

SOCIAL IMPACT ASSESSMENT

153 – 157 Walker Street,
North Sydney

Cammeraygal Country

Prepared for
FREECITY GROUP HOLDINGS PTY LTD
08 August 2025



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Project Code P0056888
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Acknowledgement of Country

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

Urbis Ltd (Urbis) was engaged by Freecity Group Holdings Pty Ltd (Freecity) (the proponent) to prepare a Social Impact Assessment (SIA) for 153 – 157 Walker Street, North Sydney (the site). The SIA is to inform a State Significant Development Application (SSDA) on the site to provide a mixed-use hotel and build to sell (BTS) development.

REPORT PURPOSE AND SCOPE

A Social Impact Assessment (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 of 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 physical and intangible impacts, direct and indirect impacts, short term (construction) and long term (operational) impacts.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2023) states that a 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 was 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 2023).

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 has been applied from the DPHI SIA Guideline: Technical Supplement (2023) and is outlined in Chapter 6 of this report.

EXISTING ENVIRONMENT

The site, located at 153 - 157 Walker Street, North Sydney in the North Sydney Local Government Area (LGA). It comprises two rectangular lots situated between Walker Street (to the west) and Little Walker Street (to the east). The site includes both 153 Waker Street which accommodates a 12-storey commercial office building that has been constructed to an approximate height of 50m, and 157 Walker Street accommodates a 14-storey commercial office building that has been constructed to an approximate height of 56m.

The site is well-connected by public transport with the recently open Victoria Cross metro station located approximately 100m west from the site (Denison Street entrance), North Sydney train station approximately 400m southwest from the site, and several bus routes along Miller Street approximately 180m west of the site.

A social locality was identified for this proposal to help identify the scale and nature of likely social impacts and the likely impacted groups. This was determined based on a review of the proposal, surrounding context and consultation outcomes. The social locality considers three key areas and likely impacted groups, including the immediate, surrounding broader social localities. The immediate social locality includes nearby residents and businesses within the North Sydney suburb that may be affected by localised impacts (i.e., overshadowing, noise, parking). The surrounding social locality includes residents, businesses and services within the broader North Sydney suburb who may be directly or indirectly impacted by the proposal (i.e., increased congestion, housing availability). The broader Greater Sydney community and beyond will primarily be impacted by the provision of new housing availability and employment opportunities provided by the proposal.

POTENTIAL POSITIVE AND NEGATIVE SOCIAL IMPACTS

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

Impact category	Impact description	Mitigated assessment	Recommendations provided
Way of life	Increased demand for community services and facilities	Low negative	Yes, See Section 6.2.1.
Way of life	Contribution to increased supply of quality, well-located housing aligned to existing and future needs	High positive	Yes, See Section 6.2.1.
Community	Contribution to vibrancy and activation of the North Sydney	Very high positive	Yes. See Section 6.2.2.
Accessibility	Impacts to pedestrian and local road network during operation	Medium positive	Yes. See Section 6.2.3.
Culture	Potential impacts to Aboriginal culture and heritage	Low positive	Yes. See Section 6.2.4.
Health and wellbeing	Impacts to amenity during construction	Medium negative	Yes. See Section 6.2.5.
Surroundings	Impacts to visual character and solar amenity	Low positive	No.
Livelihoods	Impact on employment opportunities	Low negative during construction and operation	No.
Decision-making systems	Ability for people to contribute to the decision-making process	Low positive	Yes. See Section 6.2.8.
Cumulative social impacts	<p>A discussion on cumulative social impacts is outlined in Section 6.3. This includes the following cumulative social impacts:</p> <ul style="list-style-type: none"> ▪ Cumulative social impacts during construction ▪ Cumulative pressure on existing services and facilities ▪ Cumulative change to local character 		Yes. See Section 6.3.

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 Section 7 of this report. Additional SIA recommendations to further enhance positive impacts and mitigate negative impacts are also provided in Section 7 of the report.

1. INTRODUCTION

Urbis Ltd (Urbis) was engaged by Freecity Group Holdings Pty Ltd (Freecity) (the proponent) to prepare a Social Impact Assessment (SIA) for 153 – 157 Walker Street, North Sydney (the site). The SIA is to inform a State Significant Development Application (SSDA) for the site to provide a mixed-use hotel and build to sell (BTS) development.

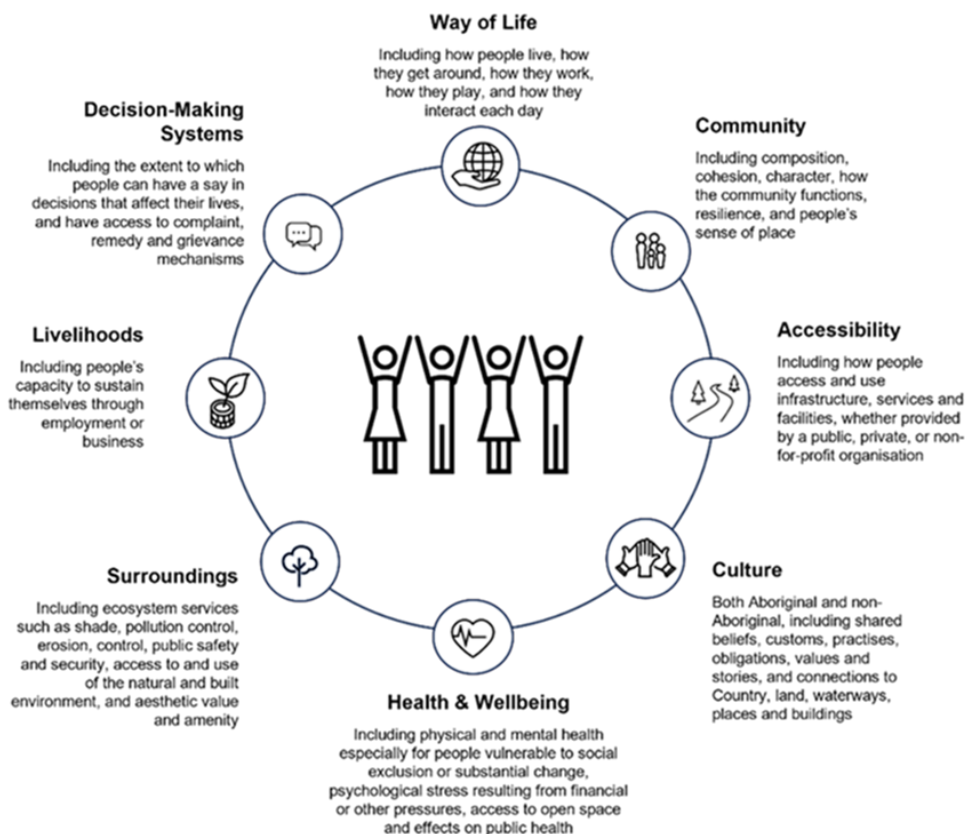
1.1. REPORT PURPOSE AND SCOPE

A 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 of 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 physical and intangible impacts, direct and indirect impacts, short term (construction) and long term (operational) impacts.

The NSW Department of Planning, Housing and Infrastructure's (DPHI) Social Impact Assessment Guideline (2023) states that a SIA should consider the likely changes to the following social elements of value to people.

Figure 1 SIA categories



Source: SIA Guidelines (DPHI 2023, p. 19)

1.2. SIA GUIDELINES AND REQUIREMENTS

This SIA aligns with the best practice methods contained within the DPHI's SIA Guideline (2023). The DPHI SIA Guideline (2023) provides a framework to identify, predict and evaluate likely social impacts and helps to provide 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 10 January 2025 for the SSDA (SSD-78073736). The individual SEARs item relevant to this SIA is outlined in Table 1 below.

Table 1 SEARs item

Item	SEARs requirement	Relevant section of report
18	Social Impact: The EIS must consider social impacts and, should any social impacts be identified, a Social Impact Assessment must be prepared in accordance with the Social Impact Assessment Guideline for State Significant Projects.	This report.

Source: SEARs issued for the proposal, issued on 10 January 2025 (DPHI 2025)

1.3. PROPOSAL OVERVIEW

The proponent is proposing a mixed-use hotel and BTS development, comprising of one retail premises, approximately 150 hotel rooms and 295 BTS apartments at 153 – 157 Walker Street, North Sydney.

The proposed development includes:

- Site preparation, including ground excavation and the demolition of existing structures at the site.
- Construction of a new fifty-one (51) storey mixed-use tower, which will accommodate:
 - o Residential apartments, including a build-to-rent housing component.
 - o Nine (9) affordable housing apartments equating to 3% of the total dwellings proposed.
 - o A hotel that will be operated by one entity with a central management structure.
 - o Ancillary lounge and wellness facilities.
 - o Retail floorspace at ground level.
- Three (3) basement levels with car parking facilities and plant rooms to service the proposed development.
- One (1) loading zone at the Lower Ground Level.
- Vehicle access from Little Walker Street.
- Associated building plant, utilities and service connections.

Figure 2 Aerial map showing the proposal site



Source: Urbis, 2025

Figure 3 Architectural Plans – Ground Floor (residential and hotel lobbies, hotel bar, restaurant and all-day dining spaces)



Source: Architectus, 2025

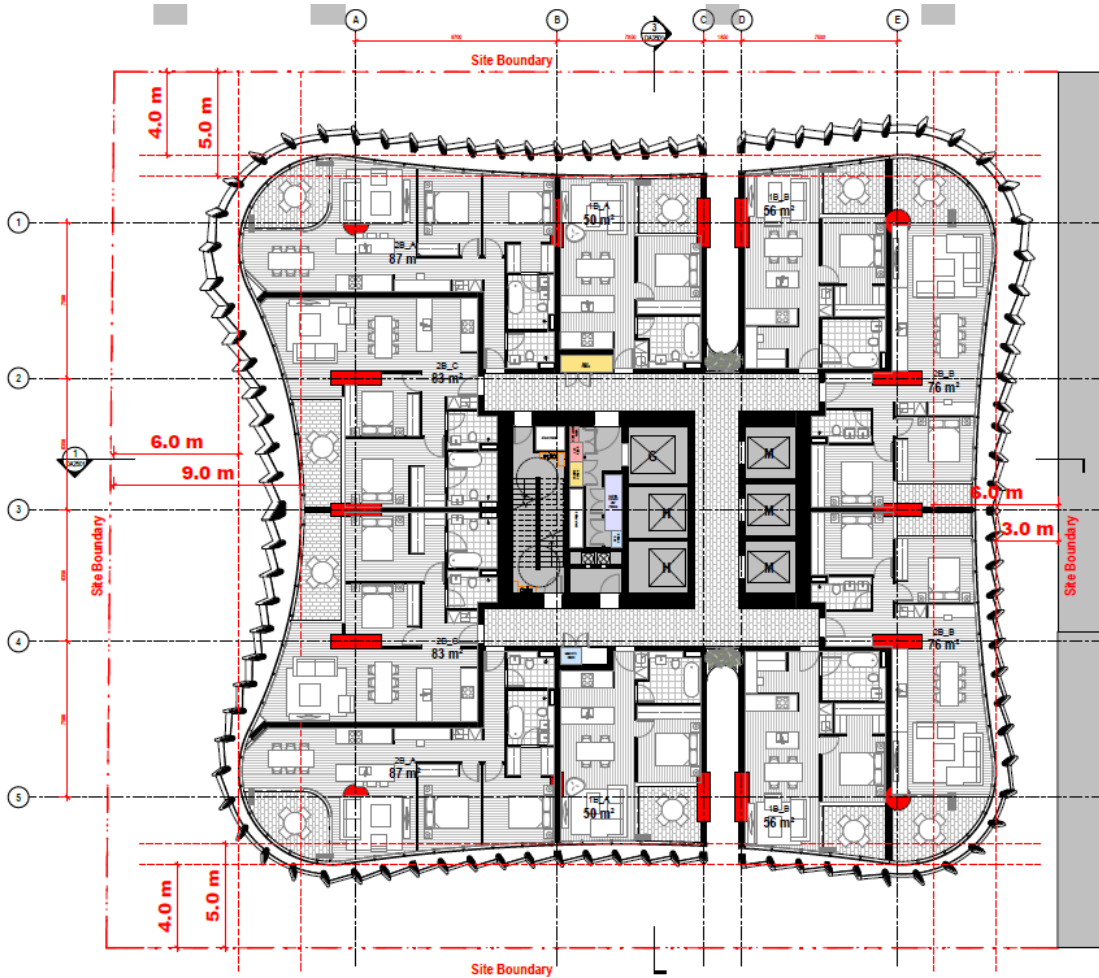
Figure 4 Architectural Plans – Level 1 (hotel floor)

Figure 5 Architectural Plans - Level 6 (hotel floor and wellness space, pool and outdoor terrace)



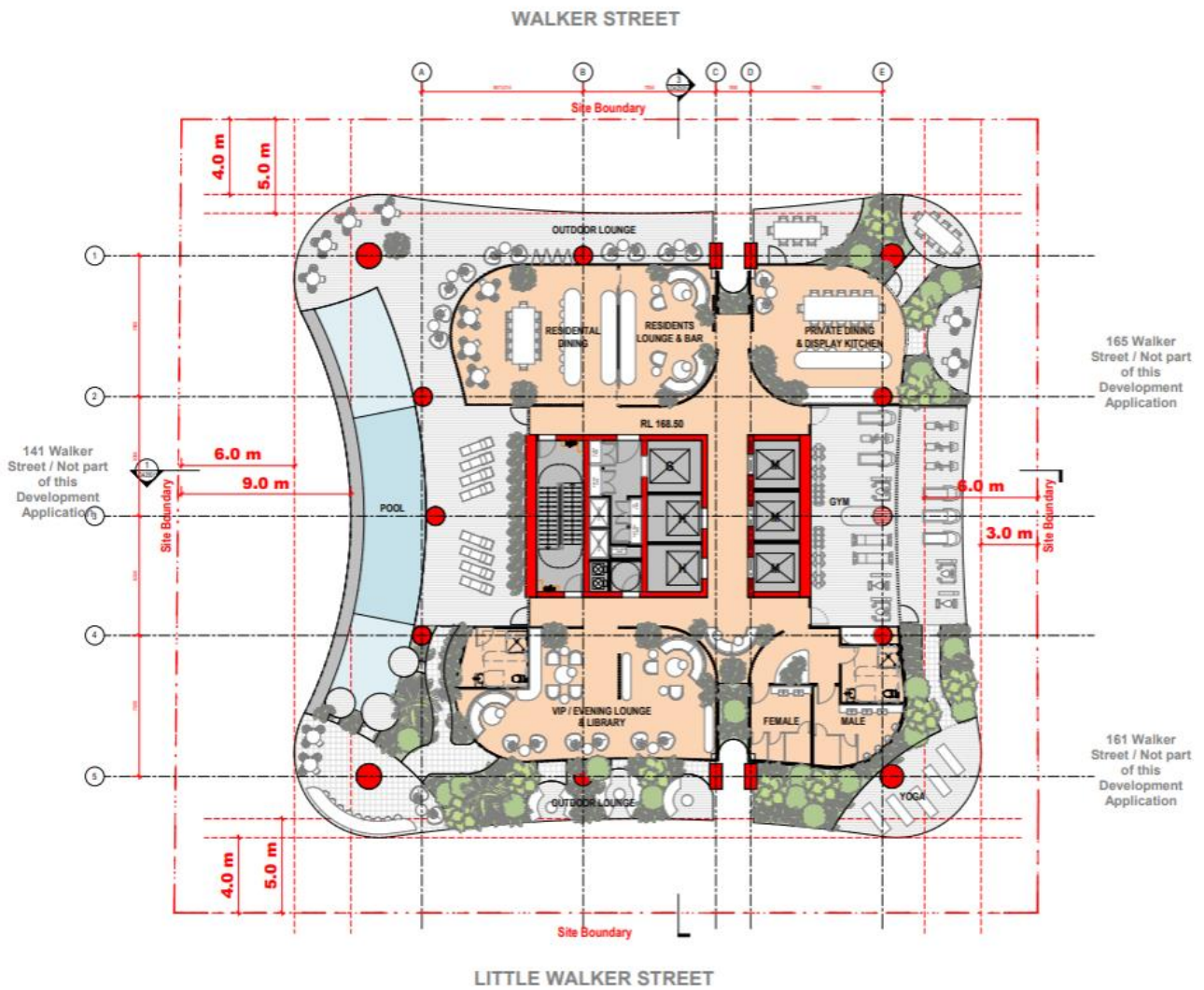
Source: Architectus, 2025

Figure 6 Architectural Plans – Levels 8-14 (typical residential floor plate)



