

**SOCIAL IMPACT ASSESSMENT OF PROPOSED WORKER HOUSING
DEVELOPMENT AT LOT 14, 58 & 60 BANGALOW ROAD, BYRON BAY**

November 2023

**Prepared for:
Propel Invest**

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Executive Summary

This Social Impact Assessment (SIA) considers the social impact potential of a proposed 24 dwelling worker housing development, including affordable housing, at Lot 14, 58 & 60 Bangalow Road, Byron Bay.

The subject site is irregular in shape and has an area of 36,000m². The subject site is located on the western side of Bangalow Road, to the south of the Byron Bay Village shopping and entertainment precinct. The subject site is currently occupied by two older style residential dwellings with living areas over two levels and additional associated buildings. There is a large parcel (~ 2,000m²) of mostly cleared, undeveloped vacant land to the rear of the dwelling situated on 60 Bangalow Road.

Development around the site is predominantly low density residential, with some retail and commercial uses fronting Bangalow Road.

The proposed development is confined to a portion of the overall site, fronting Bangalow Road, and with an area of 4,066m². The development site is zoned R2 – Low Density Residential and is outside of any identified conservation area or Coastal Wetlands.

Byron Shire Council has specific guidelines on Social Impact Assessments, namely *Chapter B12 – Social Impact Assessments* of the *Byron Shire Development Control Plan 2014* (DCP), which notes that for residential developments comprising more than 50 dwellings and affordable housing accommodation for 40 or more residents, the preparation of a Social Impact Assessment (SIA) to accompany a development application. While the subject application is for a development that comprises fewer than 50 dwellings, as the proposal includes both residential and affordable accommodation, an SIA is being undertaken. The DCP notes that an SIA is to include the following:

- the social impact assessment scope;
- community profiling;
- identification of issues (both positive and negative);
- the methodologies employed by the study to measure impacts;
- the primary and secondary data collection methods;
- the primary and secondary data collected;
- method of analysis employed and a discussion and analysis of the issues;
- identification and measurement of likely impacts;
- range of options for proceeding with the proposal; and
- recommendations including suggested mitigation measures for negative impacts that have been identified and/or strategies to monitor and manage negative impacts over time.

An assessment of the potential impacts likely to be generated by the proposed development did not identify any potentially negative long-term impacts. Short term negative impacts relate to disturbance to neighbouring properties during the demolition and construction phase. These potential impacts can be minimised through conditions of consent.

The proposed development has the potential to generate a number of positive social impacts, including:

- increasing the diversity and availability of accommodation close to the town centre in line with the aims of the Byron Shire Residential Housing Strategy;
- providing a range of accommodation types to ensure the future resident population on the site is diverse and inclusive supporting the aims of the Byron Shire Residential Housing Strategy;
- employment in the construction and fit out; and
- site improvements including improved native vegetation, weed removal, fire attenuation works and run off filters.

The SIA concludes that there are no reasons, from a Social Planning perspective, to justify the refusal of the proposed development.

1.0 INTRODUCTION

This Social Impact Assessment (SIA) describes the nature of the proposed 24 dwelling worker and affordable housing development at Lot 14, 58 & 60 Bangalow Road, Byron Bay, and considers the potential impacts generated by the proposed development.

Byron Shire Council has specific guidelines on Social Impact Assessments, namely *Chapter B12 – Social Impact Assessments* of the *Byron Shire Development Control Plan 2014* (DCP), which notes that for residential developments comprising more than 50 dwellings and affordable housing accommodation for 40 or more residents, the preparation of a Social Impact Assessment (SIA) to accompany a development application. While the subject application is for a development that comprises fewer than 50 dwellings, as the proposal includes both residential and affordable accommodation, an SIA is being undertaken. DCP notes that an SIA is to include the following:

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- identification and measurement of likely impacts;
- range of options for proceeding with the proposal; and
- recommendations including suggested mitigation measures for negative impacts that have been identified and/or strategies to monitor and manage negative impacts over time.

