

Community Benefit Plan



Applicable to:	Sydney Metro West
Document Owner:	Phye Ibbotson
System Owner:	Environmental, Sustainability and Planning
Status:	Final
Version:	5.0
Date of issue:	21 December 2022
Review date:	N/A
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Revision	Revision date	Status	Brief reason for update	Name/Position/ Company	Author/ Reviewer/ Approver	Signature
1		Final	SSI Stage 1	Anna Scott Manager, Planning Approvals, Sydney Metro	Author	
2	09/12/2021	Draft	Update for SSI Stage 1 and Stage 3	Madeleine Beart, Lucy Fokkema and Alison Heller, Ethos Urban	Author	
3	09/05/2022	Draft v2	Update format to align with Community Benefit Plan	Phye Ibbotson	Author	
4	28/10/2022	Final	Review as a Suitably Qualified Person* (SQP)	Madeleine Beart, Associate Director – Social Strategy, Ethos Urban	Author and reviewer	
5	31/10/2022	Final	N/A	Oliver Bradshaw Senior Manager, Sustainability, Sydney Metro	Approver	<i>O. Bradshaw</i>

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Date:	31 October 2022
Version:	5
Reference:	N/A
Division:	Metro West Project
Review date:	October 2022

1. Introduction

This section provides an overview of Sydney Metro's program of work and key elements of Sydney Metro West. The scope and purpose of the Community Benefit Plan (this document) is discussed including definition, relationship to other relevant documents, roles and responsibilities during project delivery.

1.1. Sydney Metro overview

Sydney is expanding and the NSW Government is working hard to deliver an integrated transport system that meets the needs of customers now and in the future. Sydney Metro is Australia's biggest public transport program, and it is revolutionising the way Greater Sydney travels. Services between Rouse Hill and Chatswood started in May 2019 on this new stand-alone metro railway system. Sydney Metro's program of work is shown in Figure 1.

The programs of work include:

- Sydney Metro North West – opened in May 2019
- Sydney Metro City and Southwest – currently under construction with services to begin in 2024
- Sydney Metro West (this project) – currently under construction and due to open in 2030
- Sydney Metro – Western Sydney Airport – currently under construction and due to open when the airport opens for passenger services.