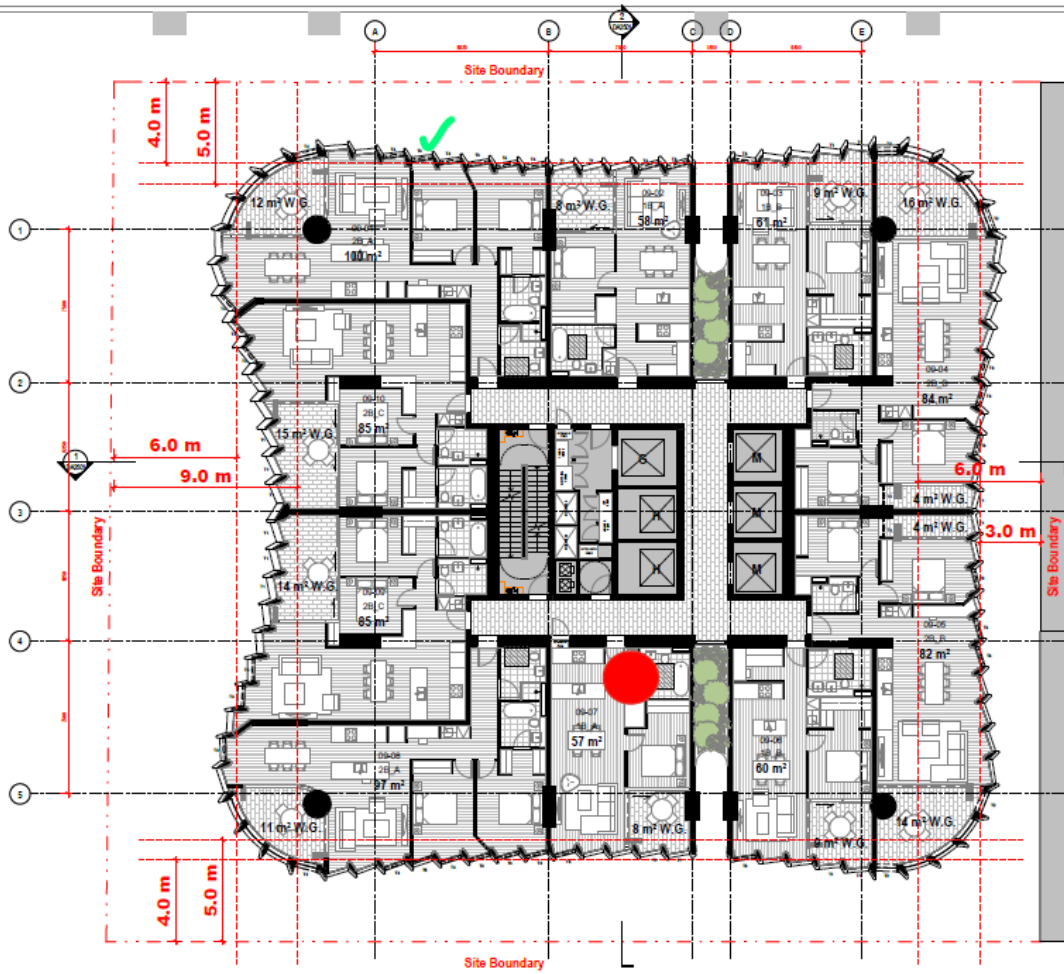
Source: Architectus, 2025

Figure 7 Architectural Plans - Level 33 (resident pool, gym and yoga amenities, outdoor/evening lounges, library, dining and bar facilities)



Source: Architectus, 2025

Figure 8 Architectural Plans – Level 9




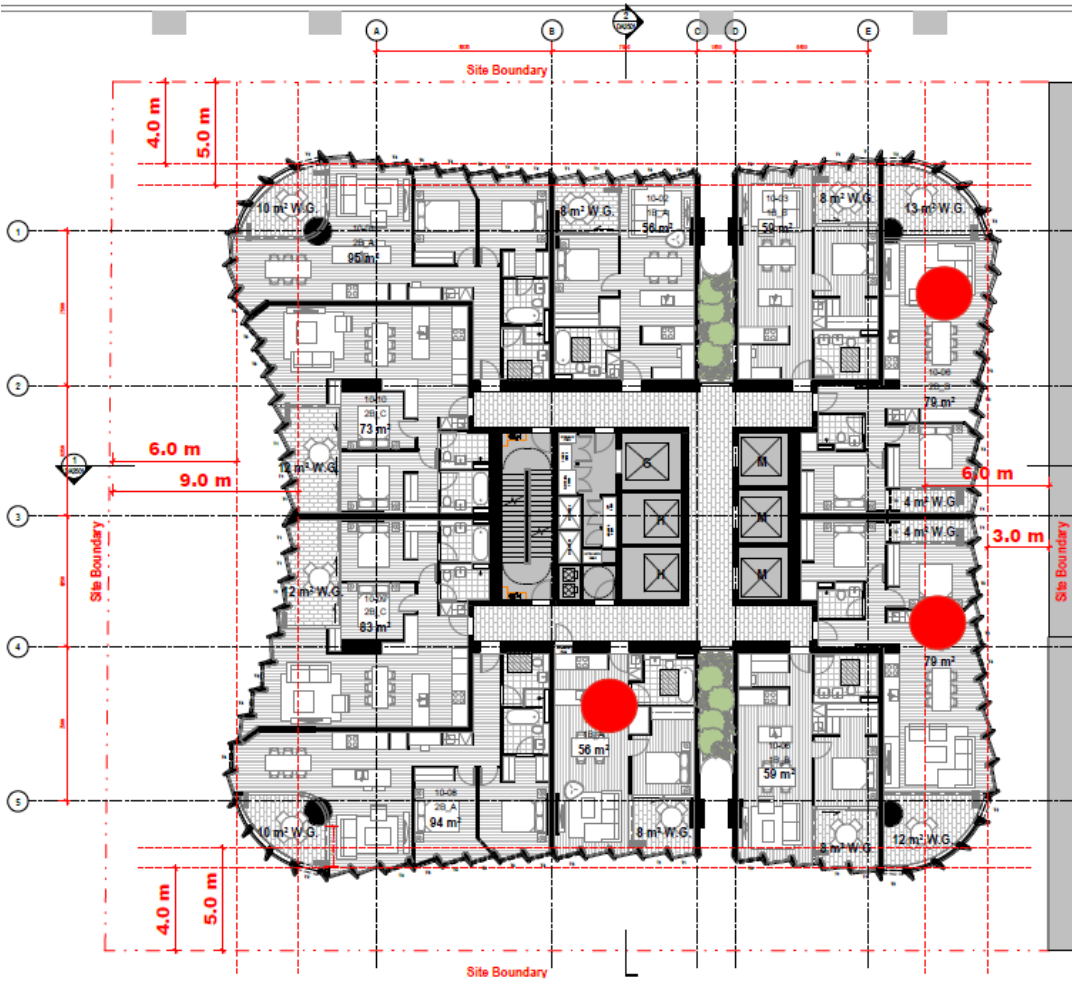
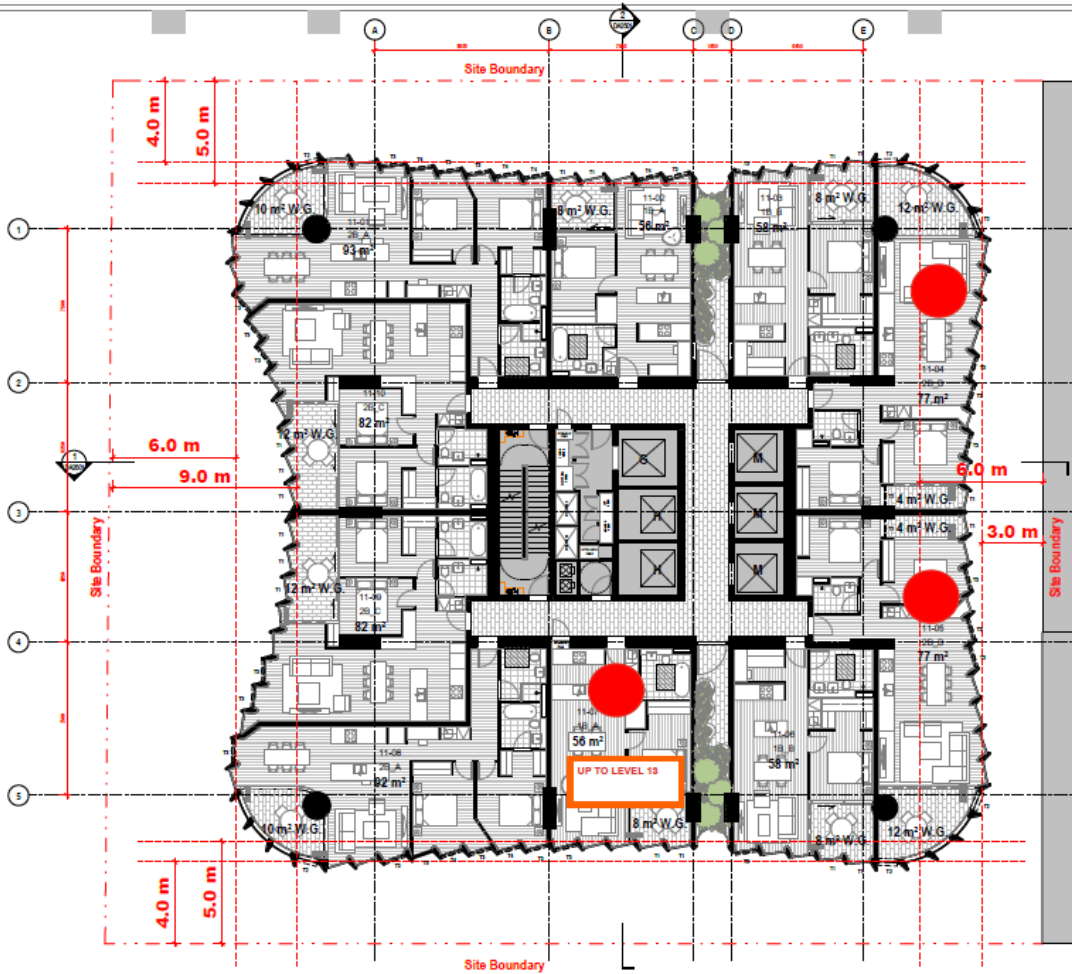
 Indicates affordable housing unit


Figure 9 Architectural Plans – Level 10



 Indicates affordable housing unit

Figure 10 Architectural Plans – Level 11-13



 Indicates affordable housing unit

1.4. AUTHORSHIP AND SIA DECLARATION

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

1.4.1. 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 hold appropriate qualifications and have relevant experience to carry out the SIA for this proposal. The following introduces each author:

Sarah Braund	Review and quality assurance
Position	Associate Director
Qualifications	Master of Policy Studies, University of New South Wales Bachelor of Landscape Architecture, University of New South Wales
Experience	Experience in writing SIA reports for residential, commercial, industrial and greenfield developments in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.
Alison Ora	Lead author
Position	Senior Consultant
Qualifications	Bachelor of Arts (Psychology), Western Sydney University
Experience	Experience in writing SIA reports for residential, commercial, industrial and greenfield developments in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.
Louise Popowitz	Co-author
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Affiliations	Full Member, Planning Institute of Australia
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Sarah Kerridge-Creedy	Co-author
Position	Consultant
Qualifications	Bachelor of City Planning (Honours), University of New South Wales
Affiliations	Full Member, Planning Institute of Australia
Experience	Experience in writing SIA reports for residential, commercial, industrial and greenfield development in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment.

James M. Carey	Co-author
Position	Senior Consultant
Qualifications	Master of Philosophy (Politics and International Studies), Magdalene College, The University of Cambridge Master of International Relations, The University of Melbourne Bachelor of Arts (Hons.), Monash University
Experience	Experience in writing SIA reports for residential and commercial development in the context of the SIA Guideline (DPHI 2023) and best practice social research, evaluation and impact assessment. Extensive experience in both academic and professional social research, international cultural relations, and social value development.

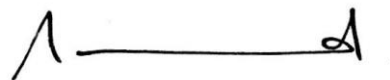
1.4.2. Declaration

The authors declare that this SIA report:

- Was completed on 08 August 2025
- Has been prepared in accordance with the EIS process under the EP&A Act
- Has been prepared in alignment with the DPHI's (2023) SIA Guideline
- Contains all reasonably available Proposal information relevant to the SIA
- As far as Urbis is aware, contains information that is neither false nor misleading.



Alison Ora
Senior Consultant & Lead Author
08 August 2025



Sarah Braund
Associate Director & Quality Assurance
08 August 2025

1.5. SIA GUIDELINES REVIEW QUESTIONS AND RESPONSES

The review questions outlined by the SIA Guideline (2023) 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 below outlines these review questions and indicates how they have been addressed in this SIA.

Table 2 Guideline review questions and responses

SIA Review questions	Addressed by report (yes/no), relevant section
Does the lead author meet the qualification and experience requirements?	Yes – Section 1.4.1
Has the lead author provided a signed declaration?	Yes – Section 1.4.2
Would a reasonable person judge the SIA report to be impartial, transparent and suitably rigorous given the nature of the project?	Yes

SIA Review questions	Addressed by report (yes/no), relevant section
Project's social locality and social baseline	
Does the SIA report identify and describe all the different social groups that may be affected by the project?	Yes – Section 3
Does the SIA report identify and describe all the built or natural features that have value or importance for people, and explain why people value those features?	Yes – Section 3
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 – Section 3
Does the social baseline study include appropriate justification for each element, and provide evidence that the elements reflect both relevant literature and the diversity of view and likely experiences?	Yes – Section 3
Does the social baseline study demonstrate social-science research methods and explain any significant methodological data or limitations?	Yes – Section 2
Identification and description of social impacts	
Does the SIA report 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 report been detailed?	Yes – Section 6
Does the SIA report apply the precautionary principle to identifying social impacts, and consider how they may be experienced differently by different people and groups?	Yes – Section 6
Does the SIA report describe how the preliminary analysis influenced project design and EIS engagement strategy?	Yes – Section 3 and 4
Community Engagement	
Were the extent and nature of engagement activities appropriate and sufficient or canvass all relevant views, including those of vulnerable or marginalised groups?	Yes – Section 4
How have the views, concerns and insights of affected and interested people influenced both the project design and each element of the SIA report?	Yes – Section 4
Predicting and analysing social impacts	

SIA Review questions	Addressed by report (yes/no), relevant section
Does the SIA report impartially focus on the most important social impacts to people at all stages of the project, without any omissions or misrepresentations?	Yes – Section 6
Does the SIA report analyse the distribution of both positive and negative social impacts, and identify who will benefit and who will lose from the project?	Yes – Section 6
Does the SIA report identify its assumptions, and include sensitivity analysis and alternate scenarios? (including ‘worst-case’ and ‘no project’ scenarios where relevant?)	<p>The methodology section of the report sets out the key assumptions underpinning the assessment (refer to Section 2). This includes the assumption that information provided through other technical reports (e.g., traffic and noise) are 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>We note that consideration of alternative site options (e.g., no development, different types of development) have been considered separately as part of the business case process, which has informed the EIS, and upon which the SIA has drawn. It is the role of the SIA, however, to assess the chosen development scenario at hand – not other alternative scenarios considered at the business case stage.</p> <p>Therefore, our sensitivity analysis and assessment of ‘worst case’ scenarios relate to a ‘no mitigations’ scenario for the chosen development option.</p>

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

1.6. STRUCTURE OF THIS REPORT

- **Chapter 1** (this chapter) introduces the proposal, purpose and scope of this report.
- **Chapter 2** outlines the legislative requirements and methodology applied to complete this SIA.
- **Chapter 3** 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 undertaken to inform the SIA, including an overview 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 2023).

