



SOCIAL IMPACT ASSESSMENT

TAFE NSW Construction Centre
of Excellence

Prepared for
NSW TAFE
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EXECUTIVE SUMMARY

This Social Impact Assessment (SIA) has been prepared to accompany a detailed State Significant Development Application (SSDA) for the development of an educational facility at the Nepean – Kingswood TAFE NSW campus, located at 12 – 44 O’Connell Street, Kingswood (the site).

The SSDA seeks development consent for the construction and operation of the TAFE NSW Construction Centre of Excellence (TAFE NSW CCoE) (the proposal). The TAFE NSW CCoE will be a multi-level, integrated educational facility designed to accommodate specialised training and education for construction-related TAFE NSW courses.

Assessing social impacts

An SIA is a specialist study undertaken to identify and analyse the potential positive and negative social impacts associated with a development proposal. Social impacts are those that impact on people’s way of life, their culture, community, access to facilities and services, health and wellbeing, surroundings, livelihoods and decision making systems.

The potential impacts of the proposal are assessed by comparing the magnitude of the impact (minimal to transformative) against the likelihood of the impact occurring (very unlikely to almost certain). This risk assessment methodology has been used from the Department of Planning, Industry and Environment (DPIE) draft Social Impact Guidelines for State Significant Projects (2020) and is outlined below.

			Magnitude level				
			1	2	3	4	5
			Minimal	Minor	Moderate	Major	Transformative
Likelihood level	A	Almost certain	Medium	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

Potential social impacts

Based on the assessment in this report, the key social impacts of the proposal are considered to be:

- **Increased access to education and training:** the development of the CCoE is expected to have a very high positive impact in the local community by creating new tertiary education and training places to support an industry likely to generate significant employment opportunities.
- **Improved employment prospects:** the creation of five new TAFE NSW courses is expected to positively impact resident prospects at securing forecasted job opportunities within the construction sector, with research outlining that TAFE NSW graduates enter the labour force with better employment prospects and ‘work ready’ skills. This is expected to have a high positive impact on the Penrith community, particularly in Kingswood, given the role the TAFE NSW system plays in supporting job access pathways for special and at-risk groups.
- **Access and connectivity:** the proposal will provide good internal access and connections from the new CCoE building to the surrounding campus and will likely have a positive impact on all incoming students.

More broadly, TAFE NSW has been working with Western Sydney University to help provide greater cross-connectivity between the two campuses for the benefit of all students. Given the strategic location of the campus, these connections could be expanded to encompass the surrounding community and enable increased shared community access and use of the grounds. Recommendations have been

made in this SIA to help further enhance this access which, if implemented, has potential to have a high positive impact on the local community.

Based on this assessment and the recommendations provided, it's likely that the proposal will generate a positive impact to the local community.

Recommendations

The following recommendations are provided to further manage the potential impacts from the proposal:

- Consider the provision of affordable enrolment opportunities (e.g. through scholarships or grants) for the local community, particularly for students within the suburbs immediately surrounding the site.
- Communicate with the local community about the educational offerings on site and to raise the profile of this form of tertiary education and increase the presence of TAFE NSW within the area. This may include an 'open day' prior to opening the building to allow the local community to view the facility and learn more about potential training opportunities.
- Investigate or establish partnerships with local construction industries and employers to help further support CCoE graduates enter the workforce. This could include career markets or guest speakers/educators from relevant industries.
- Consider working with Council and businesses to create an employment strategy for the construction and operation of the CCoE to target local hires. The plan may also include inclusion or diversity targets.
- Consider opportunities to enable shared use of the site and associated facilities for community purposes when they are not in educational use. This should look at ways which the site can support the social infrastructure needs of the community and activate the site outside hours. This can be investigated during the post approval stage.
- Continue to work with Western Sydney University to formalise sharing agreements and access between the two campuses to benefit all students.

1. INTRODUCTION

This Social Impact Assessment (SIA) has been prepared to accompany a detailed State Significant Development Application (SSDA) for the development of an educational facility at the Nepean – Kingswood TAFE NSW campus, located at 12 – 44 O’Connell Street, Kingswood (the site).

The SSDA seeks development consent for the construction and operation of the TAFE NSW Construction Centre of Excellence (TAFE NSW CCoE) (the proposal). The TAFE NSW CCoE will be a multi-level, integrated educational facility designed to accommodate specialised training and education for construction-related TAFE NSW courses.

1.1. LEGISLATIVE REQUIREMENT

This SIA has been prepared in response to the requirements contained within the Secretary’s Environmental Assessment Requirements (SEARs) issued for this project (SSD-8571481). Specially, this SIA has been prepared to respond to the following SEARs:

SEARs	SIA report reference
11. Social Impacts Include an assessment of the social consequences of the building’s relative location and decanting activities if proposed.	Sections 8 – 10

SIA policies and guidelines

In October 2020, the Department of Planning, Industry and Environment (DPIE) released the draft SIA Guidelines for State Significant Projects (October 2020) (the draft SIA Guidelines). As the SEARs for this project were already issued at the date of release, the draft SIA Guidelines do not apply explicitly for this proposal but can be applied voluntarily. This aligns with the transitional arrangement advice published by DPIE¹.

To enable consistency with state-wide objectives, this SIA report has voluntarily used DPIE’s draft SIA Guidelines to inform the preparation of this assessment. This SIA report has also been informed by the SIA guidance contained within Penrith City Council’s (Council) Development Control Plan 2014 – Appendix F4: Technical Information 2.1 Social Principles.

1.2. DEFINING SOCIAL IMPACTS

An SIA is a specialist study undertaken to identify and analyse the potential positive and negative social impacts associated with a development proposal. It involves a detailed and independent study to outline social impacts, identify mitigation measures, and provide recommendations in accordance with professional standards and statutory obligations.

In line with the DPIE guidelines, social impacts can involve changes to people’s:

- Way of life
- Community
- Access to facilities and services
- Culture
- Health and wellbeing
- Surroundings
- Livelihoods
- Decision-making systems.

¹ FAQs Transitional Arrangements – www.planningportal.nsw.gov.au/social-impact-assessment , issued October 2020

1.3. METHODOLOGY

Background review	Impact scoping	Assessment and reporting
<ul style="list-style-type: none">▪ Review of surrounding land uses and site visit▪ Review of relevant state and local policies to understand potential implications of the proposal▪ Analysis of relevant data to understand the existing community	<ul style="list-style-type: none">▪ Review of site plans and technical assessments▪ Consultation with Council to identify potential impacts	<ul style="list-style-type: none">▪ Assessment of significant impacts considering management measures▪ Provision of recommendations to enhance positive impacts, reduce negative impacts and monitor ongoing impacts

2. ASSESSING SOCIAL IMPACTS

The assessment of social impacts can be approached in several ways. The International Association for Impact Assessment (IAIA) highlights a risk assessment methodology, whereby the significance of potential impacts is assessed by comparing the consequence of an impact against the likelihood of the impact occurring. This approach is also used in the draft DPIE SIA Guidelines for State Significant Projects (2020).

The DPIE risk assessment methodology for assessing social impacts is outlined below and has been used in this SIA.

			Magnitude level				
			1	2	3	4	5
			Minimal	Minor	Moderate	Major	Transformative
Likelihood level	A	Almost certain	Medium	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

Likelihood and magnitude level characteristics

The likelihood and magnitude levels are determined by subjective and objective components, considering both individual experience, community perceptions and the outcomes of technical evaluations.

As outlined in the draft DPIE SIA Guidelines, the likelihood level assesses the probability of the impact occurring. The level of magnitude assesses the likely significance of the impact and considers several characteristics including:

- **Extent** – the volume of people expected to be affected and their relative location to the proposal
- **Duration** – the timeframe and frequency of potential impacts
- **Severity or scale** – the degree of change from the existing condition as a result of the impact
- **Sensitivity or importance** – the extent to which people or an environment can adapt to or mitigate the impact, including the value they attach to the matter and their capacity to cope to change.
- **Level of concern/interest** – the level of interest or concern among the people affected.

Management measures

Social impacts are assessed before and after the implementation of management measures. Management measures are designed to reduce negative impacts and enhance positive impacts. These measures can take different forms and may be incorporated in the planning, construction, or operational stage of the proposal.

Section 8 of this report assess potential impacts prior to management measures as part of the impact scoping phase. Impacts which are assessed as moderate or higher are considered significant and included for further assessment in Section 9. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level.