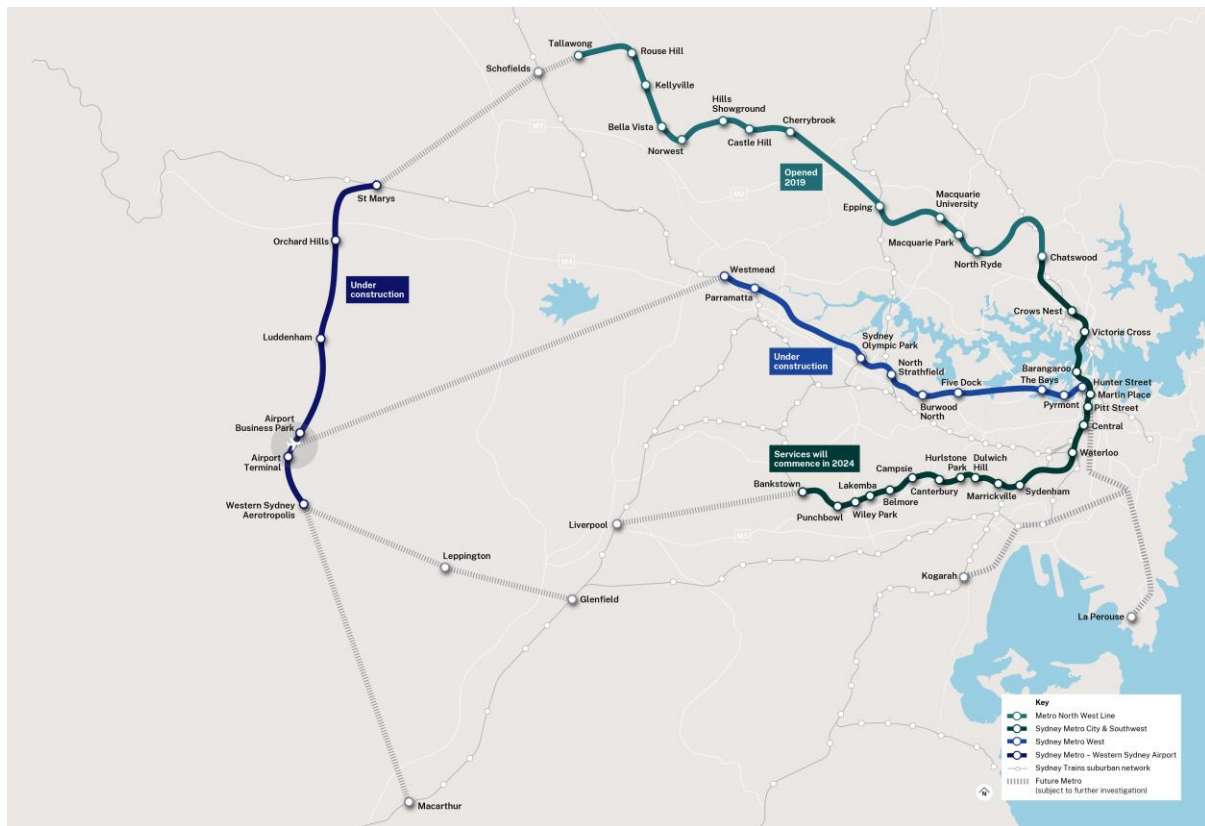


Figure 1: Sydney Metro

1.2. Sydney Metro West overview

The delivery of Sydney Metro West is critical to keeping Sydney moving, and will:

- comprise a new 24-kilometre metro line with stations confirmed at Westmead, Parramatta, Sydney Olympic Park, North Strathfield, Burwood North, Five Dock, The Bays, Pyrmont and Hunter Street (Sydney CBD)
- have a target travel time of about 20 minutes between Parramatta and the Sydney CBD
- relieve the congested T1 Western Line, T9 Northern Line, and T2 Inner West & Leppington Line
- double the rail capacity between Parramatta and the Sydney CBDs
- allow customers fast and easy transfers with the T1 Western Line at Westmead, T9 Northern Line at North Strathfield, and the Sydney Trains suburban rail network and Sydney Metro in the Sydney CBD
- allow for transfers with the future Parramatta Light Rail Stage 1 at Westmead and Parramatta, as well as the planned Parramatta Light Rail Stage 2 at Sydney Olympic Park.

The main elements of Sydney Metro West are shown in Figure 2.

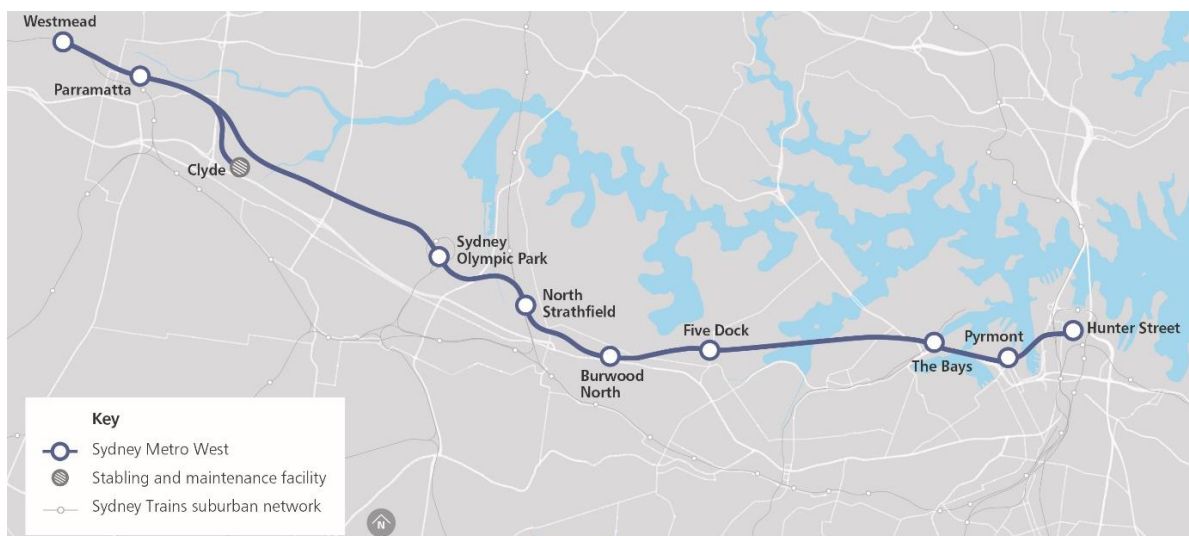


Figure 2: Sydney Metro West

Sydney Metro West will benefit western Sydney communities and Greater Sydney by:

- linking new communities to rail services and support employment growth and housing supply
- significantly boosting economic opportunities for Greater Parramatta
- supporting new residential and employment zones along the Greater Parramatta to Sydney CBD corridor, including at Sydney Olympic Park and The Bays – providing improved transport for the additional 420,000 new residents and 300,000 new workers forecast to be located within the corridor over the next 20 years
- creating an anticipated 10,000 direct and 70,000 indirect jobs during construction (based on Sydney Metro analysis).