Table 3 Methodology overview

Stage	Activities
Social baseline	<ul style="list-style-type: none"> ▪ Site visit of surrounding land uses and site. ▪ Review of relevant state and local policies and strategies to understand potential social implications. ▪ Analysis of relevant data sets to understand the existing community profile and community values, strengths and vulnerabilities. ▪ Identification of likely impacted groups and communities. ▪ Early identification of potential social impacts (positive and negative) based on research tasks undertaken.
SIA field study	<ul style="list-style-type: none"> ▪ Engagement with stakeholder representatives from North Sydney Council, Schools Infrastructure NSW, Northern Sydney Local Health District and the North Sydney Police Area Command via an online interview. ▪ Engagement with the local community through online community survey and community newsletter distribution. ▪ Analysis of field study data and identification of key themes.
Impact scoping	<ul style="list-style-type: none"> ▪ Review of social baseline and SIA field study outcomes. ▪ Review of proposal plans, proposal documentation and relevant technical assessments. ▪ Identification of the proposal's social locality and likely impacted groups. ▪ Identification and scoping of potential social impacts (positive and negative), mitigation and enhancement measures. ▪ Identification of potential opportunities for additional measures to be incorporated into the proposal.
Assessment and reporting	<ul style="list-style-type: none"> ▪ Assessment of social impacts (positive and negative) with and without mitigation and enhancement measures. ▪ Provision of recommendations to further reduce negative social impacts and enhance positive social impacts. ▪ Preparation of draft and final SIA reports.

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 Section 6.

Assumptions

- This report is dated 8 August 2025 and incorporates information and events up to that date only and excludes any information arising, or event occurring, after that date. The preparation of this report precedes the release of the DPI SIA Guidelines in July 2025. Consequently, the methodology employed in this report follows the DPHI's Guidelines issued in February 2023.
- In preparing this report, Urbis was required to make judgements which 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 on the basis of 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 and the statements and opinions given by Urbis in this report are given in good faith and in the reasonable belief that they are correct and not misleading, subject to the limitations above.

3. SOCIAL BASELINE

This chapter provides a social baseline of the site and surrounding area. This includes a review of the site location, policy context and demographic profile. The findings from the social baseline have been used to inform the approach to consultation, scoping of initial impacts and the formation of the site's social locality (as described in Section 5).

3.1. SITE LOCATION

3.1.1. Local context

The site is located on Gai-mariagal (Cammeraygal) Country, North Sydney, in the North Sydney Local Government Area (LGA). The site, located at 153 - 157 Walker Street, North Sydney, comprises two rectangular lots situated between Walker Street (to the west) and Little Walker Street (to the east), with a total site area of 1,928m².

The site currently accommodates one 12-storey commercial office building at 153 Walker Street and a 14-storey commercial office at 157 Walker Street, with a commercial lobby entrance accessed off Walker Street and ground floor retail spaces, including a café and personal trainer gym. The existing Little Walker Street frontage is dominated by on-street car parking and provides vehicle access car parking basement and loading dock. The immediate urban context surrounding the site is characterised by high density commercial buildings, particularly to the north, west and south. There are also neighbouring residential dwellings located north of Berry Street, and Doris Fitton Park located directly northeast of the site.

The site is well-connected by public transport with the newly opened Victoria Cross metro station located approximately 100m west of the site (Denison Street entrance), North Sydney train station approximately 400m southwest of the site, and several bus routes along Miller Street approximately 180m west of the site.

The site context is shown in Figure 8 below.

Figure 8 Site context map



Source: Urbis, 2025

Figure 9 Site photos



Picture 1 View of 157 Walker Street



Picture 2 View of 153 Walker Street



Picture 3 View of rear entrance to 153 Walker Street (left) and 157 Walker Street (right) from Little Walker Street



Picture 4 View of 161 Walker Street's carpark entrance



Picture 5 View of the north end of Denison Street, including shops and Victoria Cross metro station



Picture 6 View of 110-122 Walker Street, opposite the site

Source: Urbis, 2025

3.1.2. Regional context

North Sydney is identified in The Greater Sydney 2056: North District Plan (DPHI, 2018) as a strategic centre within the Harbour CBD and as having economic significance due to its location within the Eastern Economic Corridor.

The North Sydney CBD is located on the North Shore Railway and Sydney Metro Northwest line, with a bus interchange and access to major arterial roads. The new Victoria Cross Sydney Metro station has further elevated the centre's position as a premium employment, retail and hospitality destination in Greater Sydney and provides further opportunities to generate development and activity, in accordance with the North Sydney Economic Development Strategy (North Sydney Council, 2016).

In addition to its commercial offerings, the CBD is surrounded by a strong education network, including various schools and the Australian Catholic University, and is complemented by a range of nearby civic uses, including North Sydney Council Chambers and Stanton Library.

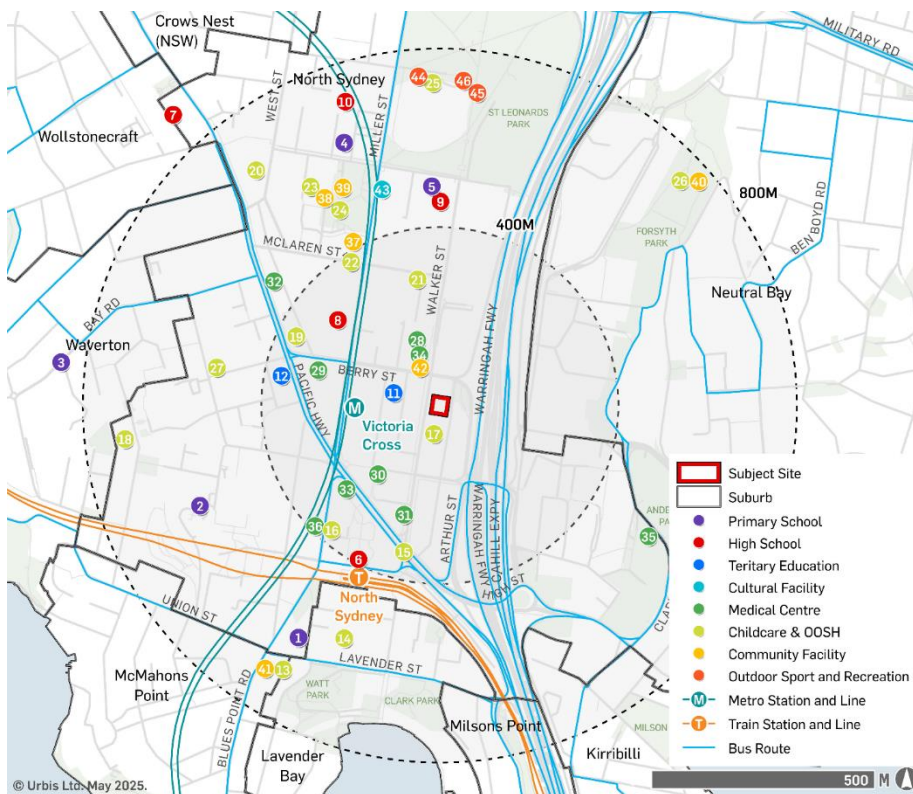
3.1.3. Surrounding social infrastructure and open space

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 contains an overview of social infrastructure within proximity (approximately 800m) of the site. This includes health facilities, community facilities, education institutions, childcare centres, community service providers, sport and recreation facilities and open spaces. This review, along with the consultation outcomes (see Section 4), will help to understand 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 the figure and listed in the table overleaf, the site is currently serviced by six primary schools, four high schools, two tertiary education facilities, 15 childcare and/or outside of school hours care (OOSHC) facilities, nine medical centres, six community facilities, one cultural facility and three sport and recreation facilities.

Figure 10 Existing social infrastructure map



Source: Urbis, 2025

Table 4 List of existing social infrastructure

No.	Facility type	Facility name
1	Primary School	Cameragal Montessori School
2	Primary School	Shore Preparatory School
3	Primary School	North Sydney Public School
4	Primary School	St Mary's Catholic Primary School
5	Primary School	Wenona School
6	Primary School	Shore School
7	High School	Cammeraygal High School
8	High School	Monte Sant' Angelo Mercy College
9	High School	Wenona School
10	High School	Marist Catholic College North Shore
11	Tertiary Education	Charles Sturt University Sydney
12	Tertiary Education	Australian Catholic University
13	Childcare & OOSH	McMahons Point Community Preschool & Early Learning Centre
14	Childcare & OOSH	Lavender Bay Preschool
15	Childcare & OOSH	KU Greenwood Children's Centre
16	Childcare & OOSH	Toybox Early Learning - North Sydney
17	Childcare & OOSH	Guardian Childcare & Education Walker Street
18	Childcare & OOSH	North Sydney Family Day Care
19	Childcare & OOSH	Goodstart Early Learning North Sydney - Berry Street
20	Childcare & OOSH	Goodstart Early Learning North Sydney - West Street
21	Childcare & OOSH	Kool HQ - Reddam House North Shore
22	Childcare & OOSH	St Thomas' North Sydney Preschool
23	Childcare & OOSH	Early Ed
24	Childcare & OOSH	Cameragal Comtessori Preschool

25	Childcare & OOSH	KU Grandstand Preschool
26	Childcare & OOSH	Cameragal Montessori Preschool
27	Childcare & OOSH	Willow Cottage Early Learning Centre
28	Medical Centre	North Shore Specialist Centre
29	Medical Centre	Qualitas Medical Practice North Sydney
30	Medical Centre	North Sydney Plaza Medical Centre
31	Medical Centre	Walker Street Doctors North Sydney
32	Medical Centre	North Sydney General Practice
33	Medical Centre	North Sydney Family Doctors
34	Medical Centre	The Berry Street Clinic
36	Medical Centre	Golden Medical
36	Medical Centre	Metrocentre Sydney
37	Community Facility	Fred Hutley Hall
38	Community Facility	North Sydney Community Centre
39	Community Facility	Stanton Library
40	Community Facility	Forsyth Park Community Centre
41	Community Facility	McMahons Point Community Centre
42	Community Facility	McArthur Community Care
43	Cultural Facility	The Independent Theatre
44	Outdoor Sport and Recreation	North Sydney Oval
45	Outdoor Sport and Recreation	St Leonards Park Basketball Court
46	Outdoor Sport and Recreation	Bon Andrews Oval

Source: *Urbis, 2025*

3.2. POLICY DRIVERS

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

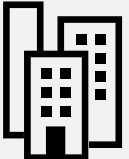
- Greater Sydney Commission North District Plan (2018)
- Greater Sydney Commission Greater Sydney Region Plan: A Metropolis of Three Cities (2018)
- Transport for NSW Future Transport Strategy 2056 (2022)
- NSW State Environmental Planning Policy (Housing) (2021)
- NSW Department of Planning, Industry and Environment Housing 2041 Strategy (2023)
- NSW 24-Hour Economy Strategy (2024)
- NSW State Environmental Planning Policy (Housing) 2021 (Housing SEPP) (2021)
- NSW Affordable Housing Ministerial Guidelines 2023/24 (2023)


Local Government


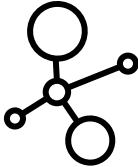
- North Sydney Community Strategic Plan- North Sydney Vision 2040 (CSP) (2022)
- North Sydney Local Strategic Planning Statement (2020)
- North Sydney Development Control Plan (2013)
- North Sydney Economic Development Strategy (2016)
- North Sydney Local Housing Strategy (2019)
- North Sydney CBD Transport Masterplan (2018)
- North Sydney Arts and Culture Strategy (2020-2022)
- North Sydney Public Domain Strategy (2020)
- North Sydney Visitor Economy Strategy (VES) (2019/20-2024/25)
- Northern Sydney Sub-Regional Planning Strategy (2004)

The key social themes from the policy review are summarised in Table 5 below.

Table 5 Key social themes from policy review

Theme	Summary of findings
<p data-bbox="167 1532 391 1597">Increased supply of diverse housing</p> 	<p data-bbox="422 1532 1396 1637">The North Sydney Local Strategic Planning Statement (LSPS) and Local Housing Strategy identify a projected LGA population growth of 19,500 people by 2036. To accommodate this growth, approximately 11,450 new dwelling are needed.</p> <p data-bbox="422 1666 1428 1917">The NSW Government’s Housing 2041 Strategy identifies several pillars to drive housing provision to be achieved in NSW by 2041. These pillars include strategically locating the supply of new housing and considering the diversity of housing and tenure types in order to recognise the unique needs and preferences of diverse households. The Housing 2041 strategy also includes actions related to supporting new and diverse housing typologies, such as size, number of bedrooms, layout and accessibility capabilities, to meet the needs of individuals and communities.</p> <p data-bbox="422 1926 1420 1991">Reflecting the diverse needs of families through offering diverse housing and tenure types is also established in the North Sydney Development Control Plan.</p>

Theme	Summary of findings
	<p>A Metropolis of Three Cities report sets out objectives to deliver housing supply and affordability. The location, type and cost of housing requires choices that have far-reaching impacts on quality of life, including time spent commuting, which affects people's ability to spend time with family or in the community.</p> <p>The North District Plan's Priority #1: Diverse housing options that meet the needs of the North Sydney community, through Objective 10 (Greater Housing Supply) and Objective 11 (Housing Is More Diverse and Affordable) projects local housing demand to significantly increase by 2036. Although the number of single-person, single parent and couple-only households, is expected to increase by 2036, couples with children will remain the highest proportion of households.</p> <p>According to the North Sydney Local Housing Strategy (2019), the LGA is experiencing a housing supply gap for small private dwellings. It identified that as of 2019, there was a shortfall of 7,800 studio and one-bedroom dwellings in the LGA, while the rate of provision of large dwellings (3+ bedrooms) met the number of households with children. With an additional 7,750 lone person and couple only households anticipated by 2036, additional small dwellings will be needed.</p> <p>This is supported by the NSW State Environment Planning Policy (Housing) 2021 which encourages the development which achieves a mix of apartment sizes, providing housing choice for different demographics, living needs and household budgets. The policy also advocates for residential apartment development that responds to social context by providing housing and facilities to suit the existing and future social mix.</p>
<p>Locating housing at transport nodes</p> 	<p>The North Sydney Vision 2040 prioritises sustainable and active transport. It acknowledges that new housing developments should be concentrated along key transport routes to maximise use of existing and proposed infrastructure. The North District Plan outlines that new housing should be positioned to support a walkable and/ or cyclable community, connecting residents directly to retail and transport amenity, whilst contributing to diverse and affordable housing products for current and future residents.</p> <p>Similarly, the Greater Sydney Region Plan recommends the alignment of new housing developments with regional and district infrastructure, specifically noting the catalytic impact of the Metro. The Northern Sydney Sub-Regional Planning Strategy advocates for growth of housing to proceed concurrently with the delivery of infrastructure, in order to meet the needs of growth as it occurs while minimising impacts on existing communities.</p> <p>Strategically placing housing along transport nodes in order to create more liveable neighbourhoods is specifically noted in the Greater Sydney Region Plan. The NSW State Environment Planning Policy (Housing) 2021 notes that locating housing at these transport nodes will make good use of existing and planned infrastructure and services. In addition to supporting growth around public transport, the NSW Future Transport Strategy advocates for supporting 15-minute neighbourhoods with car-free, active, and sustainable transport options. Travel demand modelling undertaken as part of Council's North Sydney CBD Transport Masterplan (2018), suggests that the number of journeys by rail will increase because of the Metro, from 47% in 2014 to 60% in 2036.</p>

