apartments</li> <li>▪ A maximum gross floor area of 18,789 sqm (excluding gross floor area approved under CSSI 7400)</li> <li>▪ Publicly accessible open space, including Cope Street Plaza, a shared zone from Cope Street into the site and expanded footpaths along Botany Road and Wellington Street</li> <li>▪ Building identification signage for student housing building</li> <li>▪ Staged stratum subdivision.</li> </ul>	Approved 30 July 2021. Currently under construction and near completion.
SSD-63067458  100-108 Botany Road And 86-100 Wyndham Street, Alexandria	Construction of a mixed-use development comprising health and research facilities and retail uses with ancillary parking.	Under Assessment  Lodged 29 October 2024.
Waterloo Estate (South)	Waterloo Estate, located to the east of the site, will be redeveloped over the next 15-20 years. Waterloo South, the first stage of the redevelopment, aims to deliver approximately 3,000 social, affordable, and market housing dwellings. Under the plan for Waterloo South, the two street blocks directly to the east of WMQ will be developed as a public park of over 2 hectares in size.	Planning proposal approved 28 February 2023—SSDAs to be lodged with DPHI for assessment.

Source: Major Projects (DPHI 2025)

### 6.3.1. Cumulative social impacts during construction

There is a possibility of cumulative social impacts occurring during the construction phase. This is particularly relevant, as the local area has been experiencing a high level of construction disturbances linked to the construction of the Metro and ongoing development within and around the Waterloo Metro Quarter. Construction impacts include effects on people’s surroundings, health, and wellbeing, as well as accessibility, due to increased noise, air quality, traffic, and any changes to the pedestrian network. The

communities most impacted by these cumulative social impacts would be residents, workers and visitors to the immediate and surrounding social locality, given the scale of development planned for this area.

During the consultation, the local community voiced significant concerns about construction activities. Feedback emphasised the need for mitigation measures, particularly in managing noise and general disruption, as well as coordinating these efforts with nearby projects. The community also stressed the importance of restricting after-hours construction work. Additionally, some community members noted that they had received compensation for financial and well-being impacts through remuneration and vouchers at other construction sites. However, they pointed out that these vouchers were insufficient to cover the financial loss resulting from their inability to find housemates in shared houses, leaving the remaining tenants to cover higher rents.

The project team has committed to working closely with Kurraba and Stockland to minimise cumulative construction impacts. However, they acknowledge there is limited transparency regarding the construction programs and timelines of these adjacent developments. The project team and Kurraba have joined the stakeholder group, and the project team is in ongoing liaison with Sydney Metro. Feedback on noise, remuneration and after-hours work has been noted and will inform the construction program and communications moving forward.

To minimise these significant cumulative social impacts during construction, the development of a Construction Noise and Vibration Management Plan at the Construction Certificate (CC) stage should consider the potential cumulative impacts from surrounding developments. There should be consideration of coordinating construction activities and management measures within this plan across associated adjoining development to help minimise impacts to surrounding residents. This would include consideration of coordinating construction 'relief' days and consultation mechanisms (i.e. complaints handling procedures) as appropriate.

The project team should ensure robust community engagement and feedback mechanisms are in place to address construction impacts. This includes regular updates to the community, transparent communication about construction timelines, and proactive measures to mitigate noise and disruption. Establishing a dedicated community liaison officer and a hotline for concerns can facilitate timely responses to issues. Additionally, coordinating with adjacent projects and incorporating community feedback into the construction program will help minimise cumulative impacts and foster a collaborative relationship with the community.

### **6.3.2. Supporting housing supply**

The cumulative impact of the Proposal and surrounding developments on the local housing supply is expected to be substantially positive in terms of housing supply. The proposed mixed-use development, along with other nearby residential projects, will significantly increase the availability and diversity of housing options in the area, thereby addressing the growing demand for residential accommodation, which aligns with regional and local strategies (refer to Section 3.2).

These developments will collectively contribute to a more balanced and varied housing market, providing options that accommodate different income levels and lifestyle preferences, including build-to-sell, affordable and co-living housing. The increased housing supply will help alleviate pressure on the local real estate market, potentially stabilising housing prices and making it more accessible for a broader range of residents.