1.3. Sydney Metro West construction sites

The construction works for Sydney Metro West extend from Westmead, pass beneath many suburbs, before reaching Hunter Street Station in Sydney CBD. This work spans seven Local Government Areas – Cumberland City Council, City of Parramatta, Municipality of Strathfield, Municipality of Burwood, City of Canada Bay, Inner West Council and City of Sydney. Figure 3 provides an overview of the location of the construction sites and the Local Government Areas along the corridor.

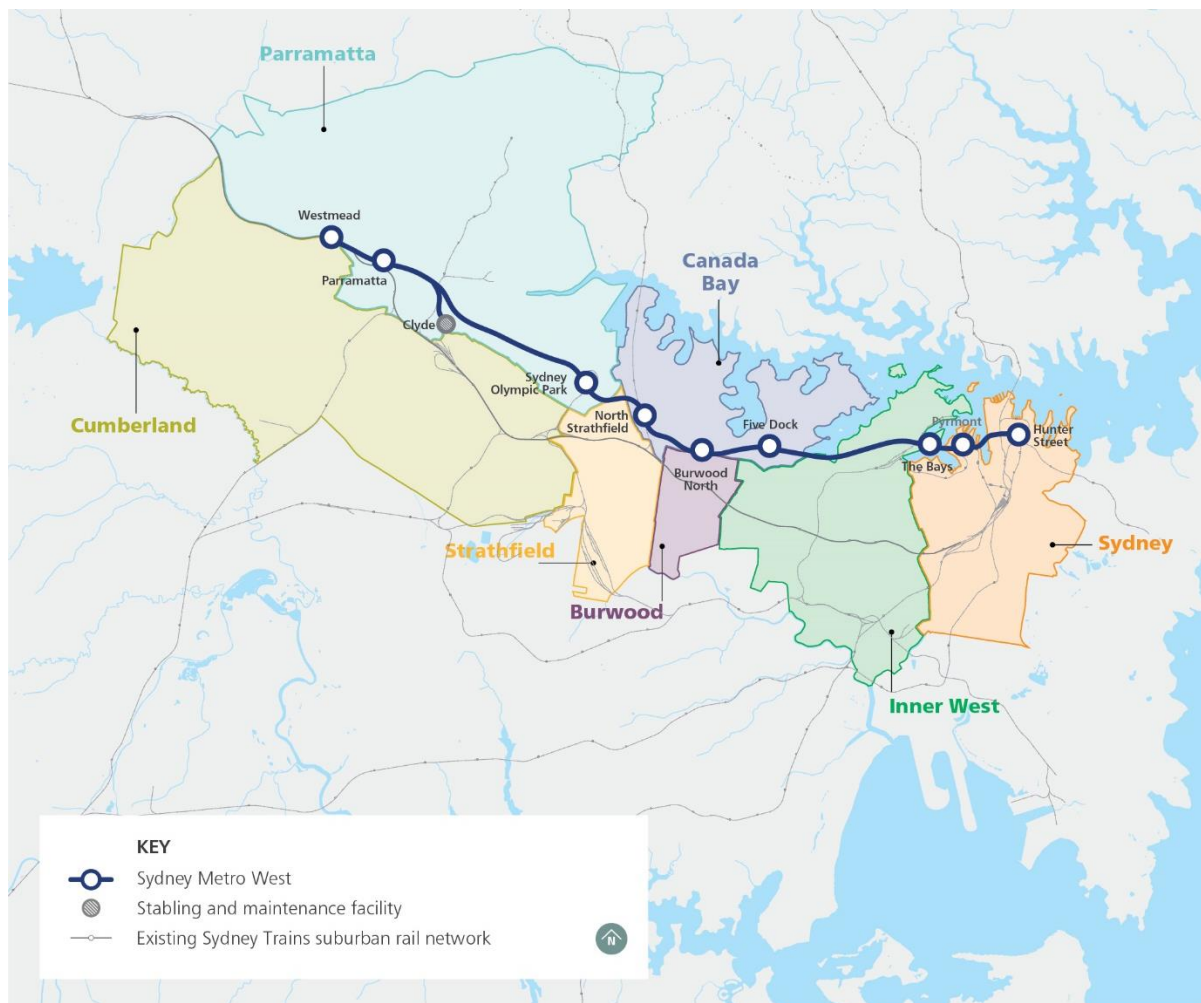


Figure 3: Local government areas across Sydney Metro West

1.4. Purpose and scope of this Plan

1.4.1. Purpose

The Sydney Metro program of works includes a significant and unprecedented government infrastructure investment in public transport. This new public transport infrastructure will improve the availability, accessibility and service quality of public transport for generations to come, yielding many long-term benefits. Further details on the operational benefits are captured in other project documentation, including the [Sydney Metro Sustainability Report 2020](#).