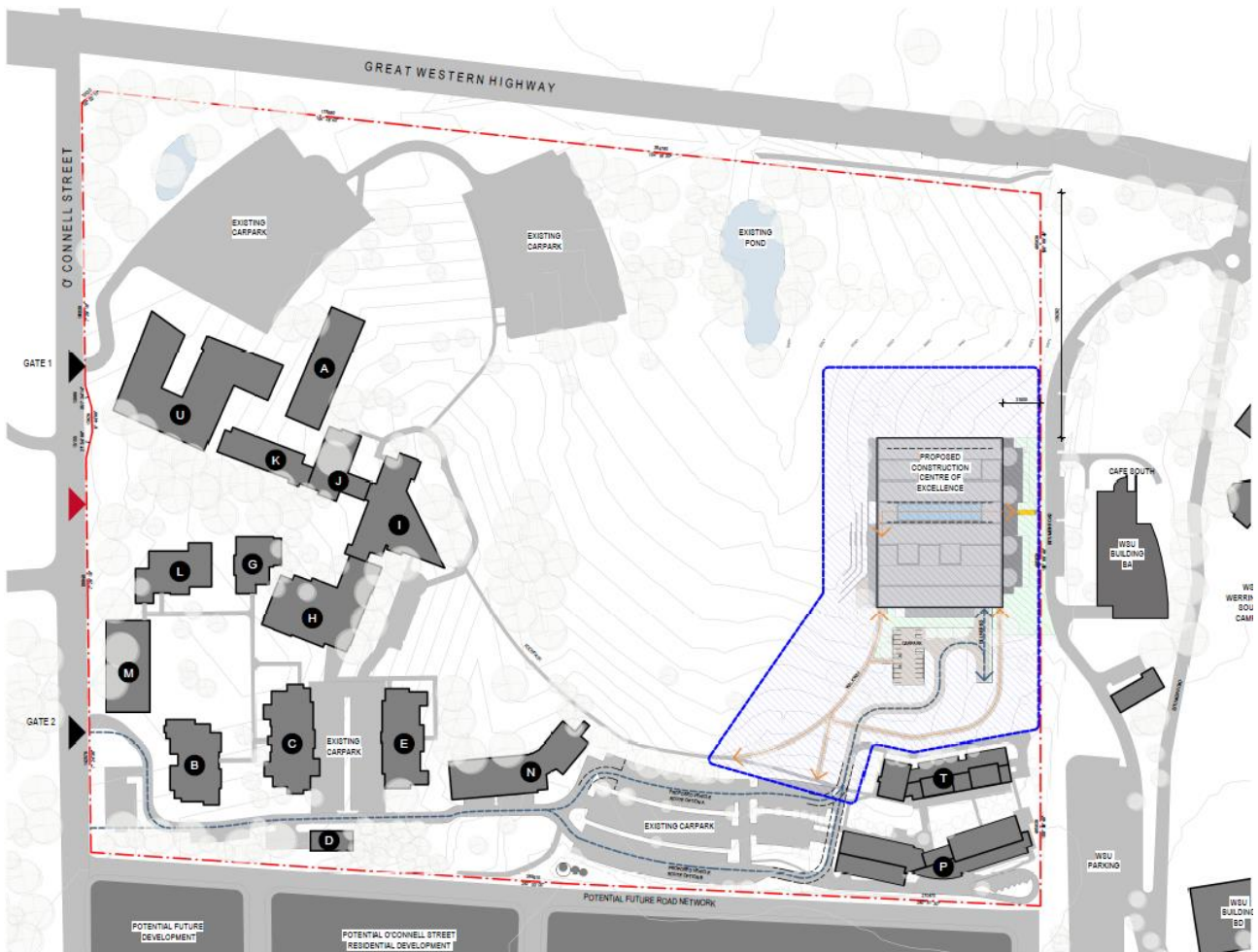
3. PROPOSAL

The SSD application seeks approval for the construction and operation of a three-storey educational facility, landscaping, signage and at-grade parking and loading area within the TAFE NSW Kingswood Campus. Known as the “Construction Centre of Excellence”, the facility will accommodate specialised training and education for construction-related TAFE NSW courses. The facility will accommodate up to 1,780 student enrolments once operational in 2023, with the potential to expand up to 3,500 student enrolments by 2030.

Specifically, this SSDA seeks development consent for the following works:

- Preliminary earthworks including cut and fill of up to approximately 5m to create a level slab placement at PAD level 51.23 for the proposed footprint. The surrounding landscaping and public domain area will follow the natural topography of the site with a total fall of 9m from the south-eastern corner to the north-western corner. Overall, the proposed earthworks will result in a total cut volume of 14,518m³ and a total fill of 8,360m³, with the balance to be distributed on site.
- Removal of 31 trees (28 of which are identified as consider or priority for removal), and installation of tree protection zones for 57 trees during construction.
- Associated site landscaping and public domain improvements, including pedestrian pathway connections to the existing car park and western edge of the campus, outdoor seating areas and a lawn terrace. Site lighting is located on all major pedestrian and vehicular routes to the site and within the building curtilage.
- Construction of a three-storey educational facility with a building height of 18.5m and a total GFA of 8,400sqm accommodating both internal and external learning spaces, an auditorium, collaboration / breakout spaces, practical workshop areas and external terraces. The educational facility will provide:
 - Principal building entries on the eastern and western building frontages, level with the adjacent sloped terrain. Secondary access points are located on the northern and southern building frontages. Internal circulation will be provided via two stairways, two lift cores and breezeways.
 - Workshop spaces provided with both single, double and triple-height volumes to accommodate a range of physical activities associated with trade and construction courses.
 - A specialised industry engagement area on the eastern elevation of the building.
 - An internal café kiosk for use of TAFE NSW students and employees.
 - Installation of rooftop photovoltaic panels.
 - End of trip facilities.
 - Plant, storage and amenities dispersed where required throughout the building.
- Provision of ten building identification and wayfinding signage panels.
- Vehicular access from existing internal roadways to an at-grade car parking, loading and access area on the building’s southern frontage. Specifically, this will accommodate:
 - 16 car parking spaces (including 1 accessible)
 - A loading and waste collection area.
 - 26 bicycle spaces within a bicycle storage area.
- Augmentation of physical infrastructure and utilities as required.

