

The logo for URBIS, featuring the word "URBIS" in a bold, white, sans-serif font. The text is contained within a white square frame that is partially open on the right side. A white vertical line extends from the top of the frame down to the top of the page, and a white horizontal line extends from the right side of the frame across the top of the page.

URBIS

SOCIAL IMPACT ASSESSMENT

Sydney Fight Training Centre
Gadigal Country

Prepared for

LOGOS DEVELOPMENT MANAGEMENT PTY LTD

30 October 2022

This Social Impact Assessment was prepared and reviewed by:

Director **Dr Rachel Trigg**
Doctor of Philosophy (Built Environment)
Bachelor of Arts (Social Geography)
Member of Planning Institute of Australia

I confirm this SIA contains all relevant information and complies with legal and ethical obligations of social impact practitioners, including those set out in the Social Impact Assessment Guidelines for State Significant Project, 2021, prepared by the Department of Planning, Industry and Environment.

I further confirm that none of the information contained in the SIA is false or misleading.



This Social Impact Assessment was prepared by:

Senior Consultant **Isabelle Kikirekov**
Bachelor of City Planning (Honours)
Member of Planning Institute of Australia

Consultant **Hugo Walton**
Bachelor of Arts (Human Geography)
Bachelor of Planning
Member of Planning Institute of Australia

Project Code P0038875
Report Number Final, version 4

**Urbis acknowledges the important contribution that
Aboriginal and Torres Strait Islander people make in
creating a strong and vibrant Australian society.**

**We acknowledge, in each of our offices the Traditional
Owners on whose land we stand.**

All information supplied to Urbis in order to conduct this research has been treated in the strictest confidence. It shall only be used in this context and shall not be made available to third parties without client authorisation. Confidential information has been stored securely and data provided by respondents, as well as their identity, has been treated in the strictest confidence and all assurance given to respondents have been and shall be fulfilled.

© Urbis Pty Ltd
50 105 256 228

All Rights Reserved. No material may be reproduced without prior permission.

You must read the important disclaimer appearing within the body of this report.

urbis.com.au
FINAL SIA_SYDNEY FLIGHT TRAINING CENTRE (2)

CONTENTS

1.	Introduction	1
1.1.	Project Background.....	1
1.2.	Project overview.....	2
1.3.	Report purpose and scope	2
1.4.	Structure of this report	3
2.	Methodology	4
2.1.	Legislation and guidelines	4
2.2.	Assessment methodology overview	4
2.3.	Approach to assessing social impacts.....	5
3.	Policy context	6
4.	Social baseline	7
4.1.	Social locality	7
4.2.	Community profile	9
4.3.	Crime and safety.....	10
4.4.	Relevant engagement outcomes	10
4.5.	Areas of social influence	11
5.	Expected and perceived impacts	12
5.1.	Neutral to low impacts.....	12
5.2.	Moderate to high impacts	15
6.	Assessment of significant impacts	16
6.1.	Continued local provision of education and training in aircraft operations	16
6.2.	Construction and operational employment opportunities	17
7.	Conclusion	18
7.1.	Recommendations	18
7.2.	Overall impact assessment.....	18
	References	19
	Disclaimer	20
	21

1. INTRODUCTION

Urbis Pty Ltd (Urbis) was engaged by LOGOS Development Management Pty Ltd to prepare a Social Impact Assessment (SIA) for a Sydney Flight Training Centre at 28-30 Burrows Road, St Peters (the site). The SIA will accompany a State Significant Development Application (SSDA).

1.1. PROJECT BACKGROUND

Sydney Gateway Project

For over half a century, the Qantas Group (Qantas) has trained its pilots and cabin crew primarily at the Qantas Flight Training Centre (FTC) within the Jetbase at Sydney Kingsford Smith Airport (Sydney Airport). Until recently, the facility trained over 6,500 crew per year and was a key operational anchor for the airline.

In September 2018, Roads and Maritime Services (now part of Transport for NSW) announced the Sydney Gateway Project which aims to improve connections to Sydney Airport and Port Botany by increasing the capacity of the surrounding road and rail network and providing a new alternative route to the domestic and international airport terminals.

As a result of the Sydney Gateway Project, Qantas was required to vacate the FTC in April 2022. This requirement was the result of the acquisition of land which the former FTC was located to allow Qantas Drive to be widened and therefore deliver the Sydney Gateway Project. This has significant ramifications for Qantas as access to the operational flight training facility, housing full motion flight simulators for pilot training and emergency procedures training for pilots and cabin crew, is critical to Qantas' business and operational continuity.