The Community Benefit Plan (this document – referred to as the Plan throughout the document) is a framework for Sydney Metro West and its Principal Contractors, to guide the design, selection and implementation of community benefit initiatives to be nominated and

delivered by Principal Contractors during delivery of Sydney Metro West, to fulfil their social sustainability contractual requirements.

This Plan uses an outcomes-based approach to create social or community outcomes that respond to local community needs, predicted potential social risks from construction and broader government social and community priorities, hence enabling the creation of social value.

By following this Plan, Sydney Metro and its Principal Contractors will enable the delivery of community benefits as set out in Condition D53 of the Stage 2 approval and mitigation measure S3 of the Stage 1 approval, as well as community benefit requirements in the Sydney Metro West Sustainability Plan and in the social sustainability contractual requirements.

This Plan is subject to future review and updates, as future planning approval stages are undertaken and to also ensure the plan is aligned to achieving outcomes that respond to any changes in government policies or priorities.

1.4.2. Content

This Plan consists of:

- Section 1 'Introduction', which provides an overview of the Sydney Metro West project and covers scope, purpose and definition/terminology of the Plan. The high-level relationship of the Plan to Sydney Metro West planning approvals, strategies and plan is also discussed in Appendix D.
- Section 2 'Approach', which describes community benefit objectives and social outcomes based on the social priorities identified from the Social Impact Assessment conducted for the Stage 1 and Stage 2 Environmental Impact Statement. Section 2.4 highlights alignment of initiatives with the priority social outcomes if delivery of such social outcomes will meet the need of local communities that are not expressly identified in the government policies and documents.
- Supporting appendices, with a toolkit provided in Appendix A as guidance for the design and development of community benefits. This toolkit also refers to the community benefit initiative work method statement template (provided in Appendix B) and a community benefit initiative impact register (presented in Appendix C).

1.4.3. Scope

The scope and design of community benefit initiatives to be delivered for Sydney Metro West will be determined by the:

- Social risks assessed in the relevant planning approval application (which includes the relevant Environmental Impact Statement (EIS), the Social Impact Assessment technical paper appended to the EIS, Submissions Report and Amendment Report (if applicable) for Sydney Metro West
- relevant Project Approval and Minister's Conditions of Approval for Sydney Metro West
- Sydney Metro West Sustainability Plan
- contractual requirements
- needs of the local community
- alignment of social outcomes generated by community benefits to key local or State objectives

- lessons learnt from the procurement and delivery of community benefit initiatives for the Sydney Metro City and Southwest project.

1.5. Definitions and terminology

During project delivery, community benefits are defined as benefits that are provided to a person or community as a result of an activity, service, program or other product being provided by Sydney Metro and/or their Principal Contractors. This includes benefits to individuals but also the broader benefits to the local community and society.

Community benefits to be delivered in accordance with this Plan may mean Principal Contractors using their skills or resources to provide support to local communities and organisations in a way that creates positive social or community outcomes and addresses identified community needs. For example, this could include:

- direct funding
- assisting with fundraising
- providing 'in-kind' support through the provision of labour, skills or knowledge.

Community benefits under this Plan exclude the provision of mitigation measures or other measures required elsewhere in contractual requirements to minimise the impacts of construction on communities (further information on exclusions is included in Section A.6 in Appendix A).

1.6. Relationship to Sydney Metro West planning approvals, strategies and plans

Sydney is expanding and the NSW Government is working to deliver an integrated transport system that meets the needs of customers now and in the future.

The NSW Government aims to deliver Sydney Metro for the greater good of customers and the community for generations to come. For communities, Sydney Metro does this by creating a high performing transport system that protects and enhances communities and their environments to create successful places for all.

The Community Benefit Plan incorporates wider NSW Government priorities related to achieving smarter project delivery via more meaningful engagement with impacted communities and by working with communities towards their long-term health and sustainability.