Theme	Summary of findings
<p data-bbox="165 232 319 295">Increasing employment</p> 	<p data-bbox="421 232 1428 519">The North District plan, Priority #10 Growing Investment, Business Opportunity, and Jobs in Strategic Centres, acknowledges that employment growth is a key economic goal for metropolitan and strategic centres. As such, planning management of potential crowding of residential developments in commercial centres is required, with the Plan recommending a balance be struck via the provision of mixed-use or residential land zoned around the commercial core zone to ensure new residential developments can benefit from access and services in centres and promote local employment opportunities.</p> <p data-bbox="421 551 1428 837">The provision of new transport infrastructure through the Sydney Metro offers additional connections for potential workers, shoppers, and visitors. The North Sydney Economic Development Strategy notes that the introduction of a Sydney Metro stop provides an opportunity to improve connectivity to the region, as well as generate significant pedestrian activity. The strategy emphasises that increasing the residential population around North Sydney CBD would boost activity, vibrancy, and mixed uses. This is essential to balance this growth with preserving North Sydney's commercial core and its role in Global Sydney.</p> <p data-bbox="421 869 1428 1043">The North District Plan also advocates for the enhanced role of the Eastern Economic Corridor, which includes North Sydney. This includes supporting job growth in strategic centres, particularly locating new developments near infrastructure, which is further supported by the Northern Sydney Sub-Regional Planning Strategy.</p>
<p data-bbox="165 1088 360 1187">Activation of the North Sydney CBD</p> 	<p data-bbox="421 1088 1407 1263">According to the NSW 24-hour Economy Strategy; as the State's population grows and new communities form, consideration will need to be given to the increased demand for safe, vibrant, and diverse nightlife activities. Developments located around transport nodes will play a key role in unlocking the potential of local precincts and creating vibrant, walkable communities.</p> <p data-bbox="421 1294 1428 1581">A key focus of the North District Plan is to support the district's vibrant and safe night-time economy to enhance the social and recreational needs of communities across Greater Sydney. Planning for a night-time economy in centres includes supporting a range of small businesses such as retail, arts and cultural enterprises and events. This aligns with Strategic Direction #3, Our Innovative City, of the North Sydney Vision 2040, which involves creating vibrant and prosperous commercial centres by enhancing the night-time and weekend economic opportunities in North Sydney.</p> <p data-bbox="421 1612 1428 1792">The revitalisation of North Sydney CBD is a key focus of the North Sydney LSPS. The policy prioritises the activation of North Sydney CBD through more diverse night-time and weekend offerings and increased visitation, contributing to the CBD's amenity and commercial sustainability, and strengthening its position within Greater Sydney.</p> <p data-bbox="421 1823 1428 1998">More specifically, the North Sydney CBD Public Domain Strategy has identified several active precincts, including the 'Nights and Arts Activation' precinct where the proposal site is located. The street and building edges within these precincts are intended to complement the precinct's assigned theme, maximise activation and minimise service walls and blank walls.</p>


3.3. DEMOGRAPHIC PROFILE

A demographic profile identifies the demographic and social characteristics of a proposal's likely impacted groups and communities. 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 demographic profile has been developed for North Sydney - Lavender Bay (SA2) which comprises the 'Study Area' based upon the anticipated use and movement through the site. Where relevant, North Sydney LGA and Greater Sydney (GCCSA) have been used to provide a comparison. The profile is based on demographic data from the Australian Bureau of Statistics (2021), Census of Population and Housing and DPPI (2022), NSW Health and Profile id. (2021).

The tables below detail the datasets and data used in analysing the North Sydney – Lavender Bay SA2, North Sydney LGA, and Greater Sydney area.


Population and age

	<p>In 2021, there were 12,441 people in the Study Area, representing 18.04% of residents in North Sydney LGA.</p>
	<p>Young workforce aged 25 to 34, was the primary service age group, representing almost a quarter of all residents in the Study Area (24.3%), compared to North Sydney LGA (21.6%) and Greater Sydney (15.5%).</p>
	<p>Over a 10-year period (2011 to 2021), the Study Area's population increased by 2,926 residents, representing a 30.8% increase.</p>
	<p>Couple families without children was the most common family composition in the Study Area (61.0%), representing a higher proportion compared to North Sydney LGA (53.7%) and Greater Sydney (34.8%).</p>

Culture and diversity

	<p>In 2021, 49 residents identified as Aboriginal and/or Torres Strait Islander, representing 0.4% of residents in the Study Area and 17.6% of residents in North Sydney LGA (278 Aboriginal and/or Torres Strait Islander residents).</p>
	<p>The Study Area was characterised by high levels of cultural diversity. Over half of residents were born overseas (51.9%), representing a higher proportion than North Sydney LGA (47.8%) and Greater Sydney (43.2%). The top countries of birth included China (5.9%), England (5.7%) and India (4.0%).</p>
	<p>The Study Area (35.6%) had a higher proportion of households where a non-English language is used compared to North Sydney LGA (27.6%), though lower compared to Greater Sydney (42.0%). The most common non-English languages spoken were Mandarin (6.5%), Cantonese (4.0%), and Spanish (1.6%).</p>

Education, workforce and employment

	<p>There was a higher proportion of tertiary educated residents living in the Study Area, with 61.5% of residents having attained a bachelor's degree level and above, a similar proportion compared to North Sydney LGA (59.5%), though significantly higher compared to Greater Sydney (33.3%). Of those attending an educational institution, 5.8% were attending preschool, 14.6% were attending primary school, 14.0% were attending secondary school, and 35.7% were attending a tertiary education institution</p>
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There were lower proportions of people with vocational training qualifications in the Study Area, where those who have attained a Certificate Level I-IV represented 1.5% of residents, compared to North Sydney LGA (5.1%) and Greater Sydney (11.8%).

There were low levels of unemployment in the Study Area (3.7%) compared to North Sydney LGA (2.5%) and Greater Sydney (5.1%).

The top three occupations for Study Area and North Sydney LGA residents were professionals (46.4% and 45.3% respectively), managers (23.2% and 22.8% respectively) and clerical and administrative workers (11.5% and 11.7% respectively). This indicates a high proportion of residents employed in 'white collar' occupations.

Correspondingly, knowledge intensive industries were the most common industry of employment in the Study Area, with the top three including computer systems design and related services (6.8%), banking (4.5%) and legal services (3.8%).

Full time work was the most common employment status amongst Study Area residents (69.7%), a higher proportion compared to North Sydney LGA (68.4%) and Greater Sydney (55.5%).

The median household income in the Study Area (\$2,709) which is greater compared to North Sydney LGA (\$2,524) and Greater Sydney (\$2,077).

Housing, income and homelessness



The Study Area had a higher proportion of people living in flats or apartments (83.4%) and a lower proportion of people living in separate houses (5.6%), compared to North Sydney LGA (75.7% and 11.1% respectively) and Greater Sydney (30.7% and 55.8% respectively).

The Study Area and the North Sydney LGA had a high proportion of single (or lone) person households (40.3% and 38.6% respectively) compared to Greater Sydney (23.2%). Correspondingly, the Study Area and the North Sydney LGA had a lower proportion of family households (55.3% and 56.4% respectively), compared to Greater Sydney (72.6%). Of these family households in the Study Area, 60.1% comprised of couples without children. This was higher than families in North Sydney LGA (53.7%) and Greater Sydney (34.8%).

Renting was more common amongst Study Area residents (58.6%), compared to North Sydney LGA (51.9%) and Greater Sydney (35.9%). Correspondingly, there were lower levels of home ownership in the Study Area (38.5%), compared to North Sydney (45.9%) and Greater Sydney (61.1%).

The median weekly rent in the Study Area was higher (\$600), compared to North Sydney LGA (\$580) and Greater Sydney (\$470), with less households in the Study Area experiencing rental stress (26.0%), compared to North Sydney LGA (27.3%) and Greater Sydney (35.3%).

Study Area households had lower median monthly mortgage repayments (\$2,850) compared to North Sydney LGA (\$3,000) and higher compared to Greater Sydney (\$2,427). Greater proportion households in the Study Area experienced mortgage stress (20.4%) compared to North Sydney LGA (17.7%) and Greater Sydney (19.8%).

Data on the estimated levels of homelessness has been analysed according to the ABS 2021 Estimating Homelessness Census. The data is only available at the regional level and has therefore been considered for North Sydney LGA.

There was an estimated 327 homeless persons in North Sydney LGA, and 34 people living in crowded dwellings.

According to 2021 Socio-Economic Indexes for Areas (SEIFA) data, the Study Area experiences high levels of socio-economic advantage. The Study Area had a decile of 10 in the Index of Socio-economic Advantage and Disadvantage and a percentile of 99, placing it in the top 1%.

The Study Area ranked very highly in the Index of Education and Occupation, with a decile of 10 and percentile of 100.

The Study Area scored low on the Index of Economic Resources, with a decile of 3 and percentile of 26, meaning it ranked in the lower half of all SA2s. This may be due to the high proportion of renters and lower proportion of residents who own their own homes in the Study Area.

Health, wellbeing and disability



There was a slightly lower proportion of Study Area residents with a long-term health condition (20.3%), compared to North Sydney LGA (23.0%) and Greater Sydney (23.6%).

The most commonly reported health conditions in the Study Area were:

Asthma: 6.1% of the residents, compared to 7.0% of North Sydney LGA, and 6.8% of Greater Sydney.

Mental health condition: 5.9% of the residents, compared to 7.0% of North Sydney LGA, and 1.2% of Greater Sydney.

Arthritis: 4.8% of the residents, compared to 5.6% of North Sydney LGA, and 6.7% of Greater Sydney.

A lower proportion of people in the Study Area (7.9%) provided unpaid assistance to a person with a disability, health condition, or due to old age (during two weeks before Census Night), compared to North Sydney LGA (9.0%), and Greater Sydney (10.6%).

Health data from HealthStats NSW was analysed for the Northern Sydney Local Health District which encompasses the site. Physical activity in adults has increased over the last 10 years in the North Sydney Local Health District, with the proportion of insufficient physical activity in adults decreasing from 47.1% in 2013 to 35.5% in 2023.

Crime and safety

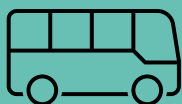


Crime data from the Bureau of Crime Statistics and Research (BOCSAR) was analysed to identify the crime profile of the North Sydney suburb. Data for North Sydney LGA and the NSW average has been used for comparison.

North Sydney generally has higher rates of crime compared to North Sydney LGA but lower rates than NSW. The crimes which North Sydney had a higher rate (per 100,000 people) compared to the NSW average were liquor offences, steal from person, steal from dwelling, and steal from retail store.

Two-year crime trends to June 2024 indicate that crime is generally stable in North Sydney LGA. Liquor offences decreased the most, by 50.0% per year, with steal from motor vehicle decreasing 35.0% per year.

Transport



Due to people being unable to work, working from home, or avoiding public transport during the COVID-19 pandemic, 2021 Census data regarding motor vehicles and public transport from that year do not accurately reflect current transport use in 2025. Data from the 2016 and 2021 Censuses has therefore been compared to more accurately reflect transport uses in the study area.

In 2016, Study Area residents used public transport to commute to work at twice the rate of Greater Sydney residents (42.6% and 22.8% respectively). North Sydney LGA (39.9%) also demonstrated a high use of public transport. This was significantly lower in 2021, with 7.3% of Study Area residents and 6.1% of North Sydney LGA residents using public transport to travel to work.

In 2016, there were fewer Study Area residents who travelled to work by car as driver or passenger than Greater Sydney (25.6% and 59.8% respectively). North Sydney LGA (34.0%) residents also demonstrated lower levels of car use than Greater Sydney. This was lower in 2021, with 15.1% of the Study Area, 17.9% of North Sydney LGA and 37.8% of Greater Sydney residents travelling by car.

In 2021, a higher proportion of people in the Study Area did not own a vehicle, compared to Greater Sydney (26.8% and 11.1%). North Sydney LGA (18.8%) also had higher proportions of people without a vehicle than Greater Sydney. The highest proportion of households in the Study Area owned one vehicle (53.9%), compared to North Sydney LGA (56.1%), and Greater Sydney (39.5%).

In 2016, a higher proportion of households in the Study Area did not own a motor vehicle, compared to Greater Sydney (23.4% and 11.1% respectively). 17.3% of North Sydney LGA residents did not own a motor vehicle. The highest proportion of people in the study area (53.4%) owned 1 motor vehicle, compared to 54.3% in North Sydney LGA, and 37.1% in Greater Sydney.

Profile.id and Economy.id data indicates that 71.3% of North Sydney LGA resident workers travelled outside of the area to work. The top three LGAs of employment for residents working outside of the LGA were Sydney (38.7%), North Sydney (26%) and Willoughby (6.9%). Of those working and living in North Sydney LGA, 5.6% were employed in retail trade, 4.3% were employed in construction and 4.2% were employed in accommodation and food services.

Profile.id and Economy.id data indicates of people employed in North Sydney LGA, 86.7% live outside the LGA. The top three LGAs of residence for people employed in North Sydney were Northern Beaches (8.1%), Sydney (6.3%) and Parramatta (5.3%). Industry based breakdowns indicate:

Of those working in the construction industry, the most common place of residence (other than North Sydney LGA) was Northern Beaches LGA (9.1%) Sydney LGA (5.9%), and Blacktown LGA (5.2%)

Of those working in the retail industry, the most common place of residence (other than North Sydney LGA) was Willoughby LGA (7.6%) and Northern Beaches LGA (7.2%), and Sydney LGA (6.2%).

Of those working in accommodation and food services industry, the most common place of residence (other than North Sydney LGA) was Sydney LGA (10.1%) and Willoughby LGA (10.1%), and Northern Beaches LGA (6.6%).

4. SIA FIELD STUDY

This section 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 and experience may not be what eventuates as part of a proposal. The consultation summary below does not distinguish between this and actual impacts, but rather it summarises the consultation as it was heard to provide an accurate sentiment of people's thoughts, feelings and feedback. The assessment of social impacts (Section 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

Urbis' Social Planning and Urbis' Engagement teams developed and undertook an integrated SIA field study and engagement program to accompany the proposal. These activities are detailed in full within the Engagement Outcomes Report (Urbis, 2025). The field study was informed by the outcomes of the social baseline (see Section 3) to identify the potentially impacted community and appropriate engagement methods. Activities were focused on individuals and groups within the immediate social locality (see Section 5), as well as key stakeholders.

The methods of engagement and consultation with community and key stakeholders are provided in Table 6. Additional communication and engagement activities were also undertaken by representatives from the Urbis Engagement team and are detailed in full in the Engagement Outcomes Report.

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

Table 6 Methods of engagement and consultation

Method	Administered	Timeframes	Invited	Participated
SIA field study activities				
SIA survey	Online, provided within the community newsletter that was districted via letterbox distribution	Between 12 May 2025 and 26 May 2025	Nearby residents, businesses, community organisations, surrounding developments and wider community	9 responses, of which 3 were completed
Council engagement	Online, via Council's inquiry channel	26 May 2025	North Sydney Council Social Planner	No response received at the time of writing this report
Engagement activities				
Door knock	In person	13 May 2025	18 neighbouring commercial properties	2 commercial neighbours
Community newsletter distribution	Distributed via letterbox drop 12 May 2025	26 March 2025	Immediate and wider community in the boundary shown in Figure 8 below	5,113 properties

Method	Administered	Timeframes	Invited	Participated
e-Newsletter	Distributed via email	9 May 2025	North Sydney Chamber of Commerce, Western Harbour Tunnel and Warringah Freeway Upgrade Project, North Sydney Council Councillors and elected members.	

Figure 11 Community notification distribution area



Source: Urbis, 2025

4.1. INTERVIEW WITH NORTH SYDNEY COUNCIL

Urbis’ Social Planning team contacted North Sydney Council on 28 May 2025 to request an interview to gain feedback specifically in relation to social impacts from Council’s perspective, based on their in-depth knowledge of the North Sydney LGA community.

At the time of writing this report, no response has been received.

4.2. SIA SURVEY

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

The SIA survey received nine responses. Noting that three were completed in full, resulting in inconsistent responses to each question. The responses received were from local residents, workers and businesses owners. The following summarises the key points raised by recipients of the survey.