Previous SSDA approval for a Flight Training Centre at King Street North

To address this situation, Qantas sought approval in early 2019 to relocate the former FTC to a new location within their landholding at 297 King Street, Mascot (known as King Street North). On February 2019, the Minister for Planning declared the Project as State Significant Development (SSD) and SSD 10154 was approved by the Independent Planning Commissioner (IPC) on 29 November 2019. Qantas had planned to construct this new \$145 million facility in Sydney adjacent to its corporate campus, however due to the economic impacts of COVID-19, proceeding with this project as originally intended is unaffordable and therefore the project was terminated.

New SSDA proposal for a Flight Training Centre at the site

Given circumstances associated with the COVID-19 pandemic, Qantas has identified an opportunity to partner with LOGOS and CAE to develop a new flight training facility on land at 28-30 Burrows Road, St Peters. It is anticipated that LOGOS as the landowner and applicant would develop the proposed facility, which would then be operated by CAE, which is a global provider of Flight Simulator Equipment and Training Centre Operations. In essence, CAE will lease the premises from LOGOS and Qantas will be the core customer/end user of the Flight Training Centre.

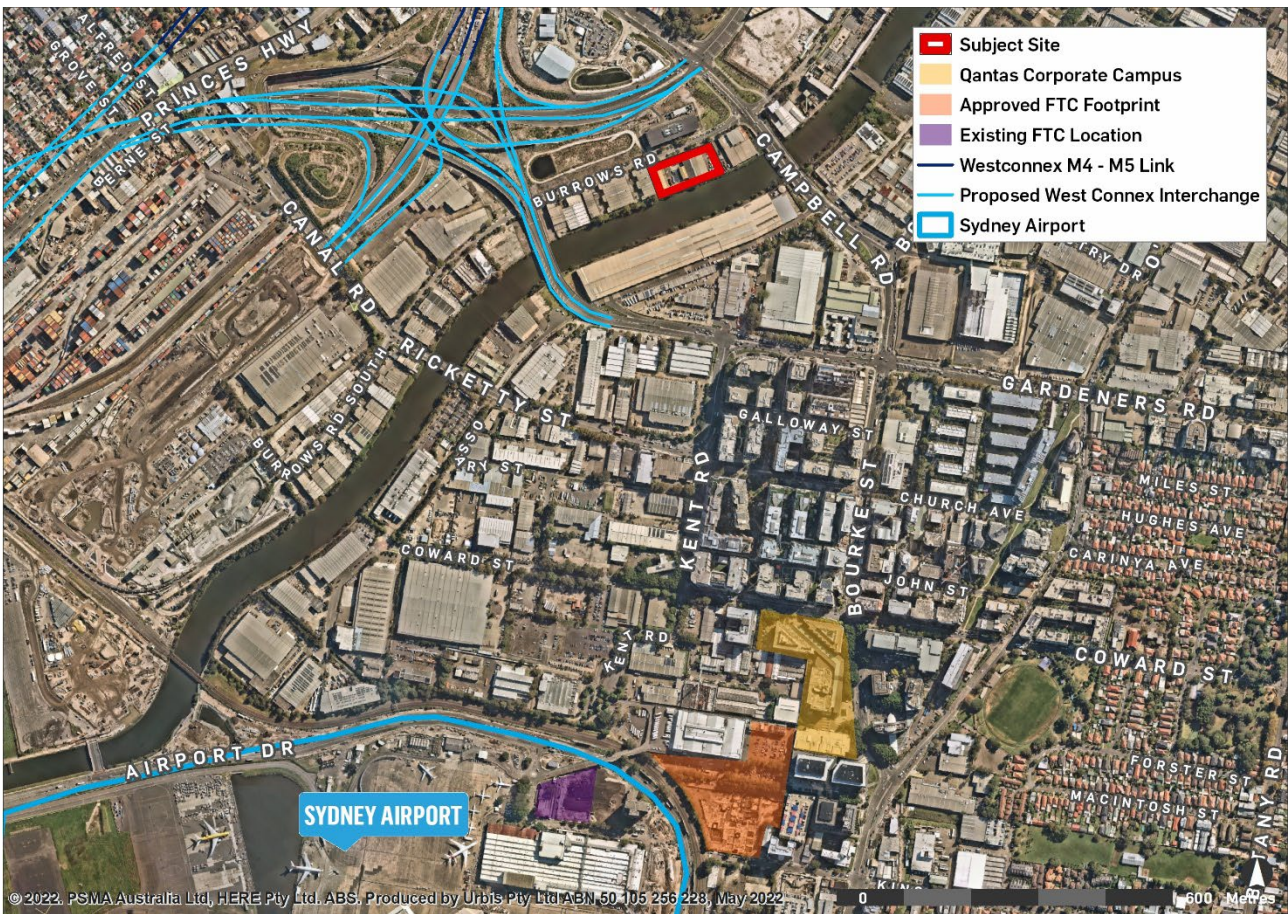
The Project will ensure that pilots and cabin crew from Qantas and other airlines that utilise the facility can maintain stringent aviation safety regulations and in turn support the efficient operation of Sydney Airport, being Australia's busiest airport.