Sydney Metro believes greater social outcomes can be achieved with collaboration and will continue and extend its approach in partnering to support the delivery of community benefits through the delivery of Sydney Metro West.

The planning process for Sydney Metro West is being assessed as a staged infrastructure application under section 5.20 of the *Environmental Planning and Assessment Act, 1979*. The Sydney Metro West Concept and Stage 1 of the State Significant Infrastructure planning approval process was approved on 11 March 2021.

The Concept is described in Chapter 6 of the *Sydney Metro West Environmental Impact Statement – Westmead to the Bays and Sydney CBD* (Sydney Metro, 2020a) and includes construction and operation of new passenger rail infrastructure between Westmead and Sydney CBD.

The following infrastructure stages include:

- Stage 1 - All major civil construction works including station excavation and tunnelling between Westmead and The Bays, as described in Sydney Metro (2020a) and Sydney Metro (2020b), (application number SSI-10038)
- Stage 2 - All major civil construction works including station excavation (at Pyrmont Station and Hunter Street Station construction sites) and tunnelling between The Bays and Sydney CBD, as described in Sydney Metro (2021) (application number SSI-19238057)
- Stage 3 - Tunnel fit-out, construction of stations, ancillary facilities and station precincts, and operation and maintenance of the Sydney Metro West line between Westmead to Sydney CBD, (application number SSI-22765520).

Each staged infrastructure application is supported by an Environmental Impact Statement that includes a Social Impact Assessment appended as a technical paper to each respective Environmental Impact Statement. These Social Impact Assessments assess a range of social risks of the corresponding stage to the community, and includes mitigation measures, to lower the likelihood or consequence of the social risks.

This Plan is initially identified as a mitigation measure in the *Sydney Metro West Westmead to the Bays and Sydney CBD – Environmental Impact Statement* that supports the State Significant Infrastructure Concept and Stage 1 Project Application for Sydney Metro West.

Mitigation measure (S3) within the Environmental Impact Statement, identifies the development of a community benefit plan to make a positive contribution to the communities along the corridor and assist in alleviating some of the potential social impacts of construction on local communities.

The mitigation measure S3 states:

A Community Benefit Plan will be developed to guide the development of community benefit initiatives (by Principal Contractors) during construction of Stage 1 to make a positive contribution to the potentially affected community. The key objectives of the plan will include

1. Identify opportunities to create environmental and community benefits and provide positive social outcomes
2. Respond to community priorities and needs in the locality of each relevant construction site

The subsequent infrastructure applications, Stage 2 and Stage 3 each include mitigation measures to update the community benefit plan to include the respective project scope of each stage and update the plan accordingly.

This document has been updated to include the Sydney Metro West – The Bays to Sydney CBD planning approval.

1.7. Roles and responsibilities during project delivery

1.7.1. Contractor responsibilities

Principal contractors will be required to deliver two types of community benefit initiatives that align with this plan and also in accordance with social sustainability contractual requirements:

- local benefits during the construction period
- legacy benefits that will last beyond the construction period

1.7.2. Sydney Metro role

Sydney Metro will work with relevant stakeholders to assess the best referral channels to support the community benefit implementation plan that the Principal Contractors developed and revised during delivery of Sydney Metro West.

The detailed content related to roles and responsibility during project delivery are given in Appendix A and B.

2. Approach

Section 2 presents a high-level approach for the design and development of community benefit initiatives that are associated with the geographical locations of the Sydney Metro West construction sites. The community benefit priorities were developed to align with the mitigation measures stated in Sydney Metro West Stage State Significant Infrastructure Project Approvals.

2.1. Community benefit initiatives' objective

The objective of community benefit initiatives is to deliver meaningful social outcomes and build positive relationships with the communities along the Sydney Metro West corridor. Community benefits are to be delivered in accordance with this plan and should respond to the needs of the local communities within the social area of influence that the Principal Contractor is working in, as well as aligning to local and/or state government priorities.

2.2. Sydney Metro West Stage State Significant Infrastructure Project Approvals

The Concept and Stage 1 application and the Stage 2 application both include an Environmental Impact Statement that also includes a Social Impact Assessment (SIA). The SIAs summarise community demographics and broad community needs across the corridor, and were informed through a desktop review of data, community engagement and key council documents such as local community strategic plans.