Existing environment

- Value is placed in particular on views, proximity to water and peaceful village feel of the local area.
- Dislike/ lack of support for high density development occurring throughout North Sydney. Large scale developments such as the proposal have impacted the area's character and visual amenity.

Potential positive impacts

- No positive impacts were identified by respondents.

Potential negative impacts

Construction

- Concern regarding construction noise and dust.
- Concern there will be negative impacts on the local road network and ability for neighbouring residents to access their properties.

Design and operation

- Changes to area's 'village feel', with high-rise development leading to over-development, over-crowding and placing stress on already overstretched infrastructure, in particular schools.
- Increased impact on the local road network, impeding access to properties and overcrowded footpaths. Little Spring Street, Denison Street and Mount Street are congested, particularly during peak hours
- Impacts on views and overshadowing.

4.3. ENGAGEMENT OUTCOMES REPORT

Urbis' Engagement team undertook community and stakeholder engagement to provide balanced and objective information to assist stakeholders in understanding the proposal and to obtain public feedback on the proposal. A full summary of engagement activities and feedback is outlined in the Engagement Outcomes Report (Urbis, 2025).

A summary of the engagement activities listed in Table 6, as relevant to this SIA, is provided below.

- A neighbouring commercial property manager was interested to know the proposal's expected construction timeframes, from site set-up to practical completion of all interior fit outs and queries how neighbours could stay updated on the development.
- Two neighbouring commercial properties attended a stakeholder briefing where they raised questions in relation cumulative impacts of development in the local area, specifically the development timing of the proposal and 136 Arthur Street, North Sydney.
- Three neighbouring residential properties attended a stakeholder briefing and raised questions into the anticipated timeframe and duration of construction and the likelihood of the proposal receiving approval.
- North Sydney Council's Planning Assessment Team attended a planning focus meeting and raised strategic land use concerns regarding its preference for employment generating floorspace to be provided at the site.
- The Housing Development Authority and North Sydney Council's Planning Assessment team, Economic Analyst/Strategic Planner and Urban Designer attended a planning focus meeting. The following concerns were raised by North Sydney Council representatives:

- Council reiterated its strategic preference for employment-generating uses in the North Sydney CBD, raising concerns about the cumulative impact of residential-led development on commercial floor space capacity.
- Key issues that were raised by Council included the potential loss of employment opportunities, broader CBD capacity constraints, and residential amenity in a high-density commercial setting.
- Council also raised concerns regarding potential site isolation if adjoining land to the north is not included in a coordinated development outcome.
- Clarification was requested by both Council and the HDA regarding the proposed hotel component, including its function, staffing, and relationship to the broader land use mix. Ongoing engagement with Council is expected as the proposal progresses through the assessment process.
- Council expressed interest in the Applicants early economic modelling and long-term demand forecasting for commercial office floorspace in the North Sydney CBD.

4.4. KEY IMPLICATIONS OF SIA FIELD STUDY FINDINGS

This summary of the key social impacts identified by participants throughout the SIA field study and engagement activities is shown in Table 7.

Table 7 Summary of identified potential positive impacts, negative impacts, and opportunities

Positive impacts	Negative impacts	Opportunities
<ul style="list-style-type: none"> ▪ No positive impacts were identified during SIA field study activities 	<ul style="list-style-type: none"> ▪ Impacts to existing views and overshadowing ▪ Impacts to local road access during construction ▪ Increasing pressure of social infrastructure and pedestrian network ▪ Impacts to existing sense of community and local character ▪ Noise and dust impacts during construction ▪ Potential loss of employment opportunities ▪ Maintaining residential amenity in a high-density commercial environment ▪ Cumulative construction impacts 	<ul style="list-style-type: none"> ▪ No opportunities were identified during SIA field study activities

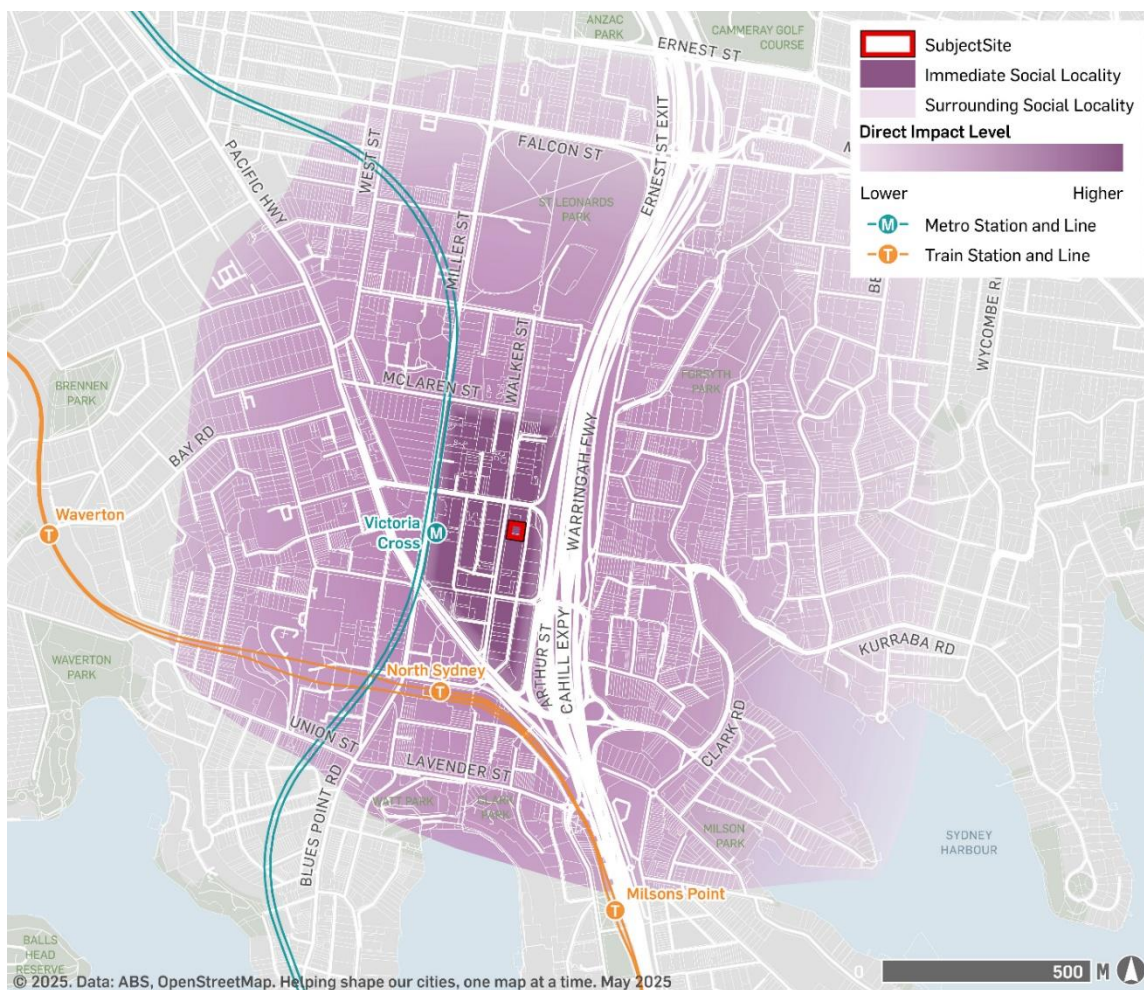
5. SOCIAL LOCALITY

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 12) was determined based on a review of the proposal, baseline and SIA field study outcomes. The social locality considers three key areas and likely impacted groups. These include:

- **Immediate social locality:** This includes communities that may be directly impacted by the proposal, including primarily residents and workers on and within proximity to the site. These communities may experience localised impacts such as visual, noise, air quality, and changes to the traffic and pedestrian network. The immediate social locality is shown in Figure 12.
- **Surrounding social locality:** This includes the North Sydney suburb community, including residents, workers, visitors and North Sydney CBD users, that may be either directly or indirectly impacted by the proposal through the provision of new amenity, activation of the site, new demand for services and facilities by new residents on site, as well as potential traffic impacts. The surrounding social locality is shown in Figure 12.
- **Broader social locality:** This consists of the broader Greater Sydney region that may be directly or indirectly impacted by the provision of additional housing options and employment opportunities in proximity to public transport. The broader social locality may also extend interstate or internationally due to the provision of hotel accommodation that may attract visitors and workers to the local area. Given the potential scale of impact, the broader social locality is not included in Figure 12.

Figure 12 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 2023) – as shown in Table 8 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 8 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 2023, p.19)

Table 9 Significance matrix

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

Source: DPFI, 2023, SIA Guideline: Technical Supplement, p. 13

Table 10 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 (DPFI 2023, p. 12)

Table 11 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 (DPFI 2023, p. 13)

Table 12 Dimensions of social impact magnitude

Dimension	Explanation
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 2023, p. 12)

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 different forms and may be incorporated in the design, planning, construction, or operational stage 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 further enhance positive social impacts and mitigate negative social impacts. These measures have not been included in the assessment of mitigated or enhanced impacts but have been recommended as additional measures for consideration by the proponent to enhance the social outcomes of the proposal. Mitigation and enhancement measures which 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 impact and 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 demand for community services and facilities

Affected stakeholders	Duration of impact
Immediate and surrounding social locality (incoming and surrounding residents)	Operation
Assessment – without mitigation: Medium negative	
<p>All communities need access to social infrastructure and services, which play a critical role in supporting their health and wellbeing. The North District Plan’s <i>Priority 3: Providing services and social infrastructure to meet people’s changing needs</i>, highlights the importance of ensuring communities are well serviced.</p> <p>North Sydney – Lavender Bay is characterised by 83.4% high-density dwellings. The proposal to deliver 296 apartments, accommodating approximately 563 residents, is well aligned with the existing residential character of the area and supports the continuation of this high-density urban form. There is significant demand for diverse and affordable housing across Greater Sydney to meet forecasted population growth. The proposed nine (9) affordable housing apartments equating to 3% of the total dwellings, in perpetuity, will serve a broader variety of residents in the North Sydney area.</p> <p>The new residents will require access to a broad range of services and facilities, including health, educational, recreational and cultural facilities and services, as well as open space. While the proposal alone will only generate low levels of demand for community facilities and services, it has the potential to add to broader pressure on existing infrastructure, in the context of the greater population growth projected for North Sydney.</p> <p>Being located in the CBD, the site benefits from close access to a range of health services, including medical centres and specialist providers, as well as Royal North Shore Hospital and North Shore Private Hospital in nearby St Leonards. A desktop review identified 19 childcare centres in North Sydney, with 13 of them showing current vacancies, suggesting some capacity to absorb additional demand from incoming families.</p> <p>The proposal is located within the catchment zones of North Sydney Public School and Cammeraygal High School. A review of enrolment data shows that North Sydney Public School has experienced a decline in student numbers from 887 in 2019 to 723 in 2024, which may indicate available capacity to accommodate additional enrolments. In contrast, Cammeraygal High School has grown significantly since its establishment in 2015, with enrolments increasing from 635 in 2019 to 905 in 2024. While this growth trend reflects the school’s increasing maturity and broader demographic changes, it may also suggest limited future capacity.</p> <p>Given the demographic analysis in Section 3.3, which indicates a high proportion of single (or lone) person households (40.3% of households) and couple families without children (60.1% of families) in North Sydney – Lavender Bay, it is unlikely that the proposal will generate a significant burden on local schools. This is further supported by recent enrolment trends and the presence of a diverse range of</p>	

Affected stakeholders	Duration of impact
<p>nearby educational institutions, including government, selective, and independent schools, as well as tertiary education facilities such as Australian Catholic University and TAFE NSW at St Leonards.</p> <p>The SIA Field Study (refer to Section 4) identified community concerns around additional pressure on schools and broader social infrastructure. However, the proposal benefits from its central location, located close to various public transport nodes, including metro, bus and train services that connect North Sydney to the Sydney CBD which offers excellent access to services including Stanton Library, the North Sydney Community Centre, St Leonards Park, and other open space and recreation facilities. Additionally, the North Sydney LSPS and Local Housing Strategy (outlined in Section 3.2), identified a projected LGA population growth of 19,500 people by 2036, which will require approximately 11,450 new dwellings. Therefore, this growth is anticipated and broader planning for growth is required and being undertaken. For example, North Sydney Olympic Pool Leisure Centre, is currently under redevelopment with anticipated completion in 2025. While the site benefits from social infrastructure in the immediate and surrounding areas, the incoming population will still contribute in part, pressure on social infrastructure locally. As such, the unmitigated impact is assessed as medium negative, given the possible likelihood and minor magnitude.</p>	
<p>Assessment – with mitigation/ enhancement: Medium negative</p>	
<p>The proposal incorporates a range of design measures aimed at mitigating potential pressure on existing social infrastructure resulting from the incoming residential and visitor population. These measures are intended to reduce cumulative demand on local community facilities and public open space by providing alternative, on-site amenities that support some social and recreational needs.</p> <p>Specifically, the development includes a variety of communal spaces accessible to both residents and hotel guests, such as:</p> <ul style="list-style-type: none"> ▪ A ground floor all day dining space supporting informal interaction and leisure. ▪ A gym, yoga studio and landscaped terrace on Level 5, promoting health and wellbeing ▪ A shared pool, terrace and wellness space on Level 6, offering recreational opportunities. <p>In addition, the proposal includes a dedicated suite of resident-only amenities on Level 33, which comprise a pool, gym, yoga space, indoor and outdoor lounges, an evening library and dining areas. These facilities are designed to support the day-to-day social, leisure, and lifestyle needs of residents within the development, thereby reducing reliance on surrounding social infrastructure.</p> <p>Collectively, these provisions are expected to absorb a proportion of the additional demand typically placed on local social infrastructure by new development.</p> <p>In addition, the proposal will be required to provide local development contributions to contribute to the funding of new facilities or facility upgrades to address increased demand and meet future needs. With consideration of the above measures which will likely reduce some demand on community facilities and open space, the mitigated impact is assessed as low negative, given the possible likelihood and minimal magnitude.</p>	
<p>SIA recommendations – additional social mitigations</p>	
<ul style="list-style-type: none"> ▪ Develop resident systems and programs which foster community cohesion and reduce off-site service demand, such as resident-led clubs, wellness sessions on the terrace, or skill-sharing workshops in communal areas. 	

Affected stakeholders	Duration of impact
<ul style="list-style-type: none"> ▪ Consider opportunities to incorporation of additional, smaller bookable communal spaces for resident-use (e.g. to study, work, practice music or have small meetings) during the detailed design phase. These spaces can further alleviate pressures on community facilities. ▪ Consider the inclusion of child-friendly spaces such as indoor playrooms or outdoor play terrace, to reduce the impact on nearby playgrounds and family facilities. ▪ Consult with Council and Government agencies (e.g. School Infrastructure NSW and the Local Health District) to discuss and confirm how incoming needs for social infrastructure can be addressed. 	