The New South Wales Government (Treasury) has recognised the strategic and economic benefit to the state of a Flight Training Centre. As part of a Funding Agreement (dated 13 December 2021 as varied), Qantas committed to return a 6-bay simulator facility by July 2024. The planned facility will be a larger 8-bay facility, enabled by a new partnership with CAE (a Global Training Provider and Simulator Manufacturer) supporting broader airline industry users.

Due to complexity and critical importance of the Project in supporting Qantas' operations and international standing (particularly following the announcement of Project Sunrise on the 2 May 2022), LOGOS together with CAE and Qantas sought Ministerial assistance to request the Project be declared as SSD. The Ministerial Call-In was formally lodged with DPE on 11 May 2022 and the Minister for Planning declared the Project as **SSD**, through a notice in the NSW Government Gazette on 19 August 2022.

A map of the site in its regional setting is provided at Figure 1 and details the location of the recently vacated FTC at Sydney Airport and approved FTC at 297 King Street, Mascot.

Figure 1 – Regional context of the Site



Source: Urbis

1.2. PROJECT OVERVIEW

The SSDA seeks approval for:

- Construction and operation of a Flight Training Centre within a three-storey building that will comprise the following core elements:
 - A flight training hall with eight bays that will house full motion flight simulators
 - Emergency procedures facilities including integrated procedure trainers, door trainers and slide descent tower
 - Ancillary spaces including classrooms, office space for flight training staff, meeting rooms, equipment room, pilots lounge, reception area, toilets, loading docks and plant
- Two new access driveways to the site from Burrows Road
- Removal of eight trees
- Other associated works including landscaping, at-grade parking and general site improvements
- New stormwater outlet to be installed in Alexandra Canal wall.

1.3. REPORT PURPOSE AND SCOPE

A SIA is a specialist technical study which identifies and analyses the potential positive and negative social impacts associated with a proposal. It involves a detailed and independent study to scope potential social impacts, identify appropriate mitigation measures and provide recommendations aligned with professional standards and statutory obligations.

According to the Department of Planning and Environment's (DPE) SIA Guideline for State Significant Projects (2021), social impacts are the consequences that people experience when a new project brings change. For the purposes of an SIA, 'people' can be individuals, households, groups, communities, businesses or organisations. These impacts can be considered in eight categories, as shown in Figure 1 below.

Figure 1 Social impact categories



Source: DPE, 2021, SIA Guideline for State Significant Projects

1.4. STRUCTURE OF THIS REPORT

This report has seven chapters as summarised below:

- **Chapter 1** (this chapter) introduces the proposal, purpose and scope of this report.
- **Chapter 2** outlines the legislative requirements and methodology applied to complete this SIA
- **Chapter 3** reviews the key findings and strategic directions from relevant state and local policies, as they relate to the proposal
- **Chapter 4** provides a social baseline of the study area including the site's locality, social and demographic characteristics, and consultation outcomes
- **Chapter 5** outlines a preliminary assessment of expected and perceived social impacts of the proposal
- **Chapter 6** assess the significant (moderate to very high impacts) of the proposal, including mitigation and management measures
- **Chapter 7** concludes the SIA by setting out a summary of the social impacts, recommendations and overall impact assessment.

2. METHODOLOGY

This section outlines the methodology to prepare this assessment, with reference to the relevant legislative requirements.

2.1. LEGISLATION AND GUIDELINES

This SIA has been prepared in response to the requirements of the Secretary’s Environmental Assessment Requirements (SEARs) for the proposal, as outlined in Table 1.

Table 1 SEARs item for SIA

Key issues
<ul style="list-style-type: none"> ▪ Socio-economic – including: <ul style="list-style-type: none"> – A social impact assessment in accordance with the Department’s <i>Social Impact Assessment Guideline</i>.

Source: SEARs issued on 12/09/22

2.2. ASSESSMENT METHODOLOGY OVERVIEW

The following methodology was undertaken to prepare this SIA. The methodology was informed by the guidance contained within the DPE SIA Guidelines for State Significant Projects (2021).

Table 2 SIA 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 the City of Sydney Council to identify potential impacts ▪ Review of engagement outcomes ▪ Identification of impacted groups ▪ Initial scoping of 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.

2.3. APPROACH TO 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 used in the Technical Supplement which supported DPIE's SIA Guideline.

The DPIE's risk assessment methodology is outlined below and has been applied in this SIA.

Table 3 Social impact 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: DPIE, 2021, SIA Guideline for State Significant Projects: Technical Supplement, p. 13

Likelihood and magnitude level characteristics

The likelihood and magnitude levels are determined by subjective and objective components. It considers both individual experiences, community perceptions and technical evaluations.