Each SIA for each Stage application includes a social risk assessment that evaluates the social impacts of the proposed works in each precinct along the corridor, for the required social factors as outlined in state government guidelines. Social factors assessed for each stage are as per the following guidelines:

- Stage 1 – Social Impact Assessment Guideline for State significant mining, petroleum production and extractive industry development (Department of Planning and Environment, 2017)
- Stage 2 – Social Impact Assessment Guideline for State Significant projects (Department of Planning and Environment, 2021).

The requirement for this Plan was initially identified in the Stage 1 planning approval as a mitigation measure (S3) for specific social impacts, to provide community benefits in places where predicted social impacts could not be sufficiently mitigated through Sydney Metro's construction environmental management frameworks and standards. In other locations across Sydney Metro West, this Plan still applies even if S3 does not specifically reference a construction site location between Westmead and The Bays. The Stage 2 planning application also includes a mitigation measure (S2) to update the existing plan to include the scope of the Stage 2 project (major civil construction between The Bays and Sydney CBD).

Table 1 and Table 2 include a summary from the Social Impact Assessments for Stage 1 and Stage 2 respectively, where this Plan was identified as a mitigation measure at specific locations, to provide opportunities for community benefits and to also assist to moderate potential impacts to local communities due to construction.

Principal Contractors should use Table 1 as a guide to designing and prioritising community benefit initiatives at locations predicted to have higher levels of potential social impact.

Table 1: Summary of unmitigated and mitigated social risk rating levels for social factors which refer to the community benefit plan as a mitigation measure (refer to the Stage 1 Environmental Impact Statement, Technical paper 6 - Social Impact Assessment)

Social Factor	Construction site												
	Westmead		Parramatta		North Strathfield		Burwood North		Five Dock		The Bays		
	U*	M*	U	M	U	M	U	M	U	M	U	M	
Community	Medium	Medium	High	Medium	Medium	Medium	Medium	Medium	Medium	Medium	Medium	N/A	N/A
Culture	Medium	Low	Medium	Medium	Medium	Low	Medium	Low	Medium	Medium	Medium	Medium	Low
Surroundings	High	Medium	High	Medium	High	Medium	Medium	Medium	High	High	N/A	N/A	N/A
Fears and aspirations	Medium	Low	Medium	Low	Medium	Medium	Medium	Medium	Medium	Low	N/A	N/A	N/A

Notes*: U = unmitigated social risk rating, M = mitigated social risk rating, N/A – Not applicable as the plan was not identified as a mitigation measure

Definitions:

Community: including its composition, cohesion, character, how it functions and sense of place.

Culture: including shared beliefs, customs, values and stories, and connections to land, places and buildings (including Aboriginal culture and connection to country).

Surroundings: including access and use of ecosystem services, public safety and security, access to and use of the natural and built environment, and its aesthetic value and/or amenity.

Fears and aspirations: related to one or a combination of the above, or potential concerns about the changes to and transformation of the area.

Table 2: Summary of unmitigated and mitigated social risk rating levels for social factors which refer to the community benefit plan as a mitigation measure (refer to the Stage 2 Environmental Impact Statement, Technical paper 6 - Social Impact Assessment)

Social Factor	Construction sites					
	The Bays		Pymont		Hunter Street	
	U*	M*	U	M	U	M
Community	N/A	N/A	Medium	Low	Medium	Medium
Culture	Medium	Low	Medium	Low	Medium	Medium
Health and wellbeing	N/A*	N/A	Medium	Low	High	Medium
Surroundings	N/A	N/A	Medium	Medium	High	Medium

Notes*: U = unmitigated social risk rating, M = mitigated social risk rating, N/A – Not applicable as the plan was not identified as a mitigation measure

Definitions:

Community: Composition, cohesion, character, how it functions, resilience and people's sense of place

Culture: Both Aboriginal and non-Aboriginal – people's shared beliefs, customs, practices, obligations, values and stories, and connections to Country, land waterways, places and buildings

Health and wellbeing: People's physical, mental, social and spiritual wellbeing – especially for people vulnerable to social exclusion or substantial change, psychological stress (from financial or other pressures), access to open space and effects on public health.

Surroundings: Access to and use of natural and built environment, including ecosystem services (shade, pollution control, erosion control), public safety and security, as well as aesthetic value and amenity.

2.3. Relationship to other mitigation measures

Principal Contractors must reduce the impact of construction from Stage 1 or Stage 2 on communities, in line with their contractual requirements and the requirements of this Plan. Principal Contractors are required to work cooperatively with the communities in the areas they work, to minimise the impact of their work. However, strategies or initiatives with the primary purpose to reduce the impact on communities are excluded as a community benefit initiative as defined in this plan. Exclusions are discussed further in Section A.6.