6.2.1.2. Contribution to increased supply of housing to address Greater Sydney’s growing demand

Affected stakeholders	Duration of impact
Immediate, surrounding and regional social locality (incoming residents)	Operation
Assessment – without mitigation/enhancement: Medium positive	
<p>There is a significant demand for housing across Greater Sydney to meet forecasted population growth. Consequently, the NSW Government’s Housing 2041 Strategy prioritises diverse housing with easy access to jobs and public transport due to an anticipated rise in housing demand by 2036.</p> <p>The Greater Sydney Region Plan and North District Plan support the delivery of higher-density housing along major transport corridors and within established centres, including North Sydney. These plans emphasise the need to leverage existing and planned infrastructure, such as the Victoria Cross Metro Station, to accommodate population growth efficiently. Similarly, the SEPP (Housing) 2021 reinforces the importance of locating housing near public transport and employment hubs to optimise service delivery and infrastructure use.</p> <p>The North Sydney Vision 2040 and Greater Sydney Region Plan advocate for the concentration of new housing along key transport corridors to maximise the utility of existing and planned infrastructure. The SEPP (Housing) 2021 supports this approach, noting that locating housing near transport nodes optimises infrastructure and service usage. Additionally, the Greater Sydney 2056: North District Plan promotes growth in North Sydney CBD, ensuring that increased housing supports and benefits from existing transport infrastructure, and proximity to employment and services.</p> <p>The proposal represents a contribution to the local housing supply by facilitating the delivery of 296 build-to-sell apartments. Incoming residents will benefit from proximity to North Sydney’s commercial core, health and community services, childcare and education facilities, sport and recreation infrastructure, and public open space (see Section 3.1.3). The site is well-connected (within 400m) to metro, train and bus services, therefore allowing future residents easy access to the Sydney CBD and other employment centres.</p> <p>Given the proposal’s alignment with key strategic directions, contribution to the provision of new housing in North Sydney and the site’s prominent and connected location, the unenhanced impact is assessed as medium positive, given a likely likelihood and minor magnitude.</p>	
Assessment – with mitigation/enhancement: High positive	

As outlined in the Demographic Profile (refer to Section 3.3), North Sydney – Lavendar Bay has a higher proportion of single (or lone) person (40.3%) and a lower proportion of family households (55.3%) compared to Greater Sydney. Young professionals aged 25 to 34 in North Sydney – Lavender Bay represent 24.3% of residents.

The Economic Impact Assessment (EIA) (Urbis, 2025) notes that North Sydney Council has identified a housing supply gap in the provision of diverse housing stock, which is a requirement under the North Sydney Development Control Plan 2013. The North Sydney Local Housing Strategy identifies the need for more small dwellings to accommodate North Sydney's smaller households. The proposal's inclusion of apartment dwellings (including one- and two-bedroom dwellings) would address the needs of the existing demographic groups in the local area and those seeking to live in the area.

The Architectural Design Report by Architectus (2025) notes that the proposal will provide a range of dwelling sizes, contributing to housing diversity in the area and catering to a broader range of demographic groups. The proposed mix includes:

- 24% x 1 Bed (77 dwellings)
- 45% x 2 Bed (133 dwellings)
- 14% x 3 Bed (41 dwellings)
- 14% x 4 Bed (42 dwellings)
- 3% x Penthouse (3 dwellings).

The proposal will enable a diverse array of residential apartments at the fringe of the North Sydney CBD that cater to a range of demographic cohorts. The development of a diverse and well-situated dwelling stock will ensure that existing and future housing demands are catered for as the LGA continues to grow. Therefore, the proposal will be most attractive to residents seeking an apartment lifestyle close to jobs, amenity and services within North Sydney CBD.

An Expression of Interest to progress this project under the newly established HDA approval pathway was submitted on 15 January 2025. An affordable housing contribution of 3% was nominated in the Expression of Interest. The HDA recommended that this project could progress under the newly established HDA approval pathway on 26 February 2025, and the proposed nomination (3% of the total proposed residential gross floor area) towards affordable housing has been adopted as part of the architectural plans, with 9 units being delivered as affordable housing options. As indicated on the architectural plans, the affordable housing dwelling design, access, and amenities will align with those of the other proposed residential dwellings.

Considering the proposal's various dwelling typologies that align with existing and future housing needs of the community, and the additional enhancement of involving a partner to assist with planning for selecting tenants for the affordable housing, the enhanced impact is assessed as **high positive**, given the likely likelihood and moderate magnitude.

SIA recommendations – additional social mitigations/enhancements

- Consider seeking support from a partner organisation familiar with affordable housing tenant selection, as it is anticipated that this would assist with creating a plan for appropriate allocation and management of the affordable housing dwellings, and ensure any plans are appropriately implemented.

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. Contribution to vibrancy and activation of the North Sydney CBD

Affected stakeholders	Duration of impact
Immediate, surrounding and broader social locality (including residents, business owners, workers, visitors and uses of the CBD)	Operation
Assessment – without mitigation: High positive	
<p>North Sydney CBD has a rich history as a commercial hub within Greater Sydney. However, the Economic Impact Assessment (Urbis, 2025) notes that COVID-19 and subsequent changes in office visitor patterns has seen a reduction in demand levels, evidenced by persistently high record vacancy rates impacting the North Sydney office market. Activity is currently predominantly driven by office workers, meaning limited retail activity occurs outside of business hours and on weekends (Urbis, 2025).</p> <p>In response to the declining demand for commercial land use, both State and local policies acknowledge the need for the North Sydney CBD to attract visitation by expanding its offerings through greater mixed-use development. The North Sydney Local Strategic Planning Statement (2020) (LSPS) and the North Sydney Vision 2040 – Community Strategic Plan (2022) (CSP) emphasise the critical role of North Sydney CBD within the Eastern Economic Corridor and highlight its potential to accommodate a wider range of activities, services and experiences for residents, workers and visitors. This is supported by the North District Plan (2018), which encourages exploration of opportunities for night-time economic offerings to attract tourists and visitors, while also increasing activation and economic stimulation.</p> <p>The North Sydney Visitor Economy Strategy (VES) furthers this vision by identifying ‘Dynamic Centres’ as a key priority. It outlines an aspiration for North Sydney CBD to be an innovative, energetic hub that blends business, leisure and lifestyle offerings. In addition, The Greater Sydney Region Plan and Vision 2040 advocates for housing growth along key public transport corridors, to boost urban activation through higher density residential development in infrastructure-rich areas.</p> <p>The EIA (Urbis, 2025) notes that a greater number of residents and visitors is required to support additional businesses in the hospitality and entertainment sectors. The proposal will contribute to achieving this by introducing approximately 563 new residents to the North Sydney CBD. Leveraging off the future Victoria Cross Metro Station, the proposed development will introduce permanent residents, visitors and retailers in walking distance to the North Sydney CBD, which will help to stimulate night-time activity and create a sense of vibrancy in the area (Urbis, 2025).</p> <p>The Demographic Profile (refer to Section 3.3) shows that North Sydney has a high proportion of young adults and working-age professionals. The future incoming residents are likely to reflect these characteristics. This demographic is likely to engage with local amenities and hospitality offerings, thereby enriching the social and economic life of the broader CBD.</p> <p>Additionally, the inclusion of a 160-room hotel will attract a significant number of visitors to the area, stimulating tourism and supporting the local economy through increased patronage of shops, restaurants and other services. This dual contribution from both residents and tourists is expected to meaningfully enhance the vibrancy, safety and activation of the North Sydney CBD public domain.</p>	

Affected stakeholders	Duration of impact
<p>With consideration of the proposal's contribution to the activation of the local area through the introduction of new housing and accommodation for residents and visitors, the unenhanced impact is assessed as high positive, given the likely likelihood and the moderate magnitude.</p>	
<p>Assessment – with mitigation/ enhancement: Very high positive</p>	
<p>The proposal incorporates several amenities that will attract a high level of occupancy. As noted in previously, the proposal will include high quality indoor and outdoor leisure spaces for hotel guests and residents.</p> <p>In addition, the EIA (Urbis, 2025) notes that by thoughtfully planning an integrated hotel and restaurant on the ground floor, the proposed development will help to activate the broader precinct. The proposed hotel lobby and restaurant will seamlessly incorporate with street frontages along Walker Street, attracting visitation and activating the ground floor plane to deliver much-needed vibrancy to North Sydney's CBD.</p> <p>The proposal's architectural design, landscaping, and active street frontages will improve the visual quality of the public realm. These improvements are expected to enhance the amenity and walkability of Walker Street and Little Walker Street, supporting increased pedestrian activity and contributing to a more dynamic and welcoming streetscape. The proposal's active interface with Little Walker Street will enhance Little Walker Street as a key pedestrian accessway and assist in the delivery of Council's vision for an activated network of laneways (the <i>East Walker Laneways</i>) in the North Sydney CBD Public Domain Strategy (2020).</p> <p>With consideration of proposal's design quality, integration with the surrounding public domain, and the inclusion of publicly accessible attractors that will appeal to both residents and visitors, the mitigated social impact is assessed as very high positive, given the almost certain likelihood and major magnitude.</p>	
<p>SIA recommendations – additional social mitigations</p>	
<ul style="list-style-type: none"> ▪ Develop an activation strategy as part of the operational Plan of Management, to increase site usage and activation. 	

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. Improved access and pedestrian environment

Affected stakeholders	Duration of impact
<p>Immediate social locality (including residents, workers, visitors, and CBD users)</p>	<p>Operation</p>
<p>Assessment – without mitigation/enhancement: Low positive</p>	
<p>The proposed development introduces improved pedestrian entry points on both Walker Street and Little Walker Street, directly responding to current access limitations and aligning with Council's future vision for the laneway. Whilst Walker Street currently supports a high level of pedestrian activity, featuring wide, well-maintained footpaths, street lighting, and tree canopy—Little Walker Street is a narrow, one-way laneway with hindered pedestrian infrastructure.</p>	

At present, pedestrian movement along Little Walker Street is constrained by narrow footpaths, minimal activation, loading docks and physical obstructions, (refer to Site Visit images in Section 3.1) which often force pedestrians onto the roadway. The introduction of new access points provides an opportunity to not only improve permeability through the site but also to activate the laneway frontage and support the objectives of the North Sydney CBD Public Domain Strategy (2020), which seeks to transform Little Walker Street into a more pedestrian-friendly, mixed-use shared zone; forming part of the *East Walker Laneways* precinct with opportunities for art, activation and nighttime activities.

The North Sydney CBD Public Domain Strategy (2020) identifies Little Walker Street as an opportunity through enhancement of the pedestrian environment, encouragement of new businesses and activities, and provision of additional pedestrian entrance points to buildings.

The Architectural Plans prepared by Architectus (2025) detail the provision of additional pedestrian access points on both Walker Street and Little Walker Street. It also includes the consolidation of the existing two vehicular driveways on Little Walker Street into a single-entry point. These design measures provide opportunities to improve access into and around the site for pedestrians and vehicles and will be considered in the enhanced impact below.

While the SIA field study (refer to Section 4) revealed concerns regarding the proposed access arrangements for vehicles entering and exiting the site, noting the local road network is highly congested, the proposal's introduction of additional street activation, pedestrian entry points, and consolidation of vehicle access points, across Walker Street and Little Walker Street will serve to improve safety, connectivity and access to the site, once operational.

With consideration of the site's significance within the North Sydney CBD and the proposal's opportunity to improve the existing pedestrian and vehicular environment, while also acknowledging community concerns regarding the site's potential to exacerbate existing traffic conditions, the unmitigated impact is assessed as low positive, given the possible likelihood and minimal magnitude.

Assessment – with enhancement: Medium positive

Based on existing travel-to-work behaviours (refer to Section 3.3) and the site's proximity to key public transport infrastructure (refer to Section 3.1), the Transport Impact Assessment (JMT Consulting, 2025) estimates the proposal will generate approximately 1,035 daily trips. Of these, only 13% are expected to be made by private vehicle (driver or passenger), while a significant 41% are anticipated to be made by active transport, including walking and cycling. This indicates that the development will primarily contribute to increased pedestrian activity in the local area, with minimal additional demand placed on the surrounding road network by private vehicle users.

In response to this expected increase in pedestrian movement, the proposal incorporates several design features to enhance pedestrian safety and amenity, particularly along Walker Street and Little Walker Street. Key measures include:

- *Consolidation of vehicular access:* The two existing vehicle entry points on Little Walker Street will be consolidated into a single access point, reducing potential conflict between pedestrians and vehicles and improving overall safety for all road users.
- *Pedestrian priority:* The new driveway entrance will be integrated into the footpath at a single, continuous level, reinforcing pedestrian priority along Little Walker Street.
- *Improved pedestrian access:* Architectural drawings (Architectus, 2025) indicate that the main pedestrian entries for residents, hotel guests, and associated amenities will be located along both Walker Street and Little Walker Street, improving connectivity through the site.

- *Street activation*: Active ground-level uses, including ancillary retail tenancies and a hotel lobby, will contribute to increased passive surveillance and pedestrian activity along the street frontages.
- *Footpath upgrades*: The proposal includes widening the existing footpath along Little Walker Street to achieve a similar standard to Walker Street, significantly improving walkability and pedestrian comfort.

These upgrades align with the North Sydney CBD Public Domain Strategy (2020), which identifies Little Walker Street as a future high pedestrian activity zone. The proposed enhancements are expected to improve the safety, accessibility, and overall quality of the pedestrian environment in and around the site. As a result, the enhanced operational impact is assessed as medium positive, reflecting a likely likelihood and minor magnitude.

SIA recommendations – additional social impact mitigations/enhancements

- Provide additional bicycle racks for hotel staff, residents and visitors along Little Walker Street and Arthur Street frontages, in addition to the bicycle parking provided within the carpark levels.
- Advise surrounding businesses and residents of update grades to access points to maintain pedestrian and vehicle safety and awareness.

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. Potential impacts to Aboriginal and European culture and heritage

Affected stakeholders	Duration of impact
Surrounding and broader social localities (local Aboriginal people and communities)	Construction and operation
Assessment – without mitigation/enhancement: Neutral	
<p>The construction of any new development should consider impacts to history, heritage and culture, including Aboriginal and non-Aboriginal.</p> <p>Consideration should be given to potential impacts on Aboriginal objects, the landscape or the spiritual connection Aboriginal people have with Country. State and local policies highlight the importance of valuing, respecting and reflecting Aboriginal people, their histories, and their connections to Country and community through planning and new developments. Due to the highly disturbed and developed nature of the site, the preparation of an Aboriginal Cultural Heritage Assessment Report was not deemed necessary according to the SEARs. It is unlikely that there would be any negative impact on objects, remains, or other significant items. This assessment is supported by the Archaeological Advice prepared by Urbis (2025), which indicates there is nil potential for any natural soils and the survival of Aboriginal objects on the site, and that no further archaeological investigations are required.</p> <p>The Heritage Impact Statement (non-Aboriginal) prepared by Urbis (2025) indicates that none of the existing buildings on the site are state or locally listed heritage items, nor is the site located within a heritage conservation area. Within the vicinity of the site, two locally listed heritage sites are identified, the North Sydney Former Fire Station (item no. I0983) and the MLC building (item no. I0893). The assessment found that no significant views to or from the heritage items would be affected by the proposal and that the proposal is supported from a heritage perspective.</p>	

Considering the existing site condition and context, the unenhanced impact on Aboriginal and European culture and heritage is assessed as neutral.

Assessment – with mitigation/enhancement: Low Positive

Given the site's visual prominence and central CBD location, the redevelopment of the site presents a valuable opportunity to meaningfully acknowledge and reflect Aboriginal culture and heritage through both architectural and landscape design. A Connecting with Country Report was prepared for this proposal by Archaeological Management & Consulting Group (2025). The report recommended a series of actions that could be taken throughout the development application process, including continued First Nations community engagement and consultation throughout the approval pathway with all stakeholders, to ensure the validity of the Connecting with Country (CwC) processes.

The Design Report (Architectus, 2025) notes the potential to include Aboriginal works in the 'public art and interpretation program'. In addition to appointing an Indigenous specialist consultant to the project team to inform overall design, this would have the potential to include and expand Aboriginal cultural relevance in the building and create a connection for the residents and visitors to the local Aboriginal culture. This is in addition to the Connecting with Country (CwC) report recommendations above.

The Landscape Design Report (Architectus, 2025) does not mention Aboriginal input into the design of communal spaces.

There is potential for a positive outcome should the future design incorporate authentic and considered Connecting with Country initiatives as outlined in the Design Report. If the suggested enhancements are implemented, the likely likelihood and minor impact of the enhancements would have a **low positive** impact upon the connection of the building with the surrounding Aboriginal community of the Gai-mariagal (Cammeraygal) Country.