#### **SIA recommendations – social mitigation**

- Develop a Construction Noise and Vibration Management Plan at the Construction Certificate (CC) stage that considers potential cumulative impacts from surrounding developments.
- Coordinate construction activities and management measures with adjacent developments to minimise impacts on surrounding residents.
- Implement construction 'relief' days and establish consultation mechanisms, such as complaints handling procedures.
- Ensure robust community engagement and feedback mechanisms are in place to address construction impacts.
- Provide regular updates to the community and maintain transparent communication about construction timelines. Establish a dedicated community liaison officer and a hotline for concerns to facilitate timely responses to issues.

## 7. MITIGATION, ENHANCEMENT AND MANAGEMENT

This chapter provides a summary of:

- Identified positive and negative social impacts,
- Corresponding unmitigated and mitigated risk rankings, and
- Proposed mitigation, enhancement and management measures.

To inform the implementation of the proposed mitigation and enhancement strategies, key potential stakeholders and/or partners have been identified. The involvement and participation of these key stakeholders and/or partners in monitoring and managing social impacts and benefits will enhance the effectiveness of the proposed mitigation and management strategies.

Not all potential impacts will be the proponent's responsibility to mitigate or manage. In some cases, their role may be to cooperate or inform the mitigation process, providing data and information to future tenants. In other cases, they may have direct responsibility for mitigating and managing the identified potential social impacts, as well as exploring opportunities for partnerships.

## 7.1. SUMMARY OF PROPOSED MITIGATION, ENHANCEMENT AND MANAGEMENT OF SOCIAL IMPACTS

A summary of the identified social impacts and benefits, risk ratings and proposed mitigation, enhancement, and management strategies is provided in Table 19 below.

Table 19 Summary of proposed mitigation, enhancement and management strategies of social impacts

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
Way of life	Increased housing diversity in a well-connected area	Low positive	High positive	<ul style="list-style-type: none"> <li>Continue stakeholder engagement program to highlight the Proposal's expected positive impacts, including providing diverse and more affordable housing options for young professionals in an area that is currently highly unaffordable.</li> </ul>	The proponent	Architect
Community	Changes to community composition and potential impacts on community cohesion	Low negative	Low positive	<ul style="list-style-type: none"> <li>Provide ongoing communication with existing surrounding residents. Communication should include messaging regarding development updates, construction timelines, and any further changes related to the SSDA.</li> <li>Ensure the design responds to changing community composition.</li> </ul>	The proponent	Architect Landscape architect CPTED consultant
	Contribution to activation of the site and surroundings	Medium positive	High positive	<ul style="list-style-type: none"> <li>Ensure the proposal's design provides high-quality design, architectural and landscape embellishments, and active street frontages so it contributes to the activation and walkability of the site.</li> </ul>	The proponent	Architect Future retail tenants

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
Accessibility	Potential impact on the local transport network	During construction: Low negative  During operation: Low negative	During construction: Low negative  During operation: Low positive	<ul style="list-style-type: none"> <li>Implement mitigation measures as outlined in the TTPIA and CTMP.</li> </ul>	The proponent  Construction contractor	Traffic and transport consultant  Transport for NSW
	Increased connectivity and accessibility	High positive	Very high positive	<ul style="list-style-type: none"> <li>Ensure the Proposal include high quality designed public domain and landscaping works, enhancing the pedestrian experience.</li> <li>Ensure the Proposal include bicycle parking, aligning with the existing and planned bicycle network in the vicinity of the Proposal.</li> </ul>	The proponent	Transport for NSW  Traffic and transport consultant
	Potential pressure on existing social infrastructure and services	Low negative	Low positive	<ul style="list-style-type: none"> <li>Ensure the Proposal provide childcare, commercial, retail and communal spaces.</li> <li>Consider introducing council-run or public childcare, specifically by providing a community hub and a childcare centre.</li> </ul>	The proponent	Future childcare provider  City of Sydney Council
Culture	Celebrating First Nations Culture through design	Negligible	Low positive	<ul style="list-style-type: none"> <li>Incorporate the Connecting with Country principles into the landscape and building design acknowledging Aboriginal culture and heritage. Use locally significant</li> </ul>	The proponent	Architect  Landscape Architect  Local Aboriginal stakeholders,