2.4. Social priorities

This Plan identifies several social priority areas that could be relevant along the Sydney Metro West corridor:

- Priority A: create a strong, resilient and diverse economy
- Priority B: improve community character or surroundings
- Priority C: excellence in arts, culture and heritage
- Priority D: build inclusive communities
- Priority E: thriving children and families
- Priority F: empowering Aboriginal communities
- Priority G: improve the health and wellbeing of communities
- Priority H: having a safe and affordable place to live
- Priority I: providing educational foundations and best start in life for young children.

These priority areas and their associated priority social outcomes are outlined in Table 3.

2.4.1. Contractor responsibilities

These social priorities have been identified through secondary research from a review of key state and local policies, initiatives and documents, including:

- population data
- Premier's priorities¹
- State Outcomes and programs that support the delivery of State Outcomes as identified in Treasury budget papers from 2019-2020 and 2020-2021
- local Community Strategic Plans and related local policies

The review of Premier's priorities, State Outcomes and programs was overlaid with community demographics and community knowledge from Sydney Metro place managers. This process identified which of the Premier's Priorities and State Outcomes will likely be of most relevance across the Sydney Metro West corridor.

The review of local Community Strategic Plans by councils along the corridor identified key issues or outcomes sought by Councils for their local communities. Councils undertook community consultation during the development of their respective plans to understand local needs and concerns. It is anticipated that some councils may review their Community Strategic Plans from 2022. Some Councils may also have other plans that include goals and programs

¹ <https://www.nsw.gov.au/premiers-priorities>

to achieve local social or community outcomes, such as disability inclusion plans, economic development plans, reconciliation action plans or public art strategies. Principal Contractors should review and also consider these plans in developing community benefit initiative work method statements, although these plans are not specifically included in Table 3 of this plan.

In developing social priorities for the corridor, a number of outcomes identified through the review of State and local council documents were broadened and consolidated to enable consistent categories to be applied across the Sydney Metro West corridor.

By identifying social priorities across the corridor, Principal Contractors are more likely to provide community benefits (as per their contractual requirements), which deliver on government priorities, State Outcomes or identified local needs from local councils. Principal Contractors should review the latest versions of key government strategies at the time of developing community benefit initiative work method statements.

2.5. Alignment of initiatives with priority social outcomes

Table 3 identifies several priority social outcomes that could be relevant along the Sydney Metro West corridor. These social outcomes also provide possible responses to the potential social impacts identified in the SIAs for Stage 1 and Stage 2, as summarised in Table 1 and Table 2.

Other social outcomes are identified from a review of key state and local policies and documents to reflect the community context and government priorities and State Outcomes that are sought from government investment as described in Section 2.1.

Principal Contractors should also consider providing support to achieve priority social outcomes in locations not expressly identified in the government policies and documents, if delivery of such social outcomes will meet the needs of local communities.

Ensuring Principal Contractors provide community benefit initiatives aligned to the priority social outcomes in Table 3 will optimise the social value created from the State's investment in this significant and unprecedented government infrastructure investment in public transport.

2.6. Determining what is a demonstratable and tangible benefit

Community benefit initiatives delivered by our Principal Contractors are required to provide demonstratable and tangible benefits to the community. In determining what is demonstratable and tangible, the context, scale, timeframe and value of the project needs to be taken into consideration. The scope of a demonstratable and tangible benefit from a minor road realignment contract package versus a major tunnelling or station build contract package are significantly different.

Redacted commercial-in-confidence

Sydney Metro will assess each proposed community benefit initiative on its merits, including the context, scale, timeframe and value when assessing the demonstratable and tangible benefit of the proposal.

Where necessary the Principal Contractor may be required to demonstrate a cumulative benefit if a proposed community benefit initiative does not meet the required criteria alone. For example, a cumulative benefit would be extending the length of the community benefit initiative or repeating the initiative monthly, quarterly or annually.