The likelihood level assesses the probability of the impact occurring impact. 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
- **Intensity 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 and/or adapt 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 5 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 6. The significant impacts are assessed with any planned mitigation measures to determine the residual impact level.

3. 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. This included the following documents:

- Greater Sydney Commission, 2018, Greater Sydney Region Plan
- Greater Sydney Commission, 2018, Eastern City District Plan
- Transport for NSW, 2018, Future Transport Strategy 2056
- Infrastructure NSW, 2018, Building Momentum: State Infrastructure Strategy 2018-2038
- City of Sydney, 2017, Sustainable Sydney 2030: Community Strategic Plan 2017-2021
- City of Sydney, 2020, City Plan 2036: Local Strategic Planning Statement (LSPS).

A summary of key findings relating to the potential social impacts of the proposal is provided below.

Table 4 Relevant social themes from policy review

Theme	Summary of findings
Protecting and enhancing connection to Aboriginal culture	<ul style="list-style-type: none"> ▪ The objectives of the City of Sydney’s LSPS include maintaining and conserving Indigenous heritage as well as working with the Aboriginal and Torres Strait Islanders Advisory Panel to identify strategies for recognition through land use processes, including designing with Country.
Support the efficient operation of Sydney Airport	<ul style="list-style-type: none"> ▪ The Greater Sydney Region Plan and Eastern City District Plan recognise Port Botany and Sydney Airport as trade and tourism gateways for the CBD and the nation. ▪ The City of Sydney’s Local Strategic Planning Statement (LSPS) also notes the importance of supporting the key global gateways, including Sydney Airport.
Enable the delivery of critical road infrastructure (Sydney Gateway Project)	<ul style="list-style-type: none"> ▪ As outlined in the State Infrastructure Strategy, the Sydney Gateway project is a key road project that will provide a high capacity connection from Sydney Airport and Port Botany to the new Westconenx St Peters Interchange. ▪ The Future Transport Strategy also noted Sydney Gateway as a significant investment project that was part of the \$72.2 billion investment in transport projects from 2018-2022.
Retain industrial land that supports Sydney Airport	<ul style="list-style-type: none"> ▪ The Eastern City District Plan notes the amount of industrial land supporting Sydney Airport has decreased with encroachment from residential developments and knowledge-intensive jobs. The Plan recognises the importance of retaining the surrounding industrial land which provides essential supporting functions for the airport.

4. SOCIAL BASELINE

This section provides a social baseline of the study area including the site's locality, social context, demographic characteristics, engagement outcomes and areas of social influence.

4.1. SOCIAL LOCALITY

The site is located at 28-30 Burrows Road, St Peters and is located within the City of Sydney local government area (LGA). The site is approximately 7,961sqm in size and is rectangular in shape. The primary frontage is to Burrows Road, with the rear of the site adjacent the Alexandra Canal. The site is approximately 6km south-west of the Sydney CBD and around 1km north of Sydney Airport.

The site is currently occupied by two industrial warehouse buildings with a large hardstand area for vehicle parking and deliveries. There is limited vegetation along the road frontage or the canal. The site is accessible via vehicle access from the local road network including Burrows Road which links the site to the WestConnex road network in the north and Sydney Airport to the west. The closest train station is Mascot, which is approximately a 1km walk from the site.

The predominant land use in the immediate context is industrial which extend along Burrows Road and Euston Road. The closest residential neighbours are approximately 300m south of the site and are separated by industrial warehouse buildings and the Alexandra Canal.

Figure 2 Site location



Source: Urbis

Figure 3 Site photos



Picture 1 The site (32 Burrows Road)



Picture 2 Opposite the site on Burrows Road



Picture 3 The rear of the site with the Alexandra Canal adjacent



Picture 4 The neighbouring site at 26 Burrows Road



Picture 5 The view south from the site down Burrows Road



Picture 6 View south at the rear of the site looking into the neighbouring 26 Burrows Road

Source: Urbis

4.2. COMMUNITY PROFILE

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

A community profile has been developed for St Peters based on demographic data from Australian Bureau of Statistics Census of Population and Housing (2016, 2021) and Profile id. The demographic characteristics of Sydney LGA and Greater Sydney have been used, where relevant, to provide a comparison.

2021 Census data will be released in a phased approach, with key population data being released in June 2022, location variables, education and employment data released in October 2022, and complex topics in 2023. Therefore, 2016 Census data for some categories such as transport to work, education, and employment remains the most recent.

In 2021, there were 3,629 people living in St Peters. Key characteristics of this community include:



Young adult population

Almost half of the residents in St Peters (48%) were young adults aged 20-39 years old. In comparison, residents of the same age bracket made up 56% of the Sydney LGA, and 31% of Greater Sydney.



Tertiary educated

In 2016, 40% of St Peters residents had obtained a Bachelor's degree or above. In comparison, 44% of the Sydney LGA and 28% of Greater Sydney had obtained this level of education.