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				materials, plantings, artworks and interpretive signage.		community and artists
	Potential impact on item of local significance	During construction: Low negative  During operation: Negligible	During construction: Low negative  During operation: Medium positive	<ul style="list-style-type: none"> <li>Implement mitigation measures as outlined in NVIA.</li> </ul>	The proponent  Construction contractor	Noise and vibration consultant  Heritage consultant
<b>Health and wellbeing</b>	Creating a safe and connected community	Low positive	High positive	<ul style="list-style-type: none"> <li>Implement mitigation and enhancement measures as outlined in the CPTED.</li> </ul>	The proponent	CPTED consultant  City of Sydney Council  Transport for NSW
	Amenity impacts during construction	Medium negative	Low negative	<ul style="list-style-type: none"> <li>Implement the mitigation measures as outlined in the NVIA.</li> </ul>	The proponent  Construction contractor	Noise and vibration consultant
<b>Surroundings</b>	Visual amenity and overshadowing in the public domain	Low negative	Low positive	<ul style="list-style-type: none"> <li>Implement the enhancement measures as outlined in the in the Design Report and Public Domain Report.</li> </ul>	The proponent	Visual impact consultant  Architect

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
						Landscape architect
<b>Livelihood</b>	Increased access to employment opportunities	High positive	High positive	<ul style="list-style-type: none"> <li>No mitigation or enhancement measures are proposed at this stage.</li> </ul>	The proponent	Local recruitment agency
<b>Decision making systems</b>	Increased community and stakeholder participation	Low positive	Medium positive	<ul style="list-style-type: none"> <li>A community engagement process that provided various opportunities for the community to provide feedback was undertaken for the SSDA</li> <li>The proponent has committed to ongoing engagement throughout future phases.</li> </ul>	The proponent	Engagement consultant
<b>Cumulative impacts</b>	Cumulative social impacts during construction	<p>Considering the significant community concerns, the SIA recommendations include:</p> <ul style="list-style-type: none"> <li>Develop a Construction Noise and Vibration Management Plan at the Construction Certificate (CC) stage that considers potential cumulative impacts from surrounding developments.</li> <li>Coordinate construction activities and management measures with adjacent developments to minimise impacts on surrounding residents where possible.</li> <li>Ensure robust community engagement and feedback mechanisms are in place to address construction impacts.</li> <li>Provide regular updates to the community and maintain transparent communication about construction timelines.</li> <li>Proactively implement measures to mitigate noise and disruption.</li> <li>Establish a dedicated community liaison officer and a hotline for concerns to facilitate timely responses to issues.</li> </ul>				

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
	Supporting housing supply	<ul style="list-style-type: none"> <li data-bbox="651 316 2029 379">▪ Increasing the housing supply will help alleviate pressure on the local real estate market, potentially stabilising housing prices and making it more accessible for a broader range of residents.</li> </ul>				

## 7.2. FURTHER SIA RECOMMENDATIONS

The following provides a summary of the recommendations proposed to enhance positive impacts further and mitigate negative impacts as previously identified in Chapter 6. These measures have not been included in the assessment of mitigated or enhanced impacts; however, they have been identified as additional measures for consideration by the proponent to enhance the social outcomes of the Proposal. Mitigation and enhancement measures that are committed to and have informed the assessment of mitigated and enhanced social impacts are summarised in Section 7.1 above.

### Communication

- Following the lodgement of the Proposal, it is recommended that the proponent continue to provide additional information on the co-living housing features. This information should give more details on the quality and affordability of co-living housing, as well as educate the community on this type of housing.
- Provision of information package to incoming residents, including information that guides the use of communal spaces and the WMQ as a whole.
- Provide incoming residents, workers and visitors with information about the available bicycle and public transport facilities and amenities to encourage maximum active transport uptake and use.
- Consider developing and implementing an ongoing communication and engagement strategy for the construction period (as part of the CTMP) to ensure effective and ongoing communication with the surrounding community (including in relation to traffic/ local road access changes and significant milestones).
- Inform neighbouring residents that the relevant technical assessments, including the shadow assessment, indicate the Proposal is compatible with the future visual context of Waterloo and demonstrates no significant overshadowing impacts beyond what has already been approved.
- Consider maintaining active communication with the community, including information briefings, meetings, workshops, door knocks, letterbox drops and email notifications and establishing a management procedure to handle complaints during construction activities.
- Consider implementing targeted engagement with the Church community to provide updates on the Proposal's planning and construction phases, and opportunities for the community to express concern or provide feedback.
- Clearly demonstrate how community concerns and ideas have been addressed and adopted in the plans for the development.