The scope of the SIA is to be determined as the first step in the preparation of the SIA to establish the range of potential issues that need to be considered and the geographical area of possible social impacts. The SIA scope needs to:

- nominate the data collection methods and the measurement techniques, including the scale and size of the social catchment and geographical area to be considered (for example, Shire wide, town centre, village, hamlet or neighbourhood);
- nominate how the data will be analysed;
- provide preliminary identification of the potential important issues relating to a proposal (both positive and negative);
- nominate the Community Consultation Strategy; and
- identify the relevant elements for consideration as per the following:
 - transport
 - safety
 - diversity
 - amenity
 - employment and training
 - culture

Community engagement was undertaken prior to the DA being lodged by Sarah George Consulting, as required under the *Byron Development Control Plan 2014*, for community significant developments. A separate *Community Engagement Report* detailing the consultation process and outcomes accompanies the application. In response to community feedback a number of design changes have been made to the proposal. Details of the community consultation, feedback from the community, and amendments made in response to community feedback is detailed and addressed, where possible in this SIA.

This SIA considers the existing socio-economic and demographic characteristics of the area; changes generated by the proposed development; positive impacts provided by the proposed development; potentially negative impacts generated

by the proposed development; and mitigation strategies/plan to manage the potentially negative impacts.

2.0 PROPOSED DEVELOPMENT

2.1 Existing Development

The subject site is known as Lots 14, 58 & 60 Bangalow Road, Byron Bay. The subject site is zoned *R2 – Low Density Residential* under Byron Local Environmental Plan 2014 (BLEP). Attached dwellings are permitted, with consent, under the R2 Zone.

The subject sites are currently occupied by two residential dwellings with living areas over two levels, and associated structures.

Development surrounding the subject site is predominantly characterised by one and two storey residential dwellings, with some retail and commercial uses fronting Bangalow Road. The subject site is located to the south of the Byron Bay Village and entertainment precinct. To the rear of the site is a large swath of vegetation and the Railway line runs further west.

Local buses are also available in the town centre, providing transport within the Byron Shire and to surrounding Shires. There is also the Byron Solar Train operating ten return services a day between the Byron Town Centre and Sunrise / The Byron Arts Estate, with Byron Beach Station being 700m from the subject site.

2.2 Proposed Development

The subject application seeks consent for the demolition of the existing structures on the site, and the construction of two, 2-storey attached dwelling development, comprising:

- 3 buildings (Building A, B & C) with a mix of single, double and part double storey over car parking

- A total of 24 dwellings, 2 x 1 bedroom & 22 x 2 bedroom including 3 adaptable dwellings and 5 dedicated affordable housing dwellings each with private open space;
- car parking for 30 cars including 2 accessible spaces and 6 visitor spaces;
- 6 bicycle spaces in the external common area;
- each dwelling will have its own ground level storage area capable of bicycle storage;
- new site ingress/egress driveway from the new Council road which is currently under construction off Bangalow Road, to the north of 58 Bangalow Road;
- communal open space including a pool and common food garden areas; and
- site landscaping.

The proposed mix of dwellings comprises:

- 2 x 1-bedroom, one storey adaptable dwellings
- 1 x two-bedroom 1 storey adaptable dwelling
- 5 x 2 bedroom, two-storey Affordable Housing dwellings
- 16 x 2 bedroom, two -storey dwellings

In addition, significant site improvements are proposed, including:

- Removal of the existing driveways directly on to Bangalow Road at their current problematic location adjacent to the Paterson Street intersection;
- The addition of a dedicated right turn lane from Bangalow Road into the new Council road which is currently under construction to the north of the site to avoid disruption of south southbound traffic on Bangalow Rd;

- Removal of 4 public car parks from Bangalow Rd (western side) and replacing within new Council Road in an attempt to improve safety conditions on Bangalow Road;
- Site landscaping including the removal of up to 35 native trees (none of which are primary koala habitat trees), and replacement with over 200 native trees, including a dedicated koala habitat forest;
- Restoration of the biodiverse forest edge by removing the substantial weed, exotic and noxious species which dominate the edge and introducing natives;
- Inclusion of bio retention areas to filter current runoff from surrounding properties and future run off from the development before it can enter the Coastal Wetlands area.
- Building of a dedicated fire truck access and improved manoeuvrability, fire hydrants and adequate asset protection zones separating the forested area from the development and enabling firefighting, creating a net gain for fire fighting to the surrounding precinct.