Active workforce

In 2016, St Peters had a low rate of unemployment at 3.9%. In comparison, Sydney LGA and Greater Sydney had unemployment rates of 6%. Most residents were employed in office-based roles (67%), including Professionals, Managers, and Clerical and Administrative workers.



High household income

St Peters had a significantly higher median household weekly income of \$2,924. In comparison, Sydney LGA households had a median income of \$2,212 and Greater Sydney households had a median of \$2,077.



High density living

Most residents (77%) in St Peters were living in a semi-detached, terrace house, and apartment.



Public transport use

In 2016, a high proportion (43%) of residents in St Peters travelled to and from work by public transport. In comparison, 37% of residents from Sydney LGA used public transport and 23% of residents from Greater Sydney.

4.3. CRIME AND SAFETY

As part of the community profile, data from the NSW Bureau of Crime Statistics and Research was also analysed on 16 September 2022 to understand the crime and safety context around the site.

At that time, the site was not within a hotspot for any relevant crimes.

Between March 2021 to March 2022, St Peters had higher crime rates (per 100,000 people) compared to NSW averages for the following offences:

- Incidents of theft (break and enter non dwelling)
- Incidents of theft (motor vehicle)
- Incidents of malicious damage to property.

Consideration will need to be given to the above crime and safety issues and the potential impact (positive or negative) the proposal may have on the safety of future employees, site users, and the surrounding community.

4.4. RELEVANT ENGAGEMENT OUTCOMES

Consultation with the City of Sydney

As part of this SIA, a videoconference was held with a social planning representative from the City of Sydney to help understand the characteristics of the local community and any potential positive and negative social impacts associated with the proposal. The videoconference took place on 26 July 2022.

A summary of the key insights from the interview is provided below.

- Council's representative commented on the proposed use being appropriate for the area. Technology and innovation uses are increasing in the area and align with Council's strategic priorities.
- Council's representative noted the need for amenity related impacts during the construction phase to be considered and addressed. This includes any impacts that may arise from construction.
- To align with Council's policies and strategies on urban canopy and open space, Council's representative expressed the importance of considering the overall environmental sustainability and amenity of the site. This could include increasing the tree canopy on the site through either retention of existing trees or suitable replacement.
- It was also noted by Council's representative that it will be important for workers to have spaces to get together socially, both indoors and outdoors. These include suitable lunchrooms, break out spaces, outdoor terraces and/or landscaped areas.
- Council's representative asked whether there is opportunity for any traineeships or community education as part of the project.
- Consideration for how people come and go from the site will be important including connections to public transport. Crime Prevention Through Environmental Design (CPTED) principles including lighting should be applied to ensure actual and perceived safety.

Summary of community consultation undertaken to date

Outcomes of community engagement undertaken by Urbis are summarised in the Community and Stakeholder Engagement Report (September 2022).

Urbis distributed a newsletter to surrounding landowners, businesses and tenants in August 2022. At the time of writing this report, one response was received from a neighbour requesting further consultation regarding an existing easement on the adjoining property.

4.5. AREAS OF SOCIAL INFLUENCE

Considering the outcomes from the social baseline, the area of social influence is the immediate context, City of Sydney LGA and the wider district. Within the areas of social influence, the following individuals and communities are likely to be impacted by the proposal:

- Local Aboriginal community
- Commercial tenants immediately surrounding the site
- St Peters residents
- Existing and future airline workers
- Future workers onsite.

5. EXPECTED AND PERCEIVED IMPACTS

A proposal may cause a range of direct and indirect social impacts which can have a positive, negative or neutral impact on the existing community. A SIA should assess the expected and perceived 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. These impacts have been informed by the contextual information outlined in Sections 3 – 4 of this SIA and have been assessed against the SIA criteria described in Section 2.

5.1. NEUTRAL TO LOW IMPACTS

This section outlines the social impacts considered to have a neutral to low impact on the community. These are not considered to have a significant impact on the community and are not included for further assessment.