Figure 1 Proposed site plan



Source: Gray Puksand

Figure 2 Proposed building sections



Picture 1 East-west section plan

Source: Gray Puksand

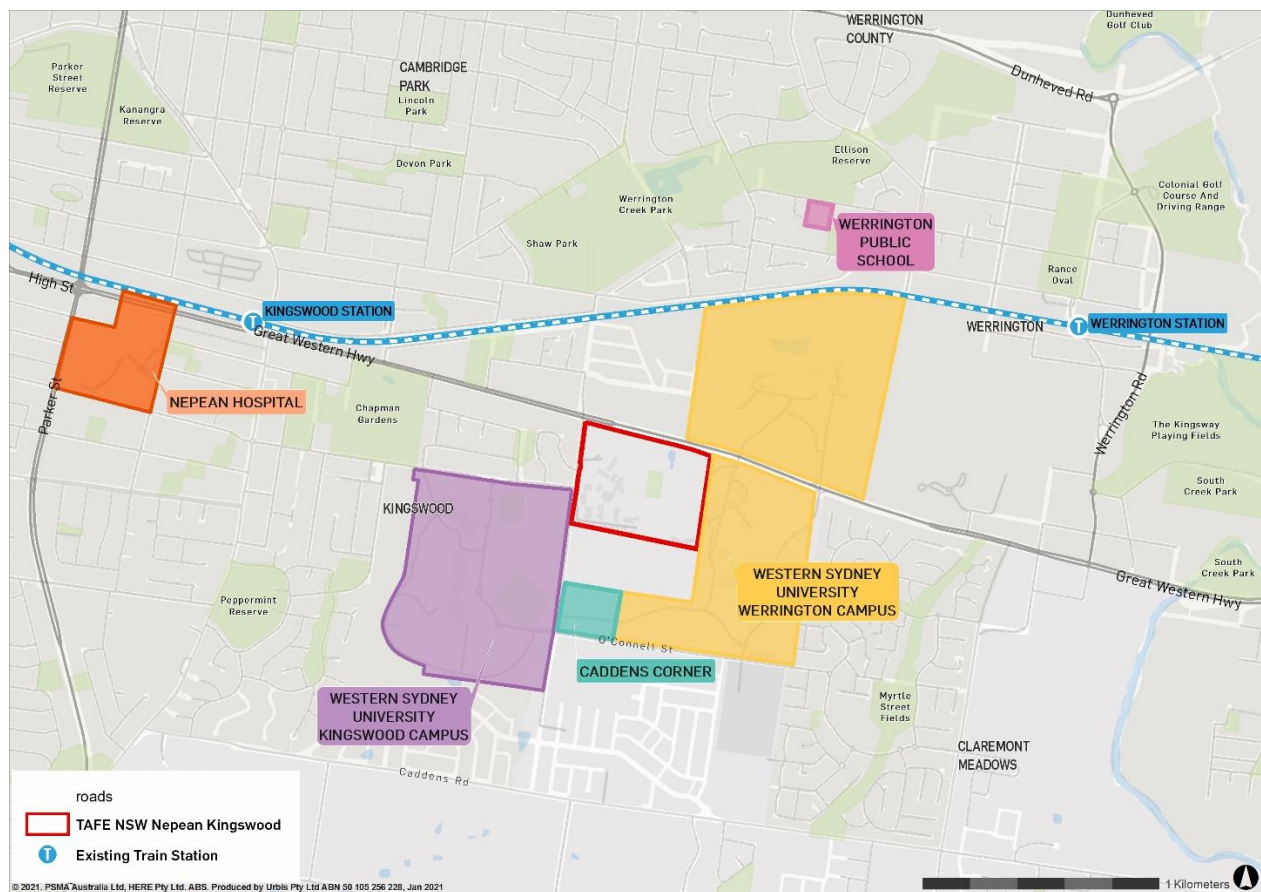
4. SITE CONTEXT

The Nepean – Kingswood TAFE NSW campus (the site) is located at 12 – 44 O’Connell Street, Kingswood in the Penrith Local Government Area (LGA). The site predominately provides vocational courses and training in the arts, design and health services sectors. Approximately half of the site area is occupied by classroom and workshop buildings and associated student amenities, including a gymnasium, childcare centre and small food outlets. The remainder of the site area consists of a sportsfield and general open space.

The site is accessible by car (via O’Connell Street) and public transport, with bus stops on O’Connell Street providing semi-regular access to Kingswood, Werrington and St Mary’s train stations. No stations are within walking distance of the site.

The site is surrounded by a mix of educational and residential land uses, with Western Sydney University to the east, a new, masterplanned suburb (Caddens) to the south and more established, detached housing to the west. This mix is reflective of the changing nature of the suburb, with the construction of the nearby Western Sydney Airport resulting in increased residential, commercial and transport development in this area. The site also forms part of The Quarter, one of Greater Sydney’s largest health and education precincts. The Quarter precinct includes the adjacent Western Sydney University campuses and Nepean Hospital and is expected to drive significant development in the health, research and education services.

Figure 3 Site context map



Source: Urbis

Figure 4 Site Photos



Picture 2 Building U located on site

Source: Urbis



Picture 3 Seating and shade provided on site

Source: Urbis



Picture 4 View to site from car park

Source: Urbis



Picture 5 View to site from Western Sydney University Werrington Campus

Source: Urbis



Picture 6 TAFE NSW Nepean Arts and Design Centre located adjacent to site

Source: Urbis



Picture 7 Existing car park and walkway

Source: Urbis

5. POLICY CONTEXT

A review of relevant state and local policies was undertaken to understand the strategic context of the proposed development and any potential impacts. The complete policy review is contained in Appendix A.

A summary of the key findings from the policy review, as it relates to the proposal, are outlined below.

Table 1 Policy review impact scoping

Theme	Summary of findings
Providing increased learning, training and employment opportunities for Penrith LGA	<ul style="list-style-type: none"> ▪ The Western City District Plan (2018) identifies that the educational qualifications of the district workforce are lower than those across Greater Sydney, impacting on the ability for locals to fill existing and future skilled jobs. ▪ As the population grows, demand for training and tertiary education opportunities across the Western City District is expected to increase. ▪ Greater Penrith (which includes Penrith Lakes, Penrith CBD, Kingswood and Werrington) is identified as a key employer for the LGA, providing 33,400 jobs in 2016. ▪ The Quarter provides 6,000 jobs with the number of jobs expected to double by 2026. Council's Local Strategic Planning Statement (2020) aims to reinforce and develop The Quarter as a specialised health, education, research and technology precinct to help support the development of local jobs and training opportunities. ▪ The Nepean – Kingswood TAFE NSW campus is identified by the Greater Penrith Strategy (2019) as a key education facility within The Quarter, providing approximately 6,000 enrolments. The Strategy expects demand for tertiary education will continue to rise and identifies a need to provide better access to and integration of TAFE NSW's services into the community. This includes: <ul style="list-style-type: none"> – Improving public and active transport connections throughout the precinct, including access from Kingswood and Werrington Stations. – Increasing the presence of TAFE NSW and university facilities in the region, with potential to develop a workforce strategy that introduces specialised education streams into secondary education. – Increasing collaboration opportunities for complementary training, skills development and job pathways.
Delivering jobs close to home	<ul style="list-style-type: none"> ▪ Approximately 65% of Penrith LGA residents travel outside of the area for work each day. Council's Community Plan (2017) outlines that residents want more opportunities to work closer to home, particularly for young people. ▪ Penrith's Economic Development Strategy (2017) identifies a need to increase the amount of local jobs within the LGA to help reduce travel times and improve broader economic and liveability outcomes. ▪ The Economic Development Strategy also sets a job target to achieve 42,000 – 55,000 additional local jobs in Penrith by 2031.

Theme	Summary of findings
	<ul style="list-style-type: none"> ▪ To support this growth, Council aims to increase the amount of local jobs in key sectors, including in education, advanced manufacturing and logistics, as well as providing facilities and services to upskill the local community. ▪ The Western City District Plan also states that the development of education precincts, including The Quarter, will allow for the diversification of job opportunities closer to where people live.
Supporting the development of socially connected communities	<ul style="list-style-type: none"> ▪ The Western City District Plan outlines that education facilities can be the focal points of communities, providing opportunities for people to connect and meet with each other. ▪ As key social infrastructure, education facilities can be adapted for shared-use arrangements when they are not otherwise occupied to help maximise community use and accessibility. The Western City District Plan also recognises that shared use arrangements will become increasingly important in urban areas, where there is a growing demand for access to open space and community facilities.

6. SOCIAL BASELINE

A community profile has been developed for Kingswood based on demographic data from the Australian Bureau of Statistics (ABS Census 2016). The demographic characteristics of Penrith LGA and Greater Sydney have been used for comparison purposes. The complete demographic table is contained in Appendix B.

Key characteristics of the current Kingswood population include:



Young adult population

A quarter of the population were aged 20 – 34 years. The suburb also has median age of 34 years, which is lower than the Greater Sydney average of 36 years.



Aboriginal and Torres Strait Islander population

There are a higher population of Aboriginal and Torres Strait Islander residents (4.3%) in Kingswood compared to the LGA (2.9%) and Greater Sydney (1.5%).



Culturally and linguistically diverse

Over a third of the Kingswood population (35.5%) were born overseas and speak a language other than English (30.3%). India was the most common overseas country of birth.



Higher rates of vocational training

There are a high proportion of TAFE NSW graduates in Kingswood. Almost a fifth (17.3%) of the population obtained a Certificate I – IV as their level of highest educational attainment, compared to 12.2% in Greater Sydney. The suburb also has fewer people with bachelor degrees or higher (16.0%) compared to Greater Sydney (28.3%).



Regional vocational rates

Western Sydney Regional Organisation of Councils (WSROC) and Penrith LGA residents were also more likely to have vocational qualifications (16.4% and 23.1% respectively) compared to Greater Sydney (15.1%). However, Penrith residents were less likely to have a diploma or advanced diploma (8.4%) compared to Western Sydney (8.8%) and Greater Sydney (9.3%).



Economically disadvantaged

Kingswood is within the lowest 20% of NSW suburbs for socio-economic disadvantage. The suburb also has a lower median weekly household income (\$1,229) and higher unemployment rate (8.5%) compared to Penrith LGA (\$1,658; 5.7%).

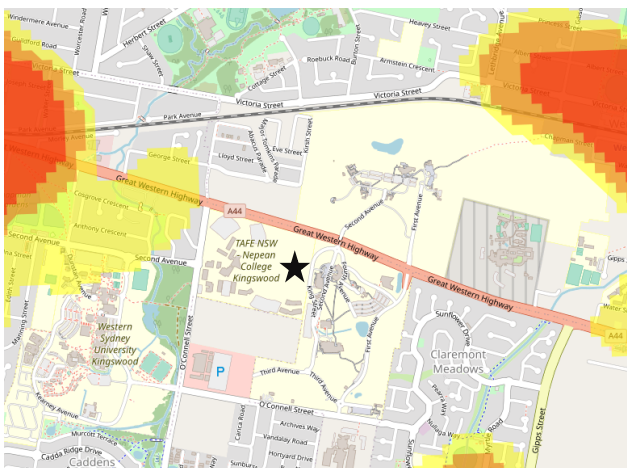
6.1. CRIME AND SAFETY

Crime data from the Bureau of Crime Statistics and Research (BOCSAR) was analysed to identify the crime profile at Kingswood. Data for Penrith LGA and NSW were used to help assess risk compared to LGA and state wide averages. The data below was accessed on 14 December 2020 and is accurate to that date. The complete crime data is contained in Appendix C.