### Design

- Consider providing opportunities for residents and businesses to inform the retail uses onsite, and provision of onsite resident amenities (both indoor and outdoor). This may include consideration of the provision of health services.
- At the time of writing, detailed plans for the co-living communal areas were not available. To align with the celebration of First Nations People across the site, it is recommended that the design follows the Connecting with Country Guidelines by Murawin for both internal and external communal spaces.
- Undertake engagement with Aboriginal and local stakeholders during the Detailed SSSA stages to inform opportunities for design elements to enhance the Proposal's celebration of local culture. It is also recommended that local artists be engaged if public art is incorporated into the Proposal.
- Implement relevant CPTED recommendations to ensure the safety of incoming residents and prevent the new public space from becoming a gathering place for visitors with antisocial behaviours, especially at nighttime.
- Incorporate Universal Design principles into the Proposal to enhance the accessibility, inclusivity, and usability of the Proposal to the greatest extent possible. This includes considerations related to people with disability, children, young people, parents and guardians, seniors, First Nations people, people from culturally and linguistically diverse communities, and gender diverse individuals.

## Construction management

- Provide additional security on-site during the construction period to prevent and deter common offences in the local area. This could include hiring security personnel, installing temporary CCTV cameras, implementing controlled access points, and providing secure storage for construction equipment.
- It is recommended that both the construction contractor and the proponent consult with surrounding future developments to understand expected construction timelines and activities, and coordinate schedules and mitigation measures (for example, relief days). This should then be reflected in the detailed Construction Management Plan (CMP) and Construction Noise and Vibration Management Plan (CNVMP).
- Consider including training, employment and procurement policies or targets during the tender process for the construction works (for example, in relation to local workforce, diversity and inclusion, Aboriginal economic participation and opportunities for vulnerable groups).

## Operation management

- Develop a Plan of Management (PoM) in collaboration with the selected co-living provider to manage crime and safety on the site, particularly regarding resident access, site cleanliness and emergency access procedures. Ensure the PoM incorporates ongoing maintenance and upkeep of pathways, vegetation, lighting, and open spaces to ensure the environment feels safe and inviting.
- Ensure the Plan of Management (PoM) incorporates upkeep and ongoing maintenance of bicycle parking and EOT facilities.
- Consider local employment/procurement strategies and programs that provide opportunities to source locally and/or support marginalised groups in the community. This should also consider opportunities for local retailers and partnerships with local education providers for training purposes.
- Consider developing retail tenancy selection criteria that prioritise commercial and retail tenants who meet the needs of both the existing and future community during the operational stage.

## 8. ACRONYMS

Acronym	Term
ABS	Australian Bureau of Statistics
BOCSAR	NSW Bureau of Crime Statistics and Research
BTS	Build-to-Sell
CC	Construction Certificate
CMP	Construction Management Plan
CPTED	Crime Prevention Through Environmental Design
CSSI	Critical State Significant Infrastructure
CMP	Construction Management Plan
CNVMP	Construction Noise and Vibration Management Plan
CTMP	Construction Traffic Management Plan
DA	Development Application
DPHI	NSW Department of Planning, Housing and Infrastructure
ECEC	Early Childhood Education and Care
EIS	Environmental Impact Assessment
EOT	End-of-Trip
FSMP	Freight Service Management Plan
FTE	Full-time equivalent
GANSW	Government Architect of NSW
GCCSA	Greater Capital City Statistical Area
GFA	Gross Floor Area
GTP	Green Travel Plan
HCA	Heritage Conservation Area
IEO	The Index of Education and Occupation (IEO) is designed to reflect communities' educational and occupational levels. The education variables in this index show either the level of qualification achieved or whether further education is being undertaken. A <b>low</b> score indicates

Acronym	Term
	relatively lower general education and occupation status of people in the area. A <b>high</b> score indicates relatively higher education and general occupation status of people in the area.
IER	The Index of Economic Resources (IER) focuses on the financial aspects of relative socio-economic advantage and disadvantage by summarising variables related to income and wealth. This index excludes education and occupation variables because they are not direct measures of economic resources. A <b>low</b> score indicates a relative general lack of access to economic resources. A <b>high</b> score indicates relatively greater access to economic resources in general.
IRSAD	The Index of Relative Advantage and Disadvantage (IRSAD) summarises information about the economic and social conditions of people and households within an area, including relative advantage and disadvantage measures. A <b>low</b> score indicates a relatively more significant disadvantage and a lack of advantage in general. A <b>high</b> score indicates a relative lack of disadvantage and more significant advantage in general.
IRSD	The Index of Relative Socio-economic Disadvantage (IRSD) is a general socio-economic index summarising a range of information about the economic and social conditions of people and households within an area. Unlike the other indexes, this index includes only measures of relative disadvantage. A low score indicates relatively greater disadvantage in general. A high score indicates a relative lack of disadvantage in general.
LALC	Local Aboriginal Land Council
LGA	Local Government Area
LHS	Local Housing Strategy
LSPS	Local Strategic Planning Statement
NVIA	Noise and Vibration Impact Assessment
OC	Occupation Certificate
OSD	Over Station Development
OSHC	Out of School Hours Care
PoM	Plan of Management
RAP	Registered Aboriginal Parties
SA1	Statistical Area 1
SA2	Statistical Area 2
SA3	Statistical Area 3
SDGs	Sustainable Development Goals
SEARs	Secretary's Environmental Assessment Requirements