2.3 Relevant Legislation

Byron Shire Residential Strategy December 2020

The recently finalised *Byron Shire Residential Strategy* has been developed in response to the identified need for an increase in dwellings to accommodate population growth, as well as to manage the demand for holiday accommodation utilised by tourists, which can result in challenges for local residents to find secure, long term rental accommodation. The *Strategy* aims to ensure that there is a focus on providing housing for the local community, while still maintaining accommodation options for the large visitor population. The strategy includes for key policy initiatives:

- Policy 1: Providing suitable land for future housing
- Policy 2: Improved housing choice, diversity and equity

- Policy 3: Housing that reflects the ‘local’ in our places
- Policy 4: Make our neighbourhoods local.

The *Strategy* focusses on housing in the Byron Shire that:

- maintains community diversity and social cohesion by providing a good supply of housing for a range of lifestyle choices, household types and life stages, including:
 - young people
 - older residents
 - diverse families
 - workers
 - those on a low to middle income.
- respects local character while supporting a housing shift away from detached dwellings towards more diverse housing types.
- manages tourism in a way that has a positive impact for locals.

The subject application supports the aims of the *Strategy* through the provision of a mix of accommodation types and sizes close to the town centre area, aimed at workers and those on low incomes ensuring a diverse resident population.

Housing Options Paper – Byron Shire Council

The *Housing Options Paper – Byron Shire Council* (the *Paper*) is currently on public exhibition. This *Paper* proposes where housing will be developed in the Shire, including present and future land releases and infill development.

The *Paper* identifies four ways Council can deliver housing:

1. Infill
2. New Release
3. Vacant land

4. Living differently.¹

The proposed development supports the intent of the Housing Options Paper through the provision of infill development, and though living differently by providing a mix of smaller dwellings available for the long-term and affordable rental market.

¹ <https://www.byron.nsw.gov.au/Council/Media-centre/Media-releases/Housing-Options-Paper-on-exhibition>

3.0 SCOPING AND METHODOLOGY

3.1 Scoping

Scoping for the preparation of a SIA draws on research, analysis and participation to:

- Share information about a proposed development
- Initiate dialogue with the interested and potentially affected communities and stakeholders
- Establish and focus the level of detail of the assessments, and identify particular issues that need to be addressed

The scope of this SIA has been guided by the *Social Impact Assessment* guidelines prepared by Byron Shire Council, as follows:

Data collection methods:

The SIA includes a variety of data, including quantitative data drawing on socio-economic and demographic characteristics of the area immediately surrounding the subject site, the suburb of Byron Bay, the Byron Shire LGA, compared to Greater Sydney and NSW from the 2016 Census (Chapter 5.0).

Community consultation was undertaken by Sarah George Consulting, following the guidelines for Community Consultation set out in the *Byron Development Control Plan 2014*. A separate *Community Engagement Report* accompanies the application, and the outcomes of that consultation are considered in Chapter 5 of this report.

Potential issues:

Potentially negative impacts and issues that typically arise for residential developments are associated with noise associated with construction, increased traffic; and demand for parking.

Issues raised during the consultation process included:

- Traffic concerns on Bangalow Road;
- Parking issues on local streets;
- Safety issues;
- Loss of trees and habitat impacts;
- Visual impact;
- Overdevelopment;
- Overlooking, overshadowing and loss of privacy;
- Noise;
- Water runoff;
- Fire buffer.

Potentially positive impacts associated with the proposed development include:

- providing diversity in type, size and style of accommodation for workers in the area on a site close to the Byron Town Centre;
- provision of dedicated affordable housing;
- providing housing options in an area experiencing a housing crisis;
- provision of employment in construction;
- benefits to safety and traffic flow on Bangalow Road associated with the proposed road widening and inclusion of a dedicated right turn bay off Bangalow Road to the new Council Road;
- provision of housing for the local market rather than holiday/tourist market;
- improved solar access to backyard and living areas of adjoining properties;
- improved water runoff management to protect Wetlands; and
- improved fire protection for subject site and adjoining properties.

Chapter 6 of this report considers the social impact potential of the proposed development in relation to the listed elements (transport, safety, diversity, amenity, employment and training, and culture), as well as:

- population change
- housing
- access and mobility
- health and safety of the community
- social cohesion
- community structure, character, values and beliefs
- a sense of place and community
- community facilities and links
- interaction between the proposed development and the existing community
- social equity, socio-economic groups and the disadvantaged
- social displacement
- social change management
- public interest.

In addition, the issues raised during the consultation period are addressed in Chapter 6.