Table 5 Initial scoping of neutral to low impacts

Social impact category	Impact assessment summary
Culture	Impacts on Aboriginal Cultural Heritage
	Potentially impacted groups: Local Aboriginal Community
	<p>All development, including redevelopments of existing buildings or structures, should consider impacts on Aboriginal culture and heritage. The construction of industrial developments (which often comprise of large areas and require extensive earthworks), may impact on Aboriginal objects, the landscape or the spiritual connection Aboriginal people have with Country.</p> <p>An Aboriginal Cultural Heritage Assessment Report (ACHAR) was prepared for the site by Artefact (September 2022). The assessment found that no Aboriginal sites or objects were identified with the subject area. It also found that the study area has been heavily disturbed by historical development activities and therefore likely has nil to low potential to retain intact archaeological deposits that may contain Aboriginal Objects.</p> <p>The ACHAR recommends that no further archaeological assessment of the subject area be required based on the findings of the assessment. It recommended that archaeological chance finds and human remains procedures be implemented should any archaeological deposits be uncovered during site works including ongoing consultation and notification of Registered Aboriginal Parties (RAPs).</p> <p>Based on the analysis of the ACHA, it is likely the proposal will have a neutral impact on Aboriginal cultural heritage for the local Aboriginal community.</p>
Surroundings Way of life	Noise impacts from construction and operation
	Potentially impacted groups: St Peters residents and workers
	<p>The proposal involves the construction and operation of the new flight training facility which is proposed to operate 24 hours a day, seven days a week. The site is located within an area of existing industrial, road and air traffic noise. There are commercial tenants, located along Alexandra Canal, near the site. The closest residential land uses are located further away, to the south of the site along Gardeners Road.</p>

	<p>Construction</p> <p>As outlined in the Noise and Vibration Impact Assessment (NVIA) prepared by Renzo Tonin & Associates, there are likely to be some noise impacts during construction, especially during periods of high noise generating activities. The NVIA provides mitigation and management measures to reduce impacts on nearby commercial receivers. This includes the potential for construction to occur outside of standard hours, implementation of respite periods during high impact noise activities and noise monitoring procedures.</p> <p>As found in the NVIA, there are not expected to be adverse construction related traffic impacts on nearby commercial tenants.</p> <p>Further mitigation and management approaches will be determined when a detailed construction methodology is developed during the design development phases of the proposal.</p> <p>Operation</p> <p>As outlined in the NVIA there are unlikely to be adverse operational noise impacts associated with the operational activities or traffic noise from vehicles, on surrounding commercial tenants or residents.</p> <p>Based on an analysis in the NVIA, construction activities are likely to have short term low negative impact on surrounding commercial tenants, which can be appropriately managed by implementation of mitigation measures. Operational noise is likely to have a neutral impact on surrounding commercial tenants and residents.</p>
	<p>Safe and convenient access to and from the site</p> <p>Potentially impacted groups: Future workers and visitors onsite</p> <p>Once operational the Flight Training Centre would require access to and from the site by workers, visitors and trainees. Safe and convenient access to and from the site should be considered particularly as the Flight Training Centre is proposed to operate 24 hours a day seven days a week and the site is located within a relatively dense inner-city area with high rates of reported crimes relevant to the proposal.</p> <p>A landscaped public front entrance is provided on Burrows Road to orientate workers and visitors to the site. Vehicle access to the site will be provided via separate entry and exit driveways onto Burrows Road.</p> <p>Qantas will operate a private shuttle bus service between the site, the Qantas Corporate Campus in Mascot, and Sydney Airport. Depending on training requirements, the shuttle bus service will provide a 27 seater minibus or a 37 seater bus. This is likely to operate between 6:00am and 11:00pm. The shuttle bus service will provide safe and convenient access for pilots, training staff and personnel to the site.</p> <p>A workplace travel plan will be prepared to guide safe and convenient travel options to the site, including the proposed shuttle bus, and other methods including public transport options, cycling and walking.</p> <p>Based on the above and an analysis of the TAIA the proposal will have a low positive impact on safe and convenient access for future workers and visitors.</p>
Health and wellbeing	<p>Supporting employee health and wellbeing</p> <p>Potentially impacted groups: Future workers and visitors on site</p>

The site is located within a relatively central location, with some food services located nearby. This includes cafes located along Gardeners and Bourke Roads and a Woolworths at Mascot shopping village which is approximately 900m walking distance from the site. The closest open space is 300m away at Sydney Park.

Workers will require access to breakout rooms, rest and recreational areas, healthy food options and open space during the working the day. These facilities will be particularly important for employees operating simulators and undertaking training and education for long periods of time.

The architectural plans (PACE Architects) indicate the provision of two crew lounges, and two employee lounges. These spaces will contribute towards meeting the day-to-day rest, recreation and social needs of workers and visitors to the site. The internal fit out of these spaces is yet to be determined, including the provision and accessibility of healthy food options as well as the provision of food preparation and storage areas for staff.

Workers will also have access to the future Council reserve parkland to be located adjacent the Alexandra Canal, and form part of the wider Liveable Green Network across the City.

Based on the above assessment, the proposal will have a neutral impact on supporting health and wellbeing. Recommendations are provided below to further support employee health and wellbeing:

- During the detailed design and fit out of crew and employee lounge spaces, explore opportunities for the provision of healthy food options and ensure adequate kitchen, food preparation and storage areas.
- Continue to consult with the City of Sydney to ensure the interface between the site and the future Council reserve parkland will enables easily accessible for workers and visitors onsite.