<b>Acronym</b>	<b>Term</b>
SEIFA	Socio-Economic Indexes for Areas
SEPP	State Environmental Planning Policy
SIA	Social Impact Assessment
SSD	State Significant Development
SSDA	State Significant Development Application
TAG	Travel Access Guide
The proponent	WL Developer Pty Ltd
The Proposal	Detailed SSDA for Northern Precinct
TTPIA	Transport, Traffic and Parking Assessment
VIA	Visual Impact Assessment
WHS	Work Health and Safety
WMQ	Waterloo Metro Quarter

## 9. REFERENCES

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

### Demographic, crime and health data

Australian Bureau of Statistics, Census of Population and Housing, 2021, Greater Sydney, City of Sydney LGA, Redfern (117031642) Erskineville - Alexandria (117031330) Waterloo (117031647) SA2, 11703164732, 11703133009, 11703133010, 11703133023, 11703133047, 11703133050, 11703133051, 11703164206, 11703164211, 11703164213, 11703164214, 11703164230, 11703164231, 11703164702, 11703164703, 11703164707, 11703164709, 11703164710, 11703164711, 11703164718, 11703164720, 11703164724 SA1, data.

NSW Bureau of Crime Statistics and Research, Sydney LGA and NSW hotspot maps and crime rates.

Census of Population and Housing and DPHI (2022)

Profile id. Alexandria – Beaconsfield, Redfern, Waterloo - Zetland community profile

SGS Economics & Planning, Rental Affordability Index (2024)

### Policy documents

#### State

Government Architect of NSW, Better Placed (2017)

Greater Sydney Commission, Greater Sydney Region Plan - A Metropolis of Three Cities (2018)

Greater Sydney Commission, Our Greater Sydney 2056: Eastern City District Plan (2018)

NSW Department of Planning, Industry and Environment: Housing 2041 (2021)

State Environmental Planning Policy (SEPP) (Housing) 2021

Transport For NSW, Future Transport Strategy (2022)

Infrastructure NSW, Staying Ahead: State Infrastructure Strategy 2022-2042 (2022)

Government Architect of NSW, Connecting with Country Framework (2023)

NSW Government (Review Panel), Sydney Metro Independent Review (2023)

#### Local

City of Sydney, Affordable Rental Housing Strategy (2009)

City of Sydney, Retail Action Plan (2013)

City of Sydney, OPEN Sydney: Strategy and Action Plan 2013–2030 (2013)

City of Sydney, Housing for All: Local Housing Strategy (LHS) (2020)

City of Sydney, Community Safety Action Plan (2020)

City of Sydney, City Plan 2036: Local Strategic Planning Statement (LSPS) (2020)

City Of Sydney, Community Strategic Plan (2022)

City of Sydney, A City for All – Towards a Socially Just and Resilient Sydney (2024)

City of Sydney, Economic Development Strategy (2025)

### Technical reports prepared for this Proposal

Bates Smart and Aileen Sage Architects, Architectural Design Report (2025)

Bates Smart and Aileen Sage Architects, Architectural Plans (2025)

ASPECT Studios, Landscape and Public Domain Report (2025)

Connley Walker, Crime Prevention Through Environmental Design (CPTED) (2025)

Ethos Urban, Community and Stakeholder Engagement Outcomes Report (2025)

PTC Consultants, Green Travel Plan (2025)

PTC Consultants, Transport, Traffic and Parking Impact Assessment (2025)

PTC Consultants, Construction Traffic Management Plan (2025)

RWDI, Overshadowing Analysis (2025)

Stantec, Noise and Vibration Impact Assessment (2025)

Urbis, Design Report (2025)

Urbis, Social Impact Assessment for Second Amending SSDA (2025)

Urbis, Economic Impact Assessment (2025)

Urbis, Environmental Impact Statement (2025)

Urbis, Heritage Impact Statement (2025)

Urbis, Visual Impact Assessment (2025)

### **Other**

NSW Department of Planning, Housing and Infrastructure, 2025, Social Impact Assessment Guideline and Technical Supplement.