SIA recommendations – additional social impact mitigations/enhancements

- Ensure the landscape and architectural design incorporate meaningful designing with Country initiatives that a robust consultation with Aboriginal stakeholders has informed.
- Explore opportunities to incorporate designing with Country initiatives through the detailed design phase, including through the design of the internal fit out. This should involve engagement with Aboriginal stakeholders.
- A recommended enhancement would be for the Landscape Design Report to consider appointing an Aboriginal specialist consultant to advise on potential native plant species that could be utilised throughout communal spaces, with these species identified by plaques to enhance the connection to local Aboriginal communities. Such an enhancement could potentially improve Aboriginal connection to the building and the integration of the building into the local community.

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. Impacts to amenity during construction

Affected stakeholders	Duration of impact
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<p>Immediate social locality (surrounding residents, business owners, workers, visitors and other pedestrians).</p>	<p>Construction</p>
<p>Assessment – without mitigation/enhancement: High negative</p>	
<p>Construction works associated with the proposal are expected to generate temporary disruptions that may affect the amenity and daily functioning of the surrounding community. The construction of the proposal will alter the existing noise environment both on-site and in the surrounding area. Noise can affect the ability of individuals and groups to perform activities such as sleeping or tasks that require high concentration levels, including studying and working. Construction activities can also result in changes to the existing traffic environment, potentially affecting how residents and workers in the immediate area get around, perform day-to-day activities which cause stress.</p>	
<p>Noise and dust impacts</p>	
<p>The SIA field study (refer to Section 4) identified the community concern regarding potential impacts relating to noise and dust during the construction of the proposal.</p>	
<p>The Acoustic Impact Assessment (AIA) prepared by PWNA (2025) identifies six sensitive receivers in proximity to the proposed development site. These receivers are located along Walker Street and Arthur Street, and include adjacent residential properties, a childcare centre, and users of Dorris Fitton Park. The AIA outlines key noise-generating activities associated with the construction of the proposal, including site establishment, demolition and ground works, and internal and external building works. While high traffic volumes already characterise the surrounding road network, the AIA concludes that construction-related traffic noise impacts are unlikely to be significant, particularly given the absence of residential receivers directly adjoining the site. Any additional noise generated by construction vehicles is not expected to result in a perceptible increase in overall road traffic noise levels.</p>	
<p>However, the AIA identifies potential exceedances of acceptable noise levels during the demolition and the ground works phase, particularly in relation to the nearby childcare centre and residential receivers. As such, mitigation measures will be required during this stage to reduce impacts and manage community amenity.</p>	
<p>While the impact of dust was raised as a community concern during the SIA Field Study, as the SEARs did not require an Air Quality Impact Assessment be undertaken for the potential impact to be confirmed. Given assessment was not required, it is assumed that the impact was determined to be unlikely.</p>	
<p>Congestion to local road network</p>	
<p>The SIA field study (refer to Section 4) identified community concern regarding the potential impact to the local traffic network and flow during construction, impacting the community’s ability to access surrounding roads and neighbouring properties during peak periods. In particular, along Little Spring Street, Denison Street and Miller Street.</p>	
<p>The preliminary Construction Traffic Management Plan (CTMP) prepared as part of the Traffic Impact Assessment (TIA) by JMT (2025) notes that construction vehicle access will be provided via Walker Street during working hours (weekdays from 7:00am – 7:00pm and Saturdays 7:00am – 5:00pm). The plan notes that construction vehicle access routes have been selected to align with key State and Regional roads such as the Warringah Freeway, Falcon Street, Pacific Highway and Miller Street. These anticipated routes will not permit construction vehicles along Little Spring Street, Denison Street and Miller Street.</p>	

The CTMP (JMT, 2025) concludes that overall, the number of construction vehicles associated with the construction works are considered acceptable. Footpaths are expected to remain open at all times to pedestrians and therefore minimal impacts are anticipated.

With consideration of the findings of the AIA and TIA, but acknowledging the proposed development will result in increased levels of noise, the unmitigated impact during construction is assessed as high negative, given the likely likelihood and moderate magnitude.

Assessment – with mitigation/enhancement: Medium negative

To mitigate potential amenity impacts during construction, the Acoustic Impact Assessment (AIA) recommends the development and implementation of a Construction Noise and Vibration Management Plan (CNVMP). This plan should include:

- A description of approved construction hours, planned activities, and equipment to be used;
- A clear complaints-handling procedure, including contact details for the responsible party; and
- Provision for a qualified acoustic consultant to be present during construction to undertake noise monitoring, respond to complaints, and report findings in accordance with the construction contractor's Noise Complaint Management Program.

In addition to noise-related mitigations, the Construction Traffic Management Plan (CTMP) outlines measures to reduce traffic-related amenity impacts, including:

- Controlled access for construction vehicles and managed pedestrian routes to ensure safety;
- Promotion of public transport use among construction workers to reduce vehicle volumes;
- Minimisation of construction vehicle movements during peak traffic periods;
- Avoidance of vehicle queuing on public roads; and
- Advance notification to neighbouring properties ahead of any temporary traffic control measures being implemented.

While these plans and proposed mitigations are expected to reduce the severity of impacts, some level of disruption, particularly noise, will remain inevitable due to the site's proximity to sensitive receivers.

Assuming both the CNVMP and CTMP are prepared to a high standard and effectively implemented, the mitigated impact to amenity during construction is assessed as medium negative, reflecting a possible likelihood and minor magnitude of residual effect.

SIA recommendations – additional social impact mitigations/enhancements

- It is recommended that dust mitigation strategies be addressed in future construction and/or environmental management plans prior to the construction period.

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. Impacts to visual character and solar amenity

Affected stakeholders	Duration of impact
Immediate social locality (nearby residents and workers)	Operation
Assessment – without mitigation: Low negative	
<p>Some respondents to the SIA survey also raised concern regarding high density development occurring throughout North Sydney and the impact on the area’s local character, visual amenity and solar access.</p> <p>While the proposal represents a significant increase in height and scale at the site, it is consistent with the emerging character of the locality and the scale of other recent developments in the area and policy directions for North Sydney.</p> <p>The proposed 53-storey development is strongly aligned with key strategic planning policies that support increased density in well-connected urban centres. As outlined in Section 3.2, the North District Plan and Greater Sydney Region Plan encourage high-density development near major transport hubs to promote sustainable growth and efficient use of infrastructure. Similarly, the SEPP (Housing) 2021 supports developments that optimise existing and planned infrastructure capacity. In alignment with these policy directions, the proposal makes a strategic contribution to the planned evolution of the North Sydney CBD as a high-density, mixed-use precinct.</p> <p>While aligned to policy directions and the site’s development context, the proposal will introduce substantial visual change and potential overshadowing impacts.</p> <p>The Visual Impact Assessment (VIA) undertaken by Urbis was not available at the time of writing, however preliminary information received from the project Planner indicates that, while the development will alter the existing visual landscape, the extent of change is appropriate for its CBD context. The proposal does not result in unreasonable private view loss when assessed against relevant built form controls and established planning principles. Additionally, the site is not located in proximity to heritage-listed items, thereby not hindering local historic values. This will be documented in the future VIA.</p> <p>A Design Report is not available at the time of writing, however preliminary information received from the project Planner indicates solar access and shadow cast has been modelled by Architectus. The shadow analysis indicates that the proposal will not result in any additional overshadowing of open space within the RE1 zone, including Doris Fitton Park, and there will be no unacceptable reduction in the level of solar access upon residential dwellings. This will be documented in the future Design Report.</p> <p>While acknowledging community concerns regarding changes to visual character but considering policy directions for North Sydney and the development context, the preliminary VIA information and shadow analysis, the unmitigated impact is assessed as low negative due to the possible likelihood and minimal magnitude.</p>	
Assessment – with mitigation/ enhancement: Low positive	
<p>While detailed façade design documentation is limited at the time of writing, the available architectural renders illustrate a tower with curvilinear elements, soft flowing lines, and a shiny glazed curtain wall system. These design features contribute to a sculptural and visually refined appearance, helping to break down the building’s perceived bulk and create a more sympathetic interface with the public domain.</p> <p>The use of glazing and curvature is expected to reflect natural light and sky, softening the tower’s presence and enhancing its contribution to the evolving North Sydney skyline.</p>	

Affected stakeholders	Duration of impact
<p>The preliminary VIA information supports this assessment, noting that the existing buildings on the site are of low visual significance and do not meaningfully contribute to the amenity of Walker Street or Little Walker Street. In contrast, based on its conceptual façade treatment and improved and activated streetscape interface, the proposal is likely to represent a visual enhancement that aligns with the policy directions for the North Sydney CBD.</p> <p>Based on the limited design information available at the time of writing suggesting the proposal may enhance visual character, the mitigated impact is assessed as low positive, given the possible likelihood and minimal magnitude.</p>	
SIA recommendations – additional social mitigations	
<p>No further social recommendations are proposed at this stage.</p>	

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. Impact on employment opportunities

Affected stakeholders	Duration of impact
<p>Immediate social locality (existing workers onsite) and broader social locality (future proposal workers)</p>	<p>Construction and operation</p>
Assessment – without mitigation/enhancement: During construction: Low positive During Operation: Low negative	
<p>As outlined in Section 3.2, local and state policies highlight the importance of job creation in key centres. The North District Plan prioritises ‘Growing investment, business opportunities, and jobs in strategic centres’, particularly through mixed-use developments that integrate commercial and residential uses.</p> <p>The existing building currently contributes to local employment through its mix of commercial uses. It accommodates several businesses, as well as ground-floor retail, a café, a personal training gym, and a rehabilitation provider. While precise employment numbers are unavailable, the nature of the tenants suggests a notable share of professional, clerical, administrative, and service-oriented roles are based on-site.</p> <p>The new development will result in loss of the current jobs on the site associated with the relocation of these tenants. Their ability to acquire alternative commercial space nearby is not known at this time. Should tenants be required to relocate outside of North Sydney, this may result in a loss of local employment opportunities.</p> <p>The Economic Impact Assessment (EIA) by Urbis (2025) however highlights a post-COVID shift towards remote working, leading to decreased demand for commercial office space and increased vacancy rates. This trend has impacted the employment opportunities generated/accommodated within commercial office buildings. The proponent advised that at the time of writing the site has an occupancy rate of 60-80%. This aligns with the EIS (Urbis, 2025) findings, which forecast a 28% office market vacancy rate in North</p>	

Sydney CBD by 2026. It is not known whether the site's existing vacancy rate of 20-40%, is in part a result of the post-COVID shift or in response to tenants relocating in response to notification of intention to redevelop the site.

Construction

The proposal will generate temporary direct and indirect employment opportunities during the construction phase. The Estimated Development Cost (EDC) report prepared by Urbis (2025) estimates the proposal will generate 1,733 direct and indirect full-time equivalent employment (FTE) opportunities, during the anticipated 18-month construction period. These employment opportunities will be within construction, project management, and related services.

With consideration of the creation of these employment opportunities, but the temporary, short-term nature of these opportunities, the impact is assessed as low positive, given the likely likelihood and minimal magnitude.

Operation

The site's strategic location, with convenient access to multiple public transport nodes, supports job accessibility for future employees. The proposed development will generate new job opportunities through the operation of its hotel and retail components. The projected job types were not available at the time of writing, however it is expected that these will span a range of skill levels and industries, such as hospitality, customer service, retail management, and facilities operations, contributing to the diversification of employment opportunities within the North Sydney CBD. The projected job numbers were also not available at the time of writing. As the proposed job numbers and existing site job number are not known, the net gain or loss of jobs resulting from the proposal is not clear and cannot be assessed at this stage.

The proposal's introduction of residents and hotel guests to the CBD is also expected to have a positive flow-on effect for local cafes, shops, and services, further contributing to the precinct's economic vitality.

While the proposal will provide new job opportunities, a net gain of employment opportunities on site cannot be confirmed. Therefore, with consideration of the potential loss of employment opportunities on site, and potentially from the North Sydney CBD, but acknowledging the changing context in relation to reduced demand for and employment opportunities facilitated by commercial office space, this impact is assessed as low positive, given the possible likelihood and minimal magnitude.

Assessment – with mitigation/enhancement:

Construction: Low positive

Operation: Low negative

No mitigation or enhancement measures are proposed at this stage; therefore, the impacts remain assessed as **low positive** during construction and **low negative** during operation.

SIA recommendations – additional social impact mitigations/enhancements

- Consider including training, employment and procurement policies or targets during the tender process for the construction works and selection of the future operators of the hotel (for example in relation to local workforce, diversity and inclusion, Aboriginal economic participation and opportunities for vulnerable groups).

- Explore opportunities to engage with and connect existing tenants, particularly displaced businesses, with local commercial property networks or business chambers and assist in identifying alternative premises to support their relocation.

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. Ability for people to contribute to the decision-making process

Affected stakeholders	Duration of impact
Immediate and surrounding social locality (surrounding business owners, workers and residents)	Construction and operation
Assessment – without mitigation: Medium negative	
<p>The ability to provide feedback and contribute to decision-making processes is a key social consideration for any development and is fundamental to understanding potential social impacts that a proposal may generate. Important decisions in the built environment can positively or negatively influence the way people interact and live within communities, and how they interact with a proposal. The North Sydney Community Strategic Plan highlights the importance of encouraging active participation in local decision-making to foster community cohesion and wellbeing.</p> <p>Ensuring that the community and key stakeholders are effectively informed about development changes is essential to reducing potential feelings of uncertainty or a lack of control over changes occurring in the area. Providing avenues for people to provide input in decision-making is also critical to reducing fears within a community.</p> <p>Responses to the SIA survey (refer to Section 4.2) indicate an overall negative sentiment about the proposed development, with no support indicated in survey responses. Some respondents raised concerns that the development could contribute to over-development, traffic congestion and stress on existing infrastructure, which may negatively impact residents' sense of community and local character. Given the community sentiment, opportunities for the community to provide feedback and inform the decision-making process is particularly important.</p> <p>While the SIA survey generated a relatively low level of response, the responses received indicate some community concern regarding the changing nature of the local area and interest in informing the decision-making process. As such, this impact is assessed as medium negative, given the possible likelihood and minor magnitude.</p>	
Assessment – with mitigation/ enhancement: Low positive	
<p>Community engagement undertaken for this proposal included the distribution of a community newsletter on 12 May 2025 with information about the project, a link to the SIA survey (open until 26 May 2025), an invitation to attend a community webinar and contact details for an enquiry hotline should recipients wish to speak to a project team member. The newsletter was distributed to 5,113 properties within the local area, and councillors, near residential and commercial neighbours were also invited to attend an online briefing.</p>	

Affected stakeholders	Duration of impact
<p>While community engagement was undertaken, responses rates were low and there are limitations in relation to reflecting feedback in the proposal design. This is largely due to the nature of the feedback relating primarily to cumulative impacts associated with development in the area.</p> <p>The Engagement Outcomes Report (Urbis, 2025) recommends ongoing consultation with the community including:</p> <ul style="list-style-type: none"> ▪ Continuing to engage with the community on the proposal, its impacts, and the planning and approvals process ▪ Providing updates on how community feedback has been considered and incorporated, through mechanisms such as a community newsletter ▪ Maintaining two-way communication channels to allow stakeholders to ask questions and seek clarification about the proposal. ▪ With consideration of the community engagement activities undertaken and a commitment to ongoing communication and engagement, the mitigated impact is assessed as low positive, given the possible likelihood and minimal magnitude. 	
SIA recommendations – additional social mitigations	
<ul style="list-style-type: none"> ▪ Develop and implement a communication and engagement strategy for the construction period (as part of the Construction Environmental Management Plan) to ensure effective and ongoing communication with the surrounding community and provide the community with opportunities to express queries and concerns and enable the proponent to address any issues raised. 	

6.3. CUMULATIVE IMPACTS

Cumulative impacts are the result of incremental, sustained and combined effects of human action and natural variations over time, and can be both positive and negative (DPHI 2022, p.4). They can be caused by compounding effects of a single project or multiple projects in an area, and 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 13 below.