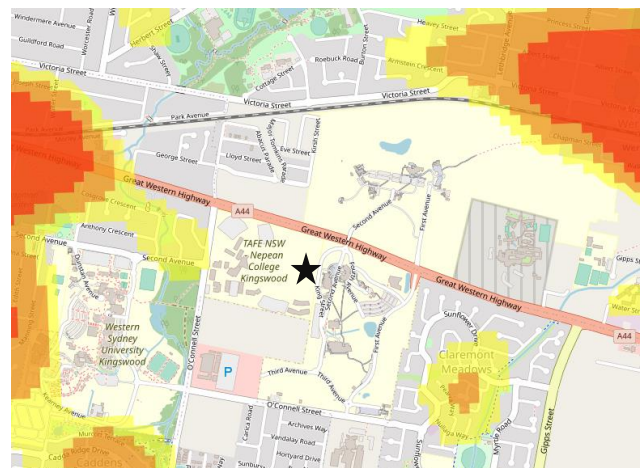
Key findings relevant to this assessment include:

- Kingswood generally has a higher rate of crime compared to the Penrith LGA and NSW average.
- In the year to September 2020, crime rates per 100,000 people indicate that the most prominent crimes in Kingswood relevant to this proposal were:
 - Malicious damage to property (1,646 per 100,000 people in Kingswood; 913 in Penrith LGA)
 - Steal from motor vehicle (1,072 per 100,000 people in Kingswood; 574 in Penrith LGA)
 - Assault (non-domestic) (994 per 100,000 people in Kingswood; 526 in Penrith LGA).
- BOCSAR also produces hotspot maps to illustrate areas of crime density relative to crime concentrations. As shown in Figure 3, in the year to September 2020 the site was not in a hotspot for any of the above crimes. Most of the crime hotspots are concentrated around Kingswood Station and to the north west of the site.

Figure 5 Crime hotspot maps, October 2019 – September 2020 (site indicated by black star)



Picture 8 Incidents of malicious damage to property



Picture 9 Incidents of steal from motor vehicle



Picture 10 Incidents of non-domestic assault

7. CONSULTATION

A teleconference was held Council's Social Planning Coordinator on 12 January 2021 to help inform this SIA. The interview focussed on understanding the local characteristics of the community and any potential positive or negative social impacts from the proposal from Council's perspective.

Key feedback from this interview is summarised below:

- Kingswood and the surrounding suburbs are experiencing high rates of development as part of city's continual growth as strategic centre. The development of the health and education precinct has resulted in more transient housing types (e.g. new generation boarding houses) and residents within the area.
- Despite the proximity of the Nepean – Kingswood TAFE NSW campus and Western Sydney University campuses, educational attainment for Werrington and Kingswood is perceived to be low compared to other areas. This may be due to a psychological or cultural barrier, with many people living in families where the parent/s have not accessed higher education.
- Penrith is considered to be one of the hottest areas in the Greater Sydney area. Any future development needs to consider ways to reduce the urban heat island effect and to provide suitable active transport and walking routes. Natural shade should be prioritised on site to help assist with this.
- There is a need for the Nepean – Kingswood TAFE NSW campus to be more accessible to the community. Currently, the campus can be seen as an 'island' within the suburb, being somewhat separated from key services (e.g. shops) and frequent transport services. To help improve this, the proposal/TAFE NSW could:
 - Investigate opportunities for shared use of the grounds for community purposes. This could look at ways to activate the site outside regular hours, such as for community markets on weekends.
 - Investigate opportunities for improved active and public transport linkages, with consideration to the broader upgrades planned for the Western Sydney Aerotropolis.
- Kingswood also has limited access to fresh food options, which impacts on health and liveability outcomes. The potential shared use of the site for community markets or other activities could potentially improve this.

8. IMPACT SCOPING

A proposal may cause a range of direct and indirect social impacts which can have a positive, negative or neutral impact on the existing environment and community. A SIA should assess the impacts which are considered to have the most significant impacts on the community and identified stakeholder groups.

The following section outlines the impact scoping considerations which were used to inform the determination of significant social impacts. The assessment process used to determine each impact level is described in Table 2.

8.1. IMPACTED COMMUNITIES

Based on the local context and community profile, the following individuals and communities are likely to be impacted by the proposal:

- Penrith LGA residents
- Nepean – Kingswood TAFE NSW campus students and staff
- Western Sydney University students and staff
- Western Sydney residents.

8.2. PRELIMINARY ASSESSMENT

Table 2 outlines the social impacts which were considered as part of this SIA. These social impacts have been informed by the contextual information presented in Sections 3 – 7 of this report.

The social impacts in Table 2 were assessed against the SIA criteria contained in Section 2 without considering management measures.

Any impacts which were assessed as having a moderate or higher impact are considered significant and included for further assessment in Section 9. Social impacts which were assessed as having a low or neutral impact are described below and are not included for further assessment.

Table 2 Impact scoping

Potential impacts	Potentially impacted communities	Preliminary assessment
Neutral to low impacts: not included for further assessment		
Increase in crime on the site and existing TAFE NSW campus	Nepean – Kingswood TAFE NSW campus students and staff Penrith LGA residents	<p>The proposal will increase the number of students and staff at the Nepean – Kingswood TAFE NSW campus, resulting in greater vehicle and pedestrian activity around the site. This may impact on how people access and move within the site and influence perceptions of safety.</p> <p>The Crime Prevention Through Environmental Design (CPTED) report prepared by Mecone considers that the proposal will provide a safe environment. The proposal is considered to increase natural surveillance and activation opportunities of the surrounding areas, and also incorporates appropriate security measures to ensure the safety of students and the broader public.</p>

Potential impacts	Potentially impacted communities	Preliminary assessment
		<p>The CPTED assessment also outlines additional measures to help reduce opportunities for crime. These measures are considered minor and can be achieved by conditions of consent or within the Construction Certificate drawings.</p> <p>As the CPTED assessment considers the proposal is acceptable from a crime and safety risk perspective, the proposal is unlikely to increase crime rates and will have a neutral impact on crime and safety in the area.</p>
Visual character	<p>Nepean – Kingswood TAFE NSW campus students and staff</p> <p>Western Sydney University students and staff</p>	<p>The proposal will introduce a new three-storey building on formerly green space which will result in a change in viewpoints from the adjoining Western Sydney University campus.</p> <p>It's very likely the Western Sydney University campus can adjust to this change. The Architectural Design Statement prepared by Gray Puksand shows that, while the university will lose some scenic views to the Blue Mountains, the proposal will keep in the character of the area, being a low scale educational building. The proposed tree planting around the building will also provide a visual buffer to the building and will complement the existing local character of the area. Shadow analysis also indicates there will be minimal overshadowing of the campus from the proposal.</p> <p>Based on this, it's considered the proposal will keep in the local visual character of the area and will have a low – neutral impact on the adjoining Western Sydney University campus.</p>
Access to services and facilities for students	Nepean – Kingswood TAFE NSW campus students and staff	<p>There is currently an average of 3,000 students enrolled at the Nepean – Kingswood TAFE NSW campus per semester. Students have access to range of internal services and facilities, including eating and dining, a childcare centre, gymnasium, general outdoor areas and sportsfields.</p> <p>The proposal will introduce new students and staff to the campus who will also need access to services and facilities to help accommodate basic needs.</p>