NSW Department of Planning, Housing and Infrastructure, 2022, Cumulative Impact Assessment Guidelines for State Significant Projects.

## 10. DISCLAIMER

This report is dated **23 October 2025** and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date which may affect the validity of Urbis Ltd (**Urbis**) opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of WL Developer Pty Ltd (**Instructing Party**) for the purpose of **SSDA (Purpose)** and not for any other purpose or use. To the extent permitted by applicable law, Urbis expressly disclaims all liability, whether direct or indirect, to the Instructing Party which relies or purports to rely on this report for any purpose other than the Purpose, and to any other person which relies or purports to rely on this report for any purpose whatsoever (including the Purpose).

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All surveys, forecasts, projections and recommendations contained in or associated with this report are made in good faith and based on information supplied to Urbis at the date of this report, and upon which Urbis relied. Achievement of the projections and budgets set out in this report will depend, among other things, on the actions of others over which Urbis has no control.

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This report has been prepared with due care and diligence by Urbis. The statements and opinions provided by Urbis in this report are given in good faith and in the reasonable belief that they are accurate and not misleading, subject to the limitations outlined above.



## Waterloo Over Station Development Social Impact Survey

The SIA process is being guided by the NSW Department of Planning and Environment's Social Impact Assessment Guideline (2023). The SIA will be available for public viewing during the SSDA exhibition period, during which it will be open to receive public submissions via the NSW Major Projects website: <https://www.planningportal.nsw.gov.au/major-projects>.

### About this survey

This survey aims to gather insights from key stakeholders (such as residents, visitors and workers) about how this proposal may impact them and the local area. Survey responses will inform the SIA, including identifying positive and negative impacts and potential mitigation or enhancement measures that could be implemented during the design, construction and/or operation of the proposed development.

This survey is structured in three parts:

- **Part One** seeks your input on the characteristics of the local area and surrounding communities.
- **Part Two** seeks your input on the infrastructure needs of the local community.
- **Part Three** seeks your feedback on how the proposal may impact you and the local area, both positively and negatively. It will also ask for your feedback on how positive social impacts can be enhanced and negative social impacts can be avoided or reduced.

The survey should take approximately 10 minutes to complete, and all responses will be kept anonymous (that is, no private information will be asked or collected).

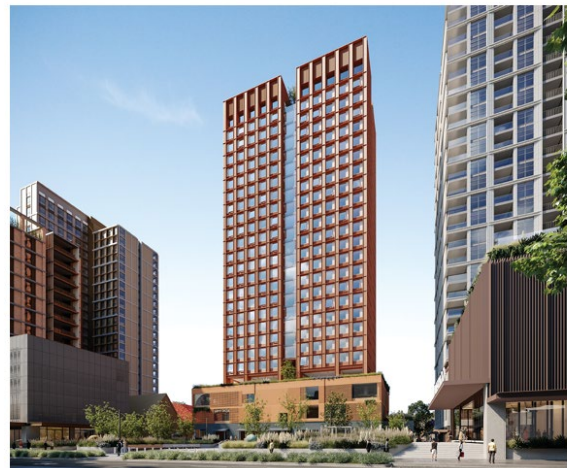


Image: Waterloo Collective Precinct

### What is a Social Impact Assessment (SIA)?

A SIA is an objective independent study undertaken to identify and analyse potential positive and negative social impacts associated with a proposed development. Social impacts can be understood as the consequences that people (individuals, households, groups, communities and organisations) experience when a new project brings change. A SIA considers social impacts in relation to: Way of Life; Community; Accessibility; Culture; Health and Wellbeing; Surroundings; Livelihoods; and Decision-making Systems.

Urbis has been engaged to conduct a Social Impact Assessment to support the amendment of the Concept State Significant Development Application (SSDA) to convert the commercial envelopes to residential (this involves changes to the use, but also to the tower envelopes).