Table 13 Concurrent development projects

DA Reference	Development Description	Current Status
SSD Applications		
SSD-61000021	146 Arthur Street. BTR tower.	Under assessment
SSD-72980712	132 Arthur Street. BTR / hotel tower	Under assessment
SSD-67175465	173-179 Walker Street. HDA / BTS Residential tower	Approved (2025)

DA Reference	Development Description	Current Status
SSD-10294	Victoria Cross OSD. Commercial tower	Approved (2020)
Local DAs (North Sydney Council)		
DA-70/18	118 Mount Street. Commercial tower	Approved (2018)
DA-58/2022	107 Mount Street. Commercial tower	Approved (2023)
DA-19/21	110 Walker Street. Commercial tower	Approved (2022)
DA-32/2022	100 Walker Street. Commercial tower	Approved (2022)
DA-369/18	88 Walker Street. Hotel / commercial tower	Approved (2019)
MP08_0238	1 Denison Street. Commercial tower	Approved (2010)
MP08_0241	100 Mount Street. Commercial tower	Approved (2010)
DA-215/2023	45 McLaren Street. Residential tower	Approved (2025)
DA-10/2015	223 Miller Street. Serviced apartments	Approved (2016)
DA-269/2023	41 McLaren Street. Education	Approved (2024)

Source: Major Projects (DPHI 2025)

Cumulative social impacts during construction

There is a possibility for cumulative social impacts to occur during construction. This could include impacts to people's surroundings, health, wellbeing and accessibility due to increased noise, air quality, traffic and any changes to the pedestrian network. The communities most impacted by cumulative social impacts associated with construction would be residents, business owners, workers and visitors in the immediate social locality, given the scale of development planned for this area.

To minimise the potential for cumulative social impacts during construction, the Construction Environmental Management Plan (CEMP) developed 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 nearby concurrent development to minimise impacts. This would include consideration of pedestrian access, to ensure continuous pathways are still available during construction, as well as coordinating construction 'relief' days and consultation mechanisms (i.e. complaints handling procedures) as appropriate.

Cumulative pressure on existing services and facilities

The incoming population associated with the planned and proposed developments within North Sydney CBD will likely contribute to additional pressure on transport networks, and on surrounding services and facilities, and open space.

The proposed development complements the vision of the North Sydney Community Strategic Plan - North Sydney Vision 2040, by providing commercial and residential growth, contributing and linking to great public places, and linking to sustainable and active transport options. The North Sydney LSPS has also taken into consideration the additional population that will need to be catered for up to 2036. The proposal will also be required to contribute to infrastructure contributions to assist in funding infrastructure and services in the local area.

To help further manage this impact, as noted in Section 7.2, it is recommended that ongoing consultation is undertaken by the proponent with State and local agencies to discuss how future needs can be met.

Cumulative change to local character

In line with the combined impacts from changed density, changed visual landscape, and changed community composition, the proposal and surrounding development will likely contribute to a cumulative change in local character. This change to local character will likely be most acute on long term residents of North Sydney.

In terms of visual character, as mentioned, the proposed development complements the vision, principles and guiding concepts of the North Sydney CSP and other relevant local planning policies. The preliminary VIA information indicates that the change to the local character is in line with the strategic vision for North Sydney CBD. However, there is still a possibility that cumulative impacts to local visual character will be experienced by the local community.

In terms of community character, it will be important for new developments to consider ways to promote community connectiveness and cohesion. Measures to assist are recommended in Section 7.2.

SIA recommendations – social mitigation

- The construction contractor and the proponent to consult with surrounding landowners and construction contractors of any concurrent developments to understand expected construction timelines and activities and identify possible measures to reduce conflicts and cumulative impacts. This should be reflected in the future Construction Environmental Management Plan.

7. MITIGATION, ENHANCEMENT AND MANAGEMENT

This section 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 stakeholder and/or partners have been identified. The involvement and participation of these key stakeholders and/or partners in the monitoring and management of social impacts and social benefits will improve the outcomes of the proposed mitigation and management strategies.

Not all potential impacts will be the responsibility of the proponent to mitigate or manage. In some cases, their role may be to cooperate or inform the mitigation, provide data and information to future tenants. In other cases, they may have direct responsibility for mitigation and management of the identified potential social impacts and the opportunity 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 14 below.

Table 14 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 demand for community services and facilities	Medium Negative	Low negative	<ul style="list-style-type: none"> Incorporation of communal spaces that are accessible to residents and hotel guests, including dining space, gym, yoga studio, landscaped terraces, shared pools, wellness spaces. Incorporation of resident-only amenities, including a pool, gym, yoga space, indoor and outdoor longues, library and dining areas. 	Proponent	<p>North Sydney Council</p> <p>Schools Infrastructure NSW</p>
Way of life	Contribution to increased supply of quality, well-located housing aligned to existing and future housing needs	Medium positive	High positive	<ul style="list-style-type: none"> The inclusion of apartment dwellings (including 1- and 2-bedroom dwellings) are aligned to the need identified in the area. Implementation of a plan for selecting tenants for the affordable housing units. 	Proponent	

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
Community	Contribution to vibrancy and activation of the North Sydney CBD	High positive	Very high positive	<ul style="list-style-type: none"> The incorporation of amenities will attract a high level of occupancy of guests and residents. The inclusion of the integrated hotel and restaurant at the Ground Floor will activate the ground floor plane. 	Proponent	
Accessibility	Impacts to pedestrian access and local road network during operation	Low positive	Medium positive	<ul style="list-style-type: none"> The proposal incorporates several design features to enhance pedestrian safety and amenity, including, consolidation of vehicular access, pedestrian priority, street activation, footpath upgrades. 	Proponent	
Culture	Potential impacts to Aboriginal culture and heritage	Neutral	Low positive	<ul style="list-style-type: none"> Redevelopment of the site provides the opportunity to positively acknowledge and reflect Aboriginal culture and heritage through the architectural and landscape design. 	Proponent Architects Landscape architects CwC Consultants	
Health and wellbeing	Impacts to amenity during construction	High negative	Medium negative	<ul style="list-style-type: none"> The AIA recommends the development and implementation of a Construction Noise and Vibration Management Plan. 	Proponent Construction Company	Noise and Vibration Management Consultants

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				<ul style="list-style-type: none"> The CTMP outlines measures to reduce traffic-related amenity impacts. 		
Surroundings	Impacts to visual character and solar amenity	Low negative	Low positive	<ul style="list-style-type: none"> The high quality architectural design of the proposal breaks the building's perceived bulk and creates a sympathetic interface with the public domain. The VIA notes that the existing buildings on the site are of low visual significance and do no 	Proponent Architects	
Livelihood	Impact on employment opportunities	Low positive during construction Low negative during operation	Low positive during construction Low negative during operation	<i>No mitigation or enhancement measures proposed at this stage.</i>		
Decision making systems	Ability for people to contribute to the decision-making process	Medium negative	Low positive	<ul style="list-style-type: none"> Community engagement was undertaken, though response rates were low and there are limitations in relation to reflecting feedback in the final design. 	Proponent Engagement consultants	Urbis Engagement

Theme	Matter	Unmitigated /Unenhanced	Mitigated /Enhanced	Proposed mitigation, enhancement and management	Responsibility	Potential partners
				<ul style="list-style-type: none"> The Engagement Outcomes Report recommends ongoing consultation with the community. 		
Cumulative impacts	<ul style="list-style-type: none"> Develop a detailed CMP (including CEMP) at the CC stage which includes consideration of potential cumulative impacts during construction. Conduct ongoing consultation with the local community, and State and Local Government agencies to discuss how future needs can be met. Promote community connectiveness and cohesion through activations within the proposal. 					<p>North Sydney Council</p> <p>Construction Management Consultants</p>

7.2. FURTHER SIA RECOMMENDATIONS

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

Communication

- Consult with Council and Government agencies (e.g. School Infrastructure NSW and the Local Health District) to discuss and confirm how incoming needs for social infrastructure can be addressed.
- Advise surrounding businesses and residents of update grades to access points to maintain pedestrian and vehicle safety and awareness.
- Explore opportunities to engage with and connect existing tenants, particularly displaced businesses, with local commercial property networks or business chambers and assist in identifying alternative premises to support their relocation.
- Develop and implement a communication and engagement strategy for the construction period (as part of the Construction Environmental Management Plan) to ensure effective and ongoing communication with the surrounding community and provide the community with opportunities to express queries and concerns and enable the proponent to address any issues raised.

Design

- Consider opportunities to incorporate additional, smaller bookable communal spaces for resident-use (e.g. to study, work, practice music or have small meetings) during the detailed design phase. These spaces can further alleviate pressures on community facilities.
- Consider the inclusion of child-friendly spaces such as indoor playrooms or outdoor play terrace, to reduce the impact on nearby playgrounds and family facilities.
- Provide additional bicycle racks for hotel staff, residents and visitors along Little Walker Street and Arthur Street frontages, in addition to the bicycle parking provided within the carpark levels.
- Ensure the landscape and architectural design incorporate meaningful designing with Country initiatives that have been informed by a robust consultation with Aboriginal stakeholders.
- Explore opportunities to incorporate designing with Country initiatives through the detailed design phase, including through the design of the internal fit out. This should involve engagement with Aboriginal stakeholders.

Construction and operation management

- It is recommended that dust mitigation strategies be addressed in future construction and/ or environmental management plans prior to the construction period.
- Develop an activation strategy as part of the operational Plan of Management, to increase site usage and activation.
- Explore opportunities for the proposal to facilitate the participation of Aboriginal and Torres Strait Islander people during operation, for example through targeted employment and training opportunities associated with the hotel and restaurant or management of the BTS component
- Develop resident systems and programs which foster community cohesion and reduce off-site service demand, such as resident-led clubs, wellness sessions on the terrace, or skill-sharing workshops in communal areas.
- Consider including training, employment and procurement policies or targets during the tender process for the construction works and selection of the future operators of the hotel (for example in relation to local workforce, diversity and inclusion, Aboriginal economic participation and opportunities for vulnerable groups).

Community Integration and Support:

- Consider establishing partnerships with local community organisations to support social programs and initiatives that benefit both new and existing residents. This could support the Connecting with Country (CwC) recommendations of ensuring Aboriginal communities are engaged throughout construction and into the life of the building.
- Organise cultural and community events within the development to foster a sense of belonging and community spirit among residents and visitors.
- Create a tenant advisory group that includes affordable housing residents, to ensure they have a voice in decision making processes regarding the management of the building.

ACRONYMNS

Acronyms	Term
ABS	Australian Bureau of Statistics
ACHAR	Aboriginal Cultural Heritage Assessment Report
AIA	Acoustic Impact Assessment
BOCSAR	NSW Bureau of Crime Statistics and Research
BTR	Build To Rent
BTS	Build To Sell
CBD	Central Business District
CC	Construction Certificate
CEMP	Construction Environmental Management Plan
CMP	Construction Management Plan
CNVMP	Construction Noise and Vibration Management Plan
CSP	Community Strategic Plan
CTMP	Construction Traffic Management Plan
CTPMP	Construction Traffic and Pedestrian Management Plan
DA	Development Application
DPHI	NSW Department of Planning, Housing and Infrastructure
EDC	Estimated Development Cost
EIA	Economic Impact Assessment
EIS	Economic Impact Statement
EIS	Environmental Impact Assessment
FTE	Full-time equivalent
FTE	Full-Time Equivalent
GCCSA	Greater Capital City Statistical Area
GTP	Green Travel Plan
HANML	Highly Affected Noise Management Levels
HDA	Housing Delivery Authority

Acronyms	Term
LALC	Local Aboriginal Land Council
LGA	Local Government Area
LSPS	Local Strategic Planning Statement
NCA	Noise Catchment Area
NML	Noise Management Levels
NSW	New South Wales
NVIA	Noise and Vibration Impact Assessment
OOSH	Outside Of School Hours (Care)
RAP	Registered Aboriginal Parties
SAL	Suburbs and Localities
SEARs	Secretary's Environmental Assessment Requirements
SEIFA	Socio-Economic Indexes for Areas
SEPP	State Environmental Planning Policy
SEPP	State Environmental Planning Policy
SIA	Social Impact Assessment
SSD	State Significant Development
SSDA	State Significant Development Application
TAFE	Technical and Further Education
TAIA	Traffic and Accessibility Impact Assessment
The proponent	Freecity
The proposal	The proposal to which this SIA relates
TIA	Traffic Impact Assessment
VES	Visitor Economy Strategy
VIA	Visual Impact Assessment
VIA	Visual Impact Assessment

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 GCCSA, North Sydney LGA, North Sydney – Lavender Bay SA2.

Australian Curriculum, Assessment and Reporting Authority, 2021, School enrolment data.

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

NSW Department of Planning, Housing and Infrastructure, 2022, NSW population projections.

Policy documents

Greater Sydney Commission North District Plan (2018)

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

Transport for NSW Future Transport Strategy 2056 (2022)

NSW State Environmental Planning Policy (Housing) (2021)

NSW Department of Planning, Industry and Environment Housing 2041 Strategy (2023)

NSW 24-Hour Economy Strategy (2024)

North Sydney Community Strategic Plan- North Sydney Vision 2040 (CSP) (2022)

North Sydney Local Strategic Planning Statement (2020)

North Sydney Development Control Plan (2013)

North Sydney Economic Development Strategy (2016)

North Sydney Local Housing Strategy (2019)

North Sydney CBD Transport Masterplan (2018)

North Sydney Arts and Culture Strategy (2020-2022)

North Sydney Public Domain Strategy (2020)

North Sydney Visitor Economy Strategy (VES) (2019/20-2024/25)

Northern Sydney Sub-Regional Planning Strategy (2004)

Technical studies prepared for this proposal

Architectus, Architectural Design Report (2025).

Architectus, Architectural Plans (2025).

JMT Consulting, Preliminary Construction Traffic Management Plan (2025).

JMT Consulting, Transport Impact Assessment (2025).

PWNA, Acoustic Impact Assessment (2025).

Urbis, Economic Impact Assessment (2025).

Urbis, Engagement Outcomes Report (2025).

Urbis, Estimated Development Cost Report (2025).

Urbis, Visual Impact Assessment (2025).

Other

NSW Department of Planning, Housing and Infrastructure, 2023, Social Impact Assessment Guideline and Technical Supplement.

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

DISCLAIMER

This report is dated 08 August 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 Freecity (**Instructing Party**) for the purpose of SIA (**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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APPENDIX A

SIA SURVEY QUESTIONS

Questions

Part One: About the surrounding area

1. Which of the following best describes you?

Please select all that apply.

- Resident living within 500m of the site
 - Resident of North Sydney suburb
 - Resident of Neutral Bay, Lavender Bay, Milsons Point, McMahon's Point or Kirribilli
 - Resident of North Sydney Council Area
 - Worker or business owner in North Sydney suburb
 - Worker or business owner in the North Sydney Council area
 - Worker of a community service provider
 - Regular visitor to the area
 - Other. Please specify:
-

2. In a few words, what do you like about living and/or working in North Sydney?

[Comment box](#)

3. In a few words, what do you like about visiting North Sydney?

[Comment box](#)

4. In a few words, how do you think housing needs are currently being met within North Sydney?

[Comment box](#)

Part Two: 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*

- *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*

5. How would the proposal mainly impact the community once operational?

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

6. Please describe why you feel the proposal will impact the community as you answered in Question 5.

[Comment box](#)

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

[Comment box](#)

8. Please describe any positive impacts that the proposal will create.

[Comment box](#)

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

[Comment box](#)

10. Please describe any negative impacts that the proposal will create.

[Comment box](#)

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

[Comment box](#)

12. On a scale of 1 (not at all) to 10 (very much), please indicate the extent to which you will be impacted by construction works associated with the proposal.

[Slide feature](#)

13. Please describe how construction works may impact you.

[Comment box](#)

14. On a scale of 1 (not at all) to 10 (very much), please indicate to what extent you anticipate the project will contribute to achieving NSW housing targets of 5,900 completed homes by 2029?

15. Would you like to be kept up to date as the project progresses?

- Yes
- No

16. If yes, please include your preferred contact details:

[Comment box](#)

Thank you for your participation. Please contact the Urbis Engagement Team on 1800 244 863 or engagement@urbis.com.au if you have any questions or would like to speak with us directly about the SIA.