Table 3: Priority social outcomes for inclusion in community benefit initiatives and alignment to State and local policies and documents

Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Priority A: create a strong, resilient and diverse economy													
Support small businesses to become resilient, innovate and adapt so local industries can evolve and grow; and provide support for initiatives for small and medium enterprises to rebuild the economy			•									•	•
Support social enterprises and organisations that provide training or pre-employment services, or support to develop sustainable enterprises, particularly to vulnerable populations, culturally and linguistically diverse residents or Aboriginal and Torres Strait Islander peoples					•	•		•			•	•	•

Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Support organisations that mentor and assist start-up businesses, social enterprises, innovation hubs or other initiatives to boost social innovation or social impact investment activity			•		•			•			•		•
Priority B: improve community character or surroundings													
Support ways to provide a connection to local community character	•	•	•		•	•			•	•	•	•	•
Provide support to enhance or celebrate local character, for example local precincts, whether arts, heritage, food markets	•	•	•		•	•			•	•	•	•	•
Provide support for actions for the Aboriginal and Torres Strait Islander communities to celebrate connections to place	•	•	•			•					•		•

Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Supports or contributes to renewal or the development of high quality, inclusive and attractive public spaces through public art, landscaping, or other improvements	•	•	•		•	•	•		•	•	•	•	•
Contributes to community, business or government programs around community safety	•	•	•		•	•	•		•	•	•	•	•
Priority C: excellence in arts, culture and heritage													
Develop or support local arts and cultural programs, festivals or projects	•	•	•		•	•		•	•	•	•	•	•
Support increasing attendance or influence of cultural events		•	•		•	•			•		•	•	•
Support cultural precincts and infrastructure	•	•	•		•	•			•	•	•	•	•

Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Priority D: build inclusive communities													
Support programs or organisations that deliver services or programs to support multicultural festivals, events and community projects	•	•	•		•	•	•		•	•	•	•	•
Support programs or organisations that deliver support or services to new migrants and refugees					•						•	•	
Support programs or organisations that facilitate social connections to foster socially and culturally diverse, inclusive communities	•	•			•	•	•		•	•	•	•	
Support programs that advance gender equity and improve economic opportunities for women and girls			•										•
Support organisations that deliver programs or services to the elderly or those with a disability	•	•	•		•		•		•	•	•		

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Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Priority E: thriving children and families													
Support programs or organisations that assist vulnerable families, including families that have experienced domestic violence or childhood trauma			•	•									
Support programs or advocacy groups and organisations that provide education and related programs to reduce domestic violence			•										
Support programs or services that provide crisis accommodation for vulnerable families or those escaping domestic violence			•										
Support programs or organisations that work to reduce juvenile or adult re-offending following release from prison			•	•									

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Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Priority F: empowering Aboriginal communities													
Support organisations that deliver partnerships in the OCHRE (Opportunity, choice, healing, responsibility and empowerment) plan			•										
Support programs and organisations that promote respect for Aboriginal cultural heritage and increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning ²					•					•	•	•	•

² These are identified actions in the Transport for New South Wales Reconciliation Action Plan (actions 5 and 10)

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Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Priority G: improve the health and wellbeing of communities													
Support programs that keep people healthy (physically or mentally) through prevention and health promotion			•		•	•	•		•	•	•		•
Support programs or organisations that provide critical support for the mental health of children or adults			•										•
Support programs or organisations that are implementing tools and initiatives to lower the rate of suicide			•	•									
Support programs or organisations that provide mental health services			•										•
Priority H: having a safe and affordable place to live													
Support programs, organisations or services that are working to break the cycle to reduce homelessness			•	•		•	•				•		•

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Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Support programs, services or organisations that provide homelessness services			•			•	•				•	•	•
Support social and affordable housing programs			•			•	•		•		•	•	•
Priority I: providing educational foundations and best start in life for young children													
Support programs, services or organisations that provide literacy and numeracy support particularly to children from CALD communities				•	•	•	•				•		
Support programs, services or organisations that provide support to enable Aboriginal young people to reach their learning potential while maintaining their cultural identity			•	•							•		

Priority Social Outcomes	Stage 1 Social Impact Assessment	Stage 2 Social Impact Assessment	State Outcomes	NSW Premier's Priorities	Cumberland Council Community Strategic Plan 2017-2027	City of Parramatta Community Strategic Plan 2018 - 2038	City of Parramatta Socially Sustainable Parramatta Framework	City of Parramatta Social Investment Action Plan 2018-2021	City of Canada Bay Your future 2030 Community Strategic Plan	Burwood Council Burwood 2030 Community Strategic Plan	Inner West Council Our Inner West 2036 Community Strategic Plan	City of Sydney Sustainable Sydney 2030: Community strategic plan	City of Sydney Community Recovery Plan
Support community preschools or playgroups that are providing early learning pathways for children from vulnerable communities			•		•	•	•		•		•		

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Appendix A: A toolkit for design and development of community benefits

Redacted in full due to commercial sensitivity

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Appendix B: Community benefit initiative work method statement template

Redacted in full due to commercial sensitivity

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Appendix C: Community benefit initiative impact register

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