### About the Proposal

The Waterloo Development team, comprised of Mirvac and John Holland, is continuing to plan for the delivery of the Waterloo Metro Quarter – a mixed-use development which will deliver diverse housing, retail, commercial spaces, community facilities and new public open spaces above and next to the new Waterloo Metro Station.

Over the past several years, planning applications have been progressed for the site, and significant works have already been undertaken, including the delivery of the new Waterloo Metro Station which opened in August 2024.

Since the start of the planning process, the Waterloo and broader development environments have continued to evolve, including significant infrastructure development and increased need for diverse and minimum 5% affordable housing.

The Waterloo Development team has commenced planning for a new scheme for the Waterloo Over Station Development for the North and Central precincts (which were previously approved).

The proposal seeks to:

- Replace the commercial office building envelope with a revised envelope for two residential apartment towers above a non-residential podium including commercial and retail. The residential towers will include market housing and 5% affordable housing. Communal facilities

atop the existing adjacent station box are proposed to support the residential towers within the Northern Precinct.

- Changing the approved building envelope and concept land use for the Central Precinct by replacing the residential apartment tower (contained market and affordable housing) with a co-living housing, still above a non-residential podium, including community facilities and childcare.
- Modify relevant conditions of Concept DA approval, arising from the amended Concept DA.
- No change to the maximum permitted gross floor area (GFA) across the entire Site, as the floorspace will be redistributed into the revised building envelopes.

Due to these changes, the following applications are currently being prepared:

- An Amending Concept Development Application (DA) for Site
- A modification of the existing basement SSDA
- Two new detailed State Significant Development Applications (SSDAs) for the Northern and Central Precincts.

## Part One: About the local area

1. Which of the following *best* describes you? *Please select all that apply.*

- Resident living within 500m of the site
- Resident of Waterloo suburb
- Resident of Alexandria or Redfern suburbs
- Resident of the City of Sydney
- Worker or business owner in Waterloo, Alexandria and/or Redfern suburb
- Worker or business owner in the City of Sydney
- Student attending university in the City of Sydney
- Community service provider representative
- Regular visitor to the area
- Other

2. In a few words, what do you love most about your connection to the Waterloo community and the local area?

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3. In a few words, what do you feel are the most significant challenges for the area?

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## Part Two: Community needs

4. Does housing in the Waterloo and surrounding areas meet the community's current housing needs?

- Yes
- Mostly
- Somewhat
- No
- Unsure

5. Noting the significant levels of redevelopment planned within Waterloo and surrounding suburbs, what types of housing do you believe are most needed to support both the current and future population? *Please select all that apply.*

- Affordable rental housing
- Social housing
- Student housing
- Co-living housing
- Market rental housing
- Market housing for purchase

6. In a few words, what community services are most needed within Waterloo and surrounding suburbs (e.g. childcare, community facilities, etc.)?

7. In a few words, what are the demands and needs for open space within Waterloo and surrounding suburbs (e.g. parks, play spaces, outdoor areas, etc.)?

### Part Three: Potential social impacts

The following questions relate to understanding how, from your perspective, the proposal may impact you and the local area. Your feedback will inform the assessment of potential negative social and economic impacts and the definition of management measures and opportunities to maximise positive impacts.

Social impacts can include positive and negative impacts on you, your family or other community members. These can include short- and long-term impacts during construction and/or during the operational phase of the proposal.

Positive or negative impacts may be in relation to (but not limited to):

- *Your ability to have a say in decisions that affect your life*
- *Project workforce accommodation and management*
- *Local housing*
- *Employment, training and development opportunities*

11. Please describe any **positive** impacts that the proposal will create once operational.

12. How can these positive impacts be further **enhanced** (maximised)?

13. Please describe any **negative** impacts that the proposal will create once operational.

14. How could these negative impacts be **avoided or reduced** (mitigated)?

15. On a scale of 1 to 10, please indicate the extent to which you will be impacted by construction works associated with the proposal.

16. Please describe how construction works may impact you.

- *Local business and industry procurement*
- *How you access community services and facilities*
- *Your access, use and impact on the natural and built environment*
- *Your physical or mental health*
- *Your community's well-being, including how your community looks and functions*
- *Your day-to-day activities*

8. How do you feel the proposal will impact the community once operational?

- Positively
- Negatively
- Both positively and negatively
- Neither positively nor negatively
- Unsure

9. Please describe why you feel the proposal will impact the community as you answered in Question 8.

10. What specific groups or members of the community would be particularly impacted (positively or negatively) by the proposal?