5.2. MODERATE TO HIGH IMPACTS

Table 6 outlines the social impacts which were identified in preliminary scoping as likely to be moderate to high. **These impacts are considered significant and are included for further assessment in Section 6 of this report.**

Table 6 Initial scoping of moderate to high impacts

Social impact category	Preliminary assessment (Refer to Section 6 for complete assessment)
Livelihoods Accessibility	Continued local provision of education and training in the aircraft operations
	Potentially impacted groups: Existing and future airline workers
	<p>Since the closure of the previous Qantas flight training facility in April of 2022, pilots and crew have travelled interstate to access suitable flight training facilities. The proposal will allow the continued education and training of airline crew and pilots within an accessible location close to the States existing airline industry centre in Mascot.</p> <p>This impact is considered significant and is included for further assessment in Section 6.</p>
Livelihoods	Construction and operational employment opportunities
	Potentially impacted groups: Future workers onsite
	<p>The proposal will generate local employment opportunities during construction and operation in established industries in St Peters and Mascot, including construction, administration and education and training roles relate to aircraft operations. These jobs align with the skills and capabilities of the local population in St Peters and provide opportunities for people to enter to the workforce.</p> <p>This impact is considered significant and is included for further assessment in Section 6.</p>

6. ASSESSMENT OF SIGNIFICANT IMPACTS

The following section provides a detailed assessment of the significant social impacts of the proposal, as identified in Table 6. 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.

6.1. CONTINUED LOCAL PROVISION OF EDUCATION AND TRAINING IN AIRCRAFT OPERATIONS

Description of impact		
The relocation of the Flight Training Centre will allow the continued delivery of education and training essential to aircraft operations.		
Current environment		
<p>In April of 2022, Qantas Group was required to vacate its existing Flight Training Centre as a direct result of the Sydney Gateway Project. Since April of 2022, all flight and crew training has occurred outside of the NSW.</p> <p>Qantas Groups head office and the Airport – Kingsford Smith Airport are both located in Mascot, the suburb immediately south of St Peters.</p>		
Impact of the proposal		
<p>The proposal will reinstate a Flight Training Centre in NSW. The Flight Training Centre will provide critical infrastructure for the Australian airline industry, enabling pilots and cabin crew based in NSW to maintain the level of training legislated by the Civil Aviation Authority (CASA). The proposal will allow commercial airline operators to continue to train staff to meet these legislated requirements, which will therefor allow for the continued operations of the industry.</p> <p>The continued operation of the Australian airline industry will contribute to the local, state and national economy by facilitating travel, employment, and the movement of goods. It will also contribute to a wide range of social outcomes, such as maintaining family and social connections, enabling access to medical and education services, enabling participation in cultural and recreation activities, and enabling Aboriginal and Torres Strait Islanders to return to Country and community.</p> <p>Currently crew and pilots are travelling interstate to access suitable flight training facilities. The proposed Flight Training Centre will be situated in close proximity to the State’s existing established industry centre in Mascot, which includes the Sydney Kingsford Smith International and Domestic Airport. Proximity of the site to this industry centre will provide ease of access to existing worker populations likely to use the Flight Training Centre.</p>		
Management measures		SIA recommendations
<ul style="list-style-type: none"> ▪ None identified 		<ul style="list-style-type: none"> ▪ None identified
Residual impact (considering management measures)		
Likelihood: Almost Certain	Magnitude: Minor	Resultant impact: Medium positive
Based on the above assessment, the proposal will result in a high positive impact on airline workers by supporting the provision of education and training in aircraft operations in NSW near an existing established industry centre which includes Sydney Kingsford Smith Airport and Qantas Head Quarters.		