Potential impacts	Potentially impacted communities	Preliminary assessment
		<p>The number of new students and staff will be staged over a period of seven years, with the proposal expected to reach full enrolment capacity (up-to 3,500 students) by 2030.</p> <p>However, the number of students and staff attending the campus each day will be lower as class timetables and session dates will vary per course. Enrolment data provided by TAFE NSW suggest that there will be up-to 211 additional students and staff on campus by Day 1 (2023) and up-to 480 additional students and staff by 2030 (full enrolment capacity).</p> <p>The proposal will provide new facilities within the TAFE NSW CCoE building to help accommodate the daily needs of the new students including a new café and flexible indoor/outdoor communal gathering/learning spaces. The building is also surrounded by open space as well as the existing TAFE NSW facilities which will be available to all new students and staff.</p> <p>Based on the size of the daily student population and the type of available facilities, it's expected most needs can be accommodated adequately on site. There is likely to be some demand placed on higher-order retail services outside of the campus however this demand is not expected to be excessive and is likely to be met by the development of the new Caddens Shopping Centre located within walking distance (800m) of the site.</p>
Access to transport and parking	<p>Nepean – Kingswood TAFE NSW campus students and staff</p> <p>Penrith LGA residents</p>	<p>The site is accessible by car (via O'Connell Street) and public transport, with bus stops on O'Connell Street providing semi-regular access to Kingswood, Werrington and St Mary's train stations.</p> <p>The Green Travel Plan prepared by Traffix indicates that the site is within optimal walking distance (400m) to semi-regular bus services. A proposal is in place to provide a shared shuttle bus service for Western Sydney University and TAFE NSW students and staff with regular services to and from Kingswood Station. A shuttle bus stop is proposed via the Western</p>

Potential impacts	Potentially impacted communities	Preliminary assessment
		<p>Sydney University internal road network which runs adjacent to the site.</p> <p>The Traffic and Accessibility Impact Assessment prepared by Traffix considers the existing road network can accommodate the additional 334 vehicle trips that will be generated from the proposal by 2030.</p> <p>The proposal includes an additional 16 car parking spaces, which will increase the overall parking supply on site from 907 spaces to 923 spaces.</p> <p>The car parking assessment undertaken by Traffix indicates the total parking demand will be approximately 900 spaces on a typical weekday. The 923 spaces provided is more than the expected demand and will adequately accommodate for students and staff.</p> <p>As the Traffic Impact Assessment and Green Travel Plan considers there are no issues with access to transport and parking, the proposal is considered to have a neutral impact on the community.</p>
Moderate to very high impacts: significant impacts, assessed further in Section 9		
Increased access to education and training	Penrith LGA residents Western Sydney residents	<p>As the population grows, there is expected to be an increased demand for tertiary education and training. The proposal will support up to 3,500 additional enrolment places and diversify the types of courses provided on site, in line with projected demand.</p> <p>This impact has been included for further assessment in Section 9.</p>
Improved employment prospects	Penrith LGA residents Western Sydney residents	<p>Kingswood is home to a younger population, with higher rates of socio-economic disadvantage, unemployment and Aboriginal and Torres Strait Islander people. The development of new TAFE NSW courses is expected to improve the employment prospects of graduates and better equip at-risk groups to access job opportunities close to home.</p> <p>This impact has been included for further assessment in Section 9.</p>

Potential impacts	Potentially impacted communities	Preliminary assessment
Access and connectivity	<p>Nepean – Kingswood TAFE NSW campus students and staff</p> <p>Penrith LGA residents</p>	<p>The Nepean – Kingswood TAFE NSW has a large site area and is also in a strategic location, being next to key education sites and new greenfield developments. Access within the grounds to the new building and broader cross-connectivity with the surrounds will therefore become increasingly important as part of the campus' continual growth and presence in the area.</p> <p>This impact has been included for further assessment in Section 9.</p>

9. ASSESSMENT OF SIGNIFICANT IMPACTS

The following section provides a detailed assessment of the significant social impacts to the proposal, as identified in Section 8. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level. The assessment process used to determine each impact level is described in Section 2.

9.1. INCREASED ACCESS TO EDUCATION AND TRAINING

Description of impact	Impacted groups
Increased supply of tertiary education and training places in Western Sydney	<ul style="list-style-type: none"> Penrith LGA residents Western Sydney residents
Current environment	
<p>As of 2016, 11.6% of employed persons in the Penrith LGA were employed in the construction industry. This made construction the largest employer of Penrith residents. The construction industry also employed 9.5% of residents in the Western Sydney Regional Organisation of Councils (WSROC), making it the third largest employer across Western Sydney.</p> <p>WSROC residents were also more likely to have vocational qualifications than residents of Greater Sydney (16.4% compared to 15.1%) – and Penrith LGA residents were far more likely to have vocational qualifications (23.1%) than either Western Sydney or Greater Sydney residents. Penrith residents were, however, less likely to have a diploma or advanced diploma (8.4% compared to 8.8% for Western Sydney and 9.3% for Greater Sydney).</p> <p>Currently, the Nepean – Kingswood TAFE NSW campus has capacity for approximately 6,000 enrolments. Most courses offered on site are within the arts, design and health services sectors. The campus does not currently offer courses to support the construction industry. The closest TAFE NSWs with courses in these sectors are located in Mt Druitt, Miller, Macquarie Fields and Macarthur. With the exception of Mt Druitt, all of these campuses are located more than 30km away from the site and have a waitlist for infrastructure, energy and construction courses.</p> <p>There is therefore currently a misalignment between the education and training needs of Western Sydney, and particularly Penrith, residents and the opportunities available.</p> <p>As the populations of Western Sydney and Penrith LGA grow, there is expected to be increased demand for tertiary education and training courses to enable residents to secure competitive employment opportunities. Council strategies also identify a need to diversify training opportunities within the region to help upskill the community and enable residents to fill expected job markets.</p> <p>The development of the Western Sydney Aerotropolis and increasing urban development across Western Sydney is expected to drive demand for jobs, and suitability qualified personnel, within the construction sector (TAFE NSW 2020). As a result, TAFE NSW projects that TAFEs within Western Sydney will experience a 25% demand increase for trade courses resulting in up to 3,753 additional enrolments per year. TAFEs within the Western Sydney region do not have capacity to accommodate this growth.</p>	
Impact of the proposal	
<p>The proposal will enable up to 3,500 additional enrolment places at the Nepean – Kingswood TAFE NSW campus. Most of these places will be for courses within the construction sector, such as carpentry, plumbing and electrotechnology. This aligns with TAFE's forecasted demand for trade courses. The new</p>	

courses will also help diversify the courses provided on the Nepean – Kingswood TAFE NSW campus and better align them with local education and training needs.

Management measures	SIA recommendations
<ul style="list-style-type: none"> ▪ Design of the proposal to be adaptable over time to accommodate different courses if demand for new industries and training qualifications emerge. ▪ Location of the proposal next to the Western Sydney University campus to help increase opportunities for education and training collaboration. 	<ul style="list-style-type: none"> ▪ Consider the provision of affordable enrolment opportunities (e.g. through scholarships or grants) for the local community, particularly for students within the suburbs immediately surrounding the site. ▪ Communicate with the local community about the educational offerings on site and to raise the profile of this form of tertiary education and increase the presence of TAFE NSW within the area. This may include an ‘open day’ prior to opening the building to allow the local community to view the facility and learn more about potential training opportunities.
Residual impact (considering management measures)	
Likelihood: Almost certain	Consequence: Major
Based on the above assessment, the development of the CCoE is expected to have a very high positive impact in the local community by creating new tertiary education and training places to support an industry likely to generate significant employment opportunities.	

9.2. IMPROVED EMPLOYMENT PROSPECTS

Description of impact	Impacted groups
Improved employment prospects for local residents closer to home	<ul style="list-style-type: none"> Penrith LGA residents Western Sydney residents
Current environment	
<p>As outlined in Section 6, Kingswood is home to a younger population and has higher rates of unemployment, socio-economic disadvantage and Aboriginal and Torres Strait Islander people. More recent economic data from November 2020 (.idcommunity) also indicates that unemployment is rising in the suburb, with 10% of the population aged 15 – 64 years on Jobseeker payments compared to only 6% in March 2020. This is likely due to impacts from the COVID-19 pandemic, which has resulted in fewer job opportunities and instability across some industries.</p> <p>Currently, residents generally need to travel to access many employment prospects, with approximately 65% of the Penrith LGA population travelling outside of the LGA for work. Council's Community Plan (2017) identifies that residents would like more opportunities to work closer to home, particularly for younger people. To support this, Council aims to provide more facilities and services in the area to help upskill the local community, and to create 42,000 – 55,000 new jobs in the LGA by 2031.</p>	
Impact of the proposal	
<p>The proposal will create five additional TAFE NSW construction courses.</p> <p>TAFE NSW courses are known to improve the employment prospects of graduates. Research by the Australia Institute – Centre for Future Work (Pennington 2020) found that the TAFE NSW system lowers unemployment rates, with graduates entering the labour force with better employment prospects and skills compared to those without post-school qualifications. This research also found that the TAFE NSW system helps to support job access pathways for special and at-risk youth groups, with students more likely to come from low-income households and identify as Aboriginal compared to private VET providers.</p> <p>The number of construction jobs within Western Sydney is also expected to increase significantly as part of the state's COVID-19 economic recovery plans and the aerotropolis development. The creation of more TAFE NSW courses in Kingswood is therefore more likely to better equip the population, including the suburb's at-risk groups, with the skills and training needed to access competitive job prospects close to home.</p> <p>The proposal will also support local employment prospects through the creation of 78 new teaching and administrative jobs on campus.</p>	
Management measures	SIA recommendations
<ul style="list-style-type: none"> Commitment by TAFE NSW, through its endorsed Diversity and Inclusion Policy, to provide more employment opportunities to Aboriginal and Torres Strait Islander people. 	<ul style="list-style-type: none"> Investigate or establish partnerships with local construction industries and employers to help further support CCoE graduates enter the workforce. This could include career markets or guest speakers/educators from relevant industries. Consider working with Council and businesses to create an employment strategy