3.2 Methodology

Social impact assessment methodologies focus on traditional models of sociological research which include the use of both quantitative data – in this case statistical data; and qualitative data (observations, case studies, consultation).

To inform this SIA, data was drawn from the 2016 & 2021 Census to gather socio-economic and demographic characteristics of existing residents. In addition, community consultation was undertaken to gauge community and stakeholder sentiment regarding the proposed development.

Other information relied on for the preparation of this report includes:

- *Architectural Plans* prepared by Raunik Design Group Architects;
- *Statement of Environmental Effects* prepared by Zone Planning Group;
- *Community Engagement Report* prepared by Sarah George Consulting;
- *Traffic and Parking Impact Assessment* prepared by Ardill Payne & Partners;
- *Noise Impact Assessment* prepared by APT;
- *BCA Assessment Report* prepared by Axis Building Certification;
- *Ecological Assessment Report* prepared by Blackwood Ecology;
- *Landscaping Plan* prepared by Blackwood Ecology; and
- *Waste Management Plan* prepared by Zone Planning Group.

4.0 SOCIAL LOCALITY

4.1 Byron Bay

The subject site is located to the south of the Byron Bay Town Centre. The Byron Bay area is an area popular with tourists, both domestic and international, drawn to the area for its natural beauty, beaches, food and arts culture.

The popularity of the area for tourists has resulted in challenges in the area for housing, with long-term residents and workers struggling to secure long-term rental accommodation, with home owners often preferring the more lucrative short-term holiday rental market. In addition, the recent COVID-19 pandemic resulted in a significant shift in working, with a large volume of workers who can work from home, choosing to relocate from larger cities, to regional areas such as the Byron Shire, putting additional demand on housing.

The housing crisis in the area is regularly mentioned in the local media, including in *The Echo* newspaper where numerous articles have been written addressing the issue.

'Limited evidence' STRA rules will work, says Stayz

With the NSW government's endorsement of Byron Shire Council's 60-day cap for short-term rental accommodation (STRA), online booking agency Stayz say it will only result in limited 'accommodation options for tourists and income for mum and dad retirees'.

Eacham Curry, Senior Director, Government and Corporate Affairs from Stayz, told *The Echo*, 'Introducing a 60-day rental cap on the number of nights short-term rentals can operate will not introduce more homes to the long-term rental market in Byron Bay'.

'It will only limit accommodation options for tourists and income for mum and dad retirees.'

'Stayz supports fit-for-purpose regulation of the short-term rental sector. The NSW government and Byron Bay Shire Council [sic] should allow the Code of Conduct and register that has been adopted to continue to operate as the best means by which to regulate behaviour and collect data that will inform longer-term policy'.

Despite Byron Shire's housing stock estimated to be up to 14 per cent of unhosted holiday accommodation, Curry added, 'Short-term rentals make up less than three per cent of Australia's housing stock'.

Qld housing review

'The Qld government's recent Housing Review found that housing supply has the greatest impact on affordability and there is "no clear alignment between suburbs with the highest rent increases and the percentage of dwellings devoted to

► Continued on page 3

Stayz at odds with planning academic over STRA impacts

► Continued from page 1 short-term rental.

'The review found that there are several issues with night caps.

'First, there is no "magic number" supported by empirical evidence.'

Curry added, 'Various numbers have been trialled but have been found to be arbitrary. Most importantly, there is limited evidence to suggest that these would improve housing supply.'

Yet according to Dr Laura Crommelin, senior lecturer in

City Planning UNSW, 'There is a strong likelihood that short-term letting is taking away some properties that would otherwise be in the rental market, particularly in places with significant tourism appeal.'

Return to rentals

She said in a UNSW press release last week, 'There is at least some proportion of existing housing stock used for Airbnb that would return to the rental market if short-term letting were a less

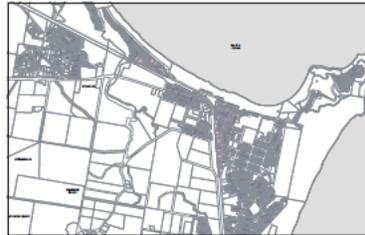
attractive proposition. However, there will still be some owners who would prefer to leave their property vacant rather than ever use it for permanent rental housing.'

'There is a much bigger discussion to be had around how broader housing policies, like negative gearing, capital gains discounts and a lack of social housing construction, have led us to the situation we're in right now,' Dr Crommelin says.