6.2. CONSTRUCTION AND OPERATIONAL EMPLOYMENT OPPORTUNITIES

Description of impact		
Increase in construction and ongoing employment opportunities		
Current environment		
<p>The site is currently occupied by two large industrial warehouse buildings, a non-operational truck wash which is currently used for storage, and areas of hardstand for deliveries and parking. The site currently hosts approximately 60 direct jobs. The applicant (LOGOS) is in the process of obtaining consent separate to this SSDA via a complying development certificate (CDC) for the demolition of all existing buildings and hard stand areas on the site.</p> <p>The Eastern City District Plan, Employment Lands Strategy, Greater Sydney Region Plan and LSPS all advocate for the effective management and retaining of employment lands (including industrial lands). The SEL (which includes the site) are recognised throughout these strategies as being of local, metropolitan, state and national significance due to their strategic location, economic and employment importance and their servicing of and proximity to the Port of Botany and Sydney Airport.</p> <p>ABS Census Data shows the study area has a low unemployment rate. Most workers (59.0%) were employed in office-based roles (Professionals, Clerical and Administrative Workers, Managers and Sales). In comparison, Technicians and Trades Workers, Labourers, and Machinery Operators and Drivers make up only 18.1% of the workforce.</p>		
Impact of the proposal		
<p>The proposal will contribute an estimated 80 direct ongoing operational jobs for administrative workers, maintenance technicians and regulatory specialists as well as training delivery jobs. The construction of the proposal will also generate an estimated 260 direct jobs.</p> <p>The proposal will contribute to the State economy through long-term employment generation by retaining a flight training facility within Sydney. Since the closure of Qantas previous Flight Training Centre in April 2022, there are no operational flight training facilities operating in NSW which represents a potentially significant loss of airline industry specific skills and knowledge and capacity. As well as providing direct and indirect construction and operational jobs the proposed Flight Training Centre will include new to wide body aircraft simulators required to support the implementation and operation of Project Sunrise (direct long-haul flights between Sydney and London and New York) announced by Qantas in May 2022. This announcement also included significant investment in new wide body aircraft that will create over 1,000 direct and indirect jobs.</p>		
Management measures	SIA recommendations	
<ul style="list-style-type: none"> None identified 	<ul style="list-style-type: none"> None identified 	
Residual impact (considering management measures)		
Likelihood: Almost certain	Magnitude: Moderate	Resultant impact: High positive
<p>Based on the above assessment, the construction and operation of the Sydney Flight Training Centre is likely to have a short term low positive impact for construction workers and a long term high positive impact for operational workers onsite, as well as those employed as part of Project Sunrise which is reliant on the proposed training facilities.</p>		

7. CONCLUSION

This SIA has been undertaken to assess the potential social impacts arising from the construction and operation of the Sydney Flight Training Centre at 28-30 Burrows Road, St Peters.

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

- **Continued local provision of education and training in aircraft operations:** the proposal will result in a high positive impact on airline workers by supporting the provision of education and training in aircraft operations in NSW near an existing established industry centre which includes Sydney Kingsford Smith Airport and Qantas Head Quarters.
- **Construction and operational employment opportunities:** the construction and operation of the Sydney Flight Training Centre is likely to have a short term low positive impact for construction workers and a long term high positive impact for operational workers onsite, as well as those employed as part of Project Sunrise which is reliant on the proposed training facilities.

7.1. RECOMMENDATIONS

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

- During the detailed design and fit out of crew and employee lounge spaces, explore opportunities for the provision of healthy food options and ensure adequate kitchen, food preparation and storage areas.
- Continue to consult with the City of Sydney to ensure the interface between the site and the future Council reserve parkland will enable easily accessible for workers and visitors onsite.

7.2. OVERALL IMPACT ASSESSMENT

The Sydney Flight Training Centre is critical infrastructure that will support the continuation of Qantas' operations and have a wide range of economic benefits.

Based on the assessment in this report, the proposal will have a low positive impact on the local community.

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, 2016, Greater Sydney, City of Sydney LGA (SA3) and St Peters (SA2) data.

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

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

Department of Planning, Industry and Environment, 2019, NSW population projections.

Policy documents

Greater Sydney Commission, 2018, Greater Sydney Region Plan.

Greater Sydney Commission, 2018, Eastern City District Plan

Transport for NSW, 2018, Future Transport Strategy 2056

Infrastructure NSW, 2018, Building Momentum: State Infrastructure Strategy 2018-2038

City of Sydney, 2017, Sustainable Sydney 2030: Community Strategic Plan 2017-2021

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

NSW Department of Planning, Industry and Environment, 2021, Social Impact Assessment Guideline: State significant projects.

International Association for Impact Assessment, 2015, Social Impact Assessment: Guidance for assessing and managing the social impacts of projects.

Technical studies

Aboriginal Cultural Heritage Assessment Report, Artefact, September 2022.

Architectural plans, PACE Architects, September 2022.

Community and stakeholder consultation outcomes report, Urbis, September 2022.

Noise and Vibration Impact Assessment, Renzo Tonin & Associates, September 2022

Transport and Accessibility Impact Assessment for Proposed Flight Training Centre, St Peters, Colston Budd Rogers & Kafes Pty Ltd, September 2022.

DISCLAIMER

This report is dated 30 October 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 LOGOS Development Management Pty Ltd (**Instructing Party**) for the purpose of Social Impact Assessment (**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.

In preparing this report, Urbis may rely on or refer to documents in a language other than English, which Urbis may arrange to be translated. Urbis is not responsible for the accuracy or completeness of such translations and disclaims any liability for any statement or opinion made in this report being inaccurate or incomplete arising from such translations.

Whilst Urbis has made all reasonable inquiries it believes necessary in preparing this report, it is not responsible for determining the completeness or accuracy of information provided to it. Urbis (including its officers and personnel) is not liable for any errors or omissions, including in information provided by the Instructing Party or another person or upon which Urbis relies, provided that such errors or omissions are not made by Urbis recklessly or in bad faith.

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.