	for the construction and operation of the CCoE to target local hires. The plan may also include inclusion or diversity targets.
Residual impact (considering management measures)	
Likelihood: Likely	Consequence: Major
<p>The creation of five new TAFE NSW courses is expected to positively impact resident prospects at securing forecasted job opportunities within the construction sector, with research outlining that TAFE NSW graduates enter the labour force with better employment prospects and 'work ready' skills. This is expected to have a high positive impact on the Penrith community, particularly in Kingswood, given the role the TAFE NSW system plays in supporting job access pathways for special and at-risk groups.</p>	

9.3. ACCESS AND CONNECTIVITY

Description of impact	Impacted groups
Access within the campus and connectivity to the broader community	<ul style="list-style-type: none"> ▪ Nepean – Kingswood TAFE NSW campus students and staff ▪ Penrith LGA residents
Current environment <p>The Nepean – Kingswood TAFE NSW campus is located in one of the hottest LGA's in Greater Sydney. Heat significantly impacts on people's mobility, with some areas of Penrith LGA unwalkable during the hotter months of the year. Currently, most of TAFE NSW's existing buildings are concentrated to the west of the site which provides greater ease of access for students. Consultation with Council indicates that any future development in the LGA needs to consider the impact of urban heat, and to design active transport and walking routes in light of this.</p> <p>The campus represents a relatively large site area in the LGA, which is amplified by the location of the adjoining Western Sydney University Werrington campus. Despite their proximity, no services or facilities are shared between the TAFE NSW and Western Sydney University campuses.</p> <p>Consultation with Council indicates that the Nepean – Kingswood TAFE NSW campus can be seen as an 'island' within the suburb, being somewhat separate from the town centre and other key services. Council expressed a desire to enable the campus to become more accessible to the community, such as by investigating opportunities for shared use of the grounds for community purposes. This need may become more pronounced in the future as increased residential development to the north and south of the site places pressure on social infrastructure demand and land availability.</p>	
Impact of the proposal <p>The proposal will develop a new education building (the CCoE) on the eastern side of the campus. As most of the existing TAFE NSW buildings are situated on the western side of the campus, there will be some separation between the proposed CCoE to other TAFE NSW services.</p> <p>To assist with this access, the proposal includes the development of an internal pedestrian path to help connect the new CCoE building to the existing TAFE NSW buildings. This pathway will enable all incoming students to be within walking distance (400m) to existing TAFE NSW services. The proposal also includes new tree planting along the proposed pathways and surrounding outdoor learning areas to help provide natural shade and enhance walkability access during hotter months.</p> <p>In regards to broader connectivity, education facilities can serve as important meeting places for the local community to come together and connect with each other. The Western Sydney District Plan (2018) recognises this and states that, as focal points for communities, education sites should consider opportunities for shared-use arrangements to maximise community use and accessibility.</p> <p>Currently, TAFE NSW has existing facility agreements to allow third parties to use its facilities when they are not in use. It's expected these arrangements will extend to the new CCoE building. While this will assist in bridging the gap between the campus and the broader community, that most of these arrangements tend to be focussed on commercial hire with an associated fee.</p> <p>Given the strategic location of the Nepean – Kingswood TAFE NSW, there are opportunities for the campus to provide better support, access and connectivity to the community through shared community</p>	

use arrangements, which could extend to the adjoining Western Sydney University campus. Recommendations have been made below to help further enhance this.

Management measures	SIA recommendations
<ul style="list-style-type: none"> ▪ Development of an in-principle agreement with Western Sydney University to create a 'shared campus' with TAFE NSW. This includes aligning internal streets, pedestrian paths, cross-active transport links and a shared campus shuttle route to provide better access for all students. ▪ Establishment of a design working group between TAFE NSW and Western Sydney University to investigate possible synergies between the two campuses as they both develop. ▪ Compatibility of all proposed pedestrian paths and the CCoE with regulated accessibility compliance criteria, as assessed by ABE Consulting as part of the Accessibility Design Review. ▪ Design of the grounds to help reduce urban heat (and in turn increase accessibility) through the provision of natural shade and green landscaping. 	<ul style="list-style-type: none"> ▪ Consider opportunities to enable shared use of the site and associated facilities for community purposes when they are not in educational use. This should look at ways which the site can support the social infrastructure needs of the community and activate the site outside hours. This can be investigated during the post approval stage. ▪ Continue to work with Western Sydney University to formalise sharing agreements and access between the two campuses to benefit all students.
Residual impact (considering management measures)	
Likelihood: Possible	Consequence: Moderate
<p>Based on the above assessment, the proposal will provide good internal access and connections from the new CCoE building to the surrounding campus and will likely have a positive impact on all incoming students.</p> <p>More broadly, TAFE NSW has been working with Western Sydney University to help provide greater cross-connectivity between the two campuses for the benefit of all students. Given the strategic location of the campus, these connections could be expanded to encompass the surrounding community and enable increased shared community access and use of the grounds. Recommendations have been made in this SIA to help further enhance this access which, if implemented, has potential to have a high positive impact on the local community.</p>	

10. CONCLUSION

This SIA has been undertaken to assess the potential social impacts arising from the State Significant Development Application (SSDA) for the development of an educational facility at the Nepean – Kingswood TAFE NSW campus at 12 – 44 O’Connell Street, Kingswood (the site).

The SSDA seeks development consent for the construction and operation of the TAFE NSW CCoE. The TAFE NSW CCoE will be a multi-level, integrated educational facility designed to accommodate specialised training and education for construction-related TAFE NSW courses.

10.1. LIKELY SOCIAL IMPACTS

Based on the assessment in this report, the key social impacts of this proposal are considered to be:

- **Increased access to education and training:** the development of the CCoE is expected to have a very high positive impact in the local community by creating new tertiary education and training places to support an industry likely to generate significant employment opportunities.
- **Improved employment prospects:** the creation of five new TAFE NSW courses is expected to positively impact resident prospects at securing forecasted job opportunities within the construction sector, with research outlining that TAFE NSW graduates enter the labour force with better employment prospects and ‘work ready’ skills. This is expected to have a high positive impact on the Penrith community, particularly in Kingswood, given the role the TAFE NSW system plays in supporting job access pathways for special and at-risk groups.
- **Access and connectivity:** the proposal will provide good internal access and connections from the new CCoE building to the surrounding campus and will likely have a positive impact on all incoming students.

More broadly, TAFE NSW has been working with Western Sydney University to help provide greater cross-connectivity between the two campuses for the benefit of all students. Given the strategic location of the campus, these connections could be expanded to encompass the surrounding community and enable increased shared community access and use of the grounds. Recommendations have been made in this SIA to help further enhance this access which, if implemented, has potential to have a high positive impact on the local community.

Section 10.2 below contains recommendations to help further manage and improve the potential impacts arising from the proposal.

10.2. RECOMMENDATIONS

The following recommendations are provided to further manage the potential impacts from the proposal:

- Consider the provision of affordable enrolment opportunities (e.g. through scholarships or grants) for the local community, particularly for students within the suburbs immediately surrounding the site.
- Communicate with the local community about the educational offerings on site and to raise the profile of this form of tertiary education and increase the presence of TAFE NSW within the area. This may include an ‘open day’ prior to opening the building to allow the local community to view the facility and learn more about potential training opportunities.
- Investigate or establish partnerships with local construction industries and employers to help further support CCoE graduates enter the workforce. This could include career markets or guest speakers/educators from relevant industries.
- Consider working with Council and businesses to create an employment strategy for the construction and operation of the CCoE to target local hires. The plan may also include inclusion or diversity targets.
- Consider opportunities to enable shared use of the site and associated facilities for community purposes when they are not in educational use. This should look at ways which the site can support the social infrastructure needs of the community and activate the site outside hours. This can be investigated during the post approval stage.
- Continue to work with Western Sydney University to formalise sharing agreements and access between the two campuses to benefit all students.

10.3. OVERALL IMPACT ASSESSMENT

Based on this assessment and the recommendations provided, it's likely that the proposal will generate a positive impact to the local community.

11. REFERENCE LIST

Australian Bureau of Statistics 2016, 2016 Census, NSW Government.

Department of Planning, Industry and Environment 2020, Draft Social Impact Assessment Guideline, NSW Government.

Greater Sydney Commission 2018, Greater Penrith Place Strategy, NSW Government.

Greater Sydney Commission 2018, Western City District Plan, NSW Government.

Profile.id 2016, Penrith City Council community profile.

NSW Bureau of Crime Statistics and Research 2020, NSW Crime Tool, NSW Government.

Pennington, A. 2020, The Economic and Social Benefits of the TAFE System, Australia Institute – Centre for Future Work, <https://www.futurework.org.au/rebuilding_tafe_critical_to_economic_recovery>.

Penrith City Council 2014, Appendix F5 Technical Information - Penrith Development Control Plan, NSW Government.

Penrith City Council 2017, Community Plan, NSW Government.

Penrith City Council 2017, Economic Development Strategy, NSW Government.

Penrith City Council 2019, LSPS and LEP Review Engagement Report, NSW Government.

Penrith City Council 2020, Local Strategic Planning Statement, NSW Government.

TAFE NSW 2020, Western Sydney Construction Hub Final Business Case, NSW Government.

12. DISCLAIMER

This report is dated 3 February 2021 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 Pty Ltd (**Urbis**) opinion in this report. Urbis prepared this report on the instructions, and for the benefit only, of NSW TAFE (**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).

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 budgets set out in this report will depend, among other things, on the actions of others over which Urbis has no control.

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This report has been prepared with due care and diligence by Urbis 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.

APPENDIX A

POLICY REVIEW

STATE GOVERNMENT

Greater Sydney Commission – Western City District Plan (2018)

The Greater Sydney Commission's District Plans divide Greater Sydney into five districts which represent their common locality and planning opportunities. The site is located within the Western City District.

The Western City District Plan (2018) (the District Plan) is a 20-year plan to manage growth in the context of economic, social and environmental matters to achieve the 40-year vision for Greater Sydney. The District Plan is guided by four key themes that represent the planning priorities for each district, with ten directions to guide delivery.

The priorities relevant to this proposal are summarised below:

Key Planning Priorities	Relevance to proposal
W3 Providing services and infrastructure to meet peoples changing needs	<ul style="list-style-type: none"> Education facilities and grounds can be adapted and shared for external community use when they are not otherwise occupied. Increasing opportunities for shared or joint use arrangements will be particularly important in urban environments, where there is a growing demand for access to open space and community facilities. Public places, streets and transport need to be safe and accessible to ensure people of all ages and abilities can easily access services and facilities.
W4 Fostering healthy, creative, culturally rich and socially connected communities	<ul style="list-style-type: none"> Educational facilities can be focal points of communities, providing opportunities for people to connect and meet with each other. These social connectors help foster healthy, culturally rich and networked communities, all which are critical to the health and wellbeing of communities. Future planning should focus on co-locating social infrastructure with daily needs and services to help increase social and economic participation.
W8 Leveraging industry opportunities from the Western Sydney Airport and Badgerys Creek Aerotropolis	<ul style="list-style-type: none"> Western Sydney Airport will deliver 3,200 jobs during construction, providing local employment opportunities for the district. Educational facilities (such as TAFE NSW) play an important role in training for a diverse range of essential trades and service jobs that support the Western City District. Education qualifications of the Western City resident workforce are lower than the average for Greater Sydney, impacting the ability for locals to fill existing and future skilled jobs.
W9 Growing and strengthening the metropolitan cluster	<ul style="list-style-type: none"> Greater Penrith is identified as a collaboration area and makes up one of four key centres across the district. The collaboration area aims to protect and expand the health and education precinct (which includes the Western Sydney University and Nepean – Kingswood TAFE NSW campuses) as well as to implement healthy city initiatives and improve social infrastructure.

Key Planning Priorities	Relevance to proposal
	<ul style="list-style-type: none"> Expanding the education precincts will aim to diversify job opportunities across Greater Sydney, facilitate jobs closer to home and strengthen the competitiveness of the economy. Local education facilities (such as TAFE NSW) play an important role in communities, creating places where people can work, learn and access services.

Greater Sydney Commission – Greater Penrith Place Strategy (2019)

The Greater Penrith Place Strategy outlines the key residential, employment and tourism priorities for Greater Penrith Collaboration Area, and the actions to achieve this. Greater Penrith is identified as a key employment sector for the region, providing 33,400 jobs in 2016. Most of these jobs are located within The Quarter, the district's health education and precinct, which encompasses the Nepean Hospital, Western Sydney University's Penrith campus (Kingswood and Werrington) and TAFE NSW (Western Sydney Institute).

TAFE NSW is identified as a key education facility within the precinct, providing approximately 6,000 enrolments. As demand for tertiary education continues to rise, there is a need to provide better access to and integration of these services into the community. Specifically, the strategy has identified a need for:

- Improved public and active transport connections throughout the health and education precinct, including access from Kingswood and Werrington Stations.
- Increased TAFE NSW and university presence, with potential to develop a workforce strategy that introduces specialised education streams into secondary education.
- Increased collaboration opportunities for complementary training, skills development and job pathways.

LOCAL GOVERNMENT

Penrith City Council – Community Plan (2017)

The Community Plan outlines the overarching vision for Penrith as “one of a sustainable and prosperous region with harmony of urban and rural qualities with a strong commitment to environmental protection and enhancement”. In order to achieve this vision, Council has developed seven outcomes based on what the community has told will improve Penrith as a place to live, work and visit.

The key outcome relevant to this proposal is “we can work close to home”. The Penrith community told Council that more jobs close to home, particularly for young people, is an important priority in planning for the future. The outcome acknowledges how Council can attract investment, facilitate job diversity and growth, and encourage local workforce skills and training.

Key strategies to support this outcome include to:

- Attract investment to grow the economy and increase the range of businesses operating in the region
- Provide access to lifelong learning to maximise opportunities for our community.

The Plan also outlines that TAFE NSW plays a key role in teaching the community new skills and providing job opportunities across the Penrith LGA.

Penrith City Council – Local Strategic Planning Statement (2020)

Penrith's Local Strategic Planning Statement (LSPS) outlines the economic, social and environmental land use needs over the next 20 years in the Penrith LGA. The LSPS is structured around ten key focus areas for the LGA, with associated planning priorities to help achieve these actions.

Planning priority six, “ensure our social infrastructure meets the changing needs of our communities” is of relevance to the proposal. It is identified that as the community grows and changes, access to education opportunities such as TAFE NSW facilities is required.

The LSPS identifies Kingswood as a 'key centre' for the region. The suburb currently contains The Quarter (the area's health and education precinct) which provides over 6,000 jobs for the LGA. Over the next 10 years, the LSPS aims to establish the Quarter as an "international destination for investment in education, health services and related technology". This economic hub will generate new jobs in Penrith with the number of jobs expected to double to more than 12,000 by 2026. To help achieve this, the LSPS identifies the development of a new construction hub in the precinct which would contribute to generating new jobs and learning opportunities to better serve the community.

As The Quarter spans over a geographical area of 300 ha between Penrith and St Marys, improving connectivity and accessibility is a key action identified in the LSPS. The future North South Rail Link will provide a direct connection to The Quarter, enabling better accessibility to employment and education opportunities for the LGA. In particular, the communities surrounding St Marys will be significantly impacted by the North South Rail Link as it increases accessibility to economic corridors (such as The Quarter) for disadvantaged communities in the north west.

Penrith City Council – LSPS and LEP Review Engagement Report (2019)

Community and stakeholder engagement were undertaken by Council to help inform the development of the LSPS and LEP. The survey results from this engagement have been summarised in this report.

As part of this engagement, respondents were asked what the greatest need is for their area. Respondents stated that Council should ensure that social infrastructure, such as universities and education facilities, are in place to support future development. Enabling future employment opportunities particularly in higher skilled jobs is a key need also identified by respondents.

In addition, respondents were asked to share their thoughts on the greatest challenges that the Penrith community will face over the next 20 years. Employment opportunities were highlighted as a key challenge, as respondents stated that an increase in local jobs will reduce commuting times for the community.

Penrith City Council – Appendix F5 Technical Information, Penrith Development Control Plan 2014 (PDCP 2014)

The PDCP 2014 identifies that a SIA is required for major developments in the Penrith LGA. The PDCP outlines key steps which should be undertaken as part of an SIA to help identify and assess social impacts. These are as follows:

- Identifying the community – existing, future, and proposed communities
- Identifying the needs – relating to the existing, future, and proposed communities
- Identifying the issues – that will impact on those communities and needs
- Developing the recommendations and mitigating measures – assessing how the proposal will avoid or mitigate social impacts. Once impacts have been identified, measures to address these impacts, called mitigating measures and recommendations can be developed.

This report has incorporated these steps as part of the SIA.

Penrith City Council – Economic Development Strategy (2017)

The Economic Development Strategy provides a strategic framework for how Council can best support economic development, investment and job growth in Penrith.

The Strategy identifies that of the 87,205 employed residents, nearly 65% travel outside the area for work each day. There is a need to increase the amount of local jobs in the area to help reduce travel times and improve liveability outcomes.

To achieve this, Penrith aims to provide 42,000 to 55,000 local jobs by 2031. This growth can be met by:

- Increasing the amount of jobs in key sectors, including in the education, advanced manufacturing and logistics sectors
- Providing facilities and services to upskill local people for jobs of the future
- Strengthen the flow of local people into local jobs through the skilled workforce program, a leading provider of managed labour, staffing and training services.

APPENDIX B

DEMOGRAPHIC PROFILE

Table 3 Demographic table

Data item	Kingswood	Penrith LGA	Greater Sydney (GCCSA)
Population	9,301	190,066	4,823,991
Median age	34	34	36
Average people per household	2.5	2.9	2.8
Age Distribution (%)			
Aged 0-4	8.3%	7.4%	6.4%
Aged 5-9	6.7%	7.2%	6.4%
Aged 10-14	5.8%	6.5%	5.8%
Aged 15-19	5.3%	6.6%	6.0%
Aged 20-24	7.5%	7.2%	7.1%
Aged 25-29	8.7%	7.7%	7.9%
Aged 30-34	8.4%	7.8%	8.1%
Aged 35-39	7.3%	7.1%	7.4%
Aged 40-44	6.4%	6.9%	7.1%
Aged 45-49	6.5%	6.5%	6.7%
Aged 50-54	5.3%	6.2%	6.3%
Aged 55-59	5.5%	6.1%	5.8%
Aged 60-64	5.1%	5.2%	5.0%
Aged 65-69	4.6%	4.5%	4.4%
Aged 70-74	3.1%	2.9%	3.3%
Aged 75-79	2.4%	1.9%	2.4%
Aged 80-84	1.5%	1.2%	1.8%
Aged 85+	1.5%	1.2%	2.0%
Country of birth and Indigenous identification (%)			
Australia	64.5%	72.4%	57.1%
Born overseas country #1	India: 5.0%	England: 3.1%	China: 4.7%

Data item	Kingswood	Penrith LGA	Greater Sydney (GCCSA)
Born overseas country #2	England: 3.0%	New Zealand: 2.0%	England: 3.1%
Born overseas country #3	New Zealand: 2.1%	Philippines: 1.9%	India: 2.7%
Aboriginal or Torres Strait Islander	4.3%	2.9%	1.5%
Language spoken at home (%)			
English only	69.7%	77.2%	58.4%
Language other than English #1	Punjabi: 2.8%	Arabic: 1.6%	Mandarin: 4.7%
Language other than English #2	Malayalam: 1.9%	Tagalog: 1.1%	Arabic: 4.0%
Language other than English #3	Mandarin: 1.3%	Hindi: 0.9%	Cantonese: 2.9%
Family composition (%)			
Couple family without children	30.4%	30.3%	33.4%
Couple family with children	40.0%	48.8%	49.5%
One parent family	27.5%	19.3%	15.2%
Other family	2.2%	1.5%	1.8%
Household composition (%)			
Family households	65.5%	78.2%	73.6%
Lone person households	29.9%	19.2%	21.6%
Group households	4.5%	2.6%	4.7%
Dwelling structure (%)			
Separate house	39.0%	81.5%	56.9%
Semi-detached	34.4%	11.8%	14.0%
Flat or apartment	15.7%	6.0%	28.1%
Other dwelling	0.3%	0.4%	0.6%

Data item	Kingswood	Penrith LGA	Greater Sydney (GCCSA)
Owned outright	18.9%	26.0%	29.1%
Owned with mortgage	25.9%	40.7%	33.2%
Rented	52.0%	30.2%	34.1%
Other tenure type	0.7%	0.5%	0.9%
Rent weekly payments (%)			
Median rent	\$325	\$370	\$440
Households where rent payments are less than 30% of household income	77.4%	88.1%	85.8%
Households where rent payments are greater than or equal to 30% of household income	22.6%	11.9%	14.2%
Mortgage monthly repayments (%)			
Median mortgage repayments	\$1,714	\$2,000	\$2,167
Households where mortgage repayments are less than 30% of household income	94.1%	90.8%	91.6%
Households with mortgage repayments greater than or equal to 30% of household income	5.9%	9.2%	8.4%
Employment (%)			
Unemployed	8.5%	5.7%	6.0%
Occupation (%)			
Professionals	17.1%	14.8%	26.3%
Technicians and Traders Workers	13.1%	14.8%	11.7%
Clerical and Administrative Workers	15.8%	17.8%	14.6%

Data item	Kingswood	Penrith LGA	Greater Sydney (GCCSA)
Managers	8.6%	10.1%	13.7%
Sales Workers	8.4%	9.6%	9.0%
Labourers	13.1%	9.7%	7.5%
Community and Personal Service Workers	11.3%	10.5%	9.6%
Machinery Operators and Drivers	11.5%	10.8%	5.6%
Income (\$)			
Median personal weekly income	\$639	\$728	\$719
Median family weekly income	\$1,453	\$1,858	\$1,988
Median household weekly income	\$1,229	\$1,658	\$1,750
Level of highest educational attainment (%)			
Year 9 or below	10.3%	9.4%	7.1%
Year 10	15.5%	16.1%	9.4%
Year 11	4.0%	4.2%	3.1%
Year 12	14.3%	15.6%	17.3%
Certificate level I-IV	17.3%	19.6%	12.2%
Advanced Diploma and Diploma level	7.7%	8.4%	9.3%
Bachelor Degree level and above	16.0%	13.4%	28.3%
Motor Vehicles (%)			
None	13.3%	6.1%	11.1%
1 motor vehicle	44.9%	30.9%	37.1%
2 motor vehicle	26.7%	37.1%	32.8%
3 or more motor vehicles	11.1%	22.4%	15.7%

Data item	Kingswood	Penrith LGA	Greater Sydney (GCCSA)
Method of travel to work (%)			
People who travel to work by public transport	17.2%	11.4%	22.8%
People who travel to work by car as driver or passenger	67.2%	75.1%	59.8%

Source: 2016 ABS Census

Socio Economic Indexes for Areas (SEIFA)

The Socio-Economic Indexes for Areas (SEIFA) has been developed by the Australian Bureau of Statistics (ABS) to provide an overview of social and economic wellbeing and welfare of communities across a range of spatial scales. Four indices have been developed. The Index of Relative Socio-Economic Advantage and Disadvantage is a continuum of advantage (high values) to disadvantage (low values) and is derived from Census variables related to both advantage and disadvantage.

The area with the lowest score is given a decile of 1, the area with the second lowest score is given a decile of 2 and so on, up to the area with the highest score is given the highest decile.

	Advantage and disadvantage	
	Score	Decile
Kingswood	916	2
Penrith LGA	988	8

Source: ABS

APPENDIX C

CRIME PROFILE

Table 4 Crime rates per 100,000 people, October 2019 – September 2020

Crime type	Kingswood	Penrith LGA	NSW
Assault (non-domestic)	993.7	526.3	376.6
Break and enter non-dwelling	194.8	111.8	112.5
Malicious damage to property	1646.4	913.4	682.8
Motor vehicle theft	389.7	206.5	157.7
Steal from motor vehicle	1071.6	574.1	419.2
Steal from person	136.4	69.8	36.5
Trespass	204.6	114.7	136.4

Source: BOCSAR

Table 5 Two year crime trends, October 2018 – September 2020

Crime type	Kingswood	Penrith LGA	NSW
Assault (non-domestic)	Stable	Stable	Stable
Break and enter non-dwelling	n.c.	Stable	Stable
Malicious damage to property	Stable	Stable	-14.7% per year
Motor vehicle theft	Stable	Stable	Stable
Steal from motor vehicle	Stable	Stable	-12.1% per year
Steal from person	Stable	Stable	-25.4% per year
Trespass	Stable	Stable	+3.8% per year

Source: BOCSAR