Ben Knight from UNSW adds that, 'Many cities

overseas have introduced strict regulations to protect local housing supply, including outright bans on commercial-style short-term rentals.'

'For example, New York has just introduced new regulations that effectively prohibit "unhosted" short-term rental listings, meaning listings are only allowed if the host is also living in the property. By comparison, the approach across Australia has been relatively permissive and hands-off.'



The NSW Labor government have granted Byron Shire Council a 60-day non-hosted STRA cap for the entire local government area (LGA), with the exception of two 365-day mapped precincts in and around Byron Bay town centre and in Brunswick Heads (pictured). It will come into effect on September 23, 2024, 'providing a 12-month transition period for the community and industry to prepare', according to www.planning.nsw.gov.au. Photo www.planningportal.nsw.gov.au

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Local News



Time to have your say on future housing supply

Paul Bibby

Could the Byron golf course be relocated to make way for a new housing development on the edge of town?

Last week's Byron Council meeting heard that the board of the golf course had written to the Council expressing an interest in the picturesque site on Broken Head Road being used in this way.

The matter was raised by Mayor Michael Lyon during a discussion about Council's new housing options paper.

'There has been a move from the board of the Byron Bay golf course - to potentially move the golf course to another area and within that area where the course is now, for that to provide housing,' Cr Lyon said.

'It's located in town, it would remove congestion from the Ewingdale Road corridor [and] it means that people who work in the town can also live in the town.'

'I think that's an exciting opportunity and it's also like to see that developed.'

The possibility of new development on the golf course site came as Council formally confirmed its

support for the broad strategies contained within its new housing options paper.

Target exceeded

As reported in last week's *Echo*, the strategy would, if adopted, see up to 6,196 new homes built in Byron Shire over the next 20 years.

This exceeds the target of 4,522 new homes set by the state government.

Council is intending to achieve this through the combination of infill development (1,840 homes), new land releases (3,470 homes) and developing vacant land that is already zoned for residential (1,385).

With Council confirming its support for this approach, the housing options paper will now go on public exhibition from October 9 to November 6. Four in-person consultation sessions will be held in Byron Bay, Mullumbimby, Brunswick Heads and Bangalow on October 30 and 31. Residents have the chance to view the maps which set out Council's proposed plans for their town, suburbs or village.

During the ongoing debate about housing



The 'Mullumbimby Housing Opportunities' map, as published within Council's housing options paper. The colour-coded areas indicate what is proposed, and also what has been removed (in red) because of flooding risks.

strategy within Council, it has become clear that it is motivated by an ultimatum from the Labor NSW government that Byron must meet the target of 4,522 new houses or risk being stripped of its planning powers.

'I know that there are some sections of our community that want to keep Byron as it is, and believe that it's a special and unique place that shouldn't be developed,' Cr Lyon said during last week's meeting.

'But that's not going to fly with the state government. That's going to see us lose

2022 floods not taken into account

'But what it doesn't take into account, for example, is the floods or the impacts that had on our housing supply. It also doesn't take into account the recent migration that we've had to the region from the cities because of Covid.'

'I think we need to respond on that, we need to identify more housing than what's been considered.'

Cr Lyon also argued that not everything that was zoned residential ended up being developed. 'No one is forced, when they've got a residential zoning, to develop their properties,' he said.

'So I think we need to over identify lands, just as we did with the business and industrial land strategy, somewhat safe in the knowledge that they won't all be developed.'

In formally confirming its support for the broad strategies contained in the options paper, councillors also agreed to investigate additional land being included in the areas identified for additional development,

following requests by owners of these sites. This included land on Buckleys Road (Ya-gaah), 75 New City Road (Mullumbimby), and 64 Corkwood Crescent (Suffolk Park).

It also agreed to investigate the possibility of development on all suitable Council-owned land, including land at Vallances Road, Mullumbimby.

While all councillors vote in favour of confirming Council's support for the broad strategies contained within the options paper, Greens Cr Duncan Dey expressed concerns about the fact that some of the areas identified by the strategy were flood-prone. He also argued that Council should not be 'cow-towing' to the State government.

'We should be telling the state what we want and we should be harnessing the energy of our many thousands of voters to not allow the state government to take away our planning powers,' Cr Dey said.

On the other hand, we should not be going slow in identifying the right places to develop.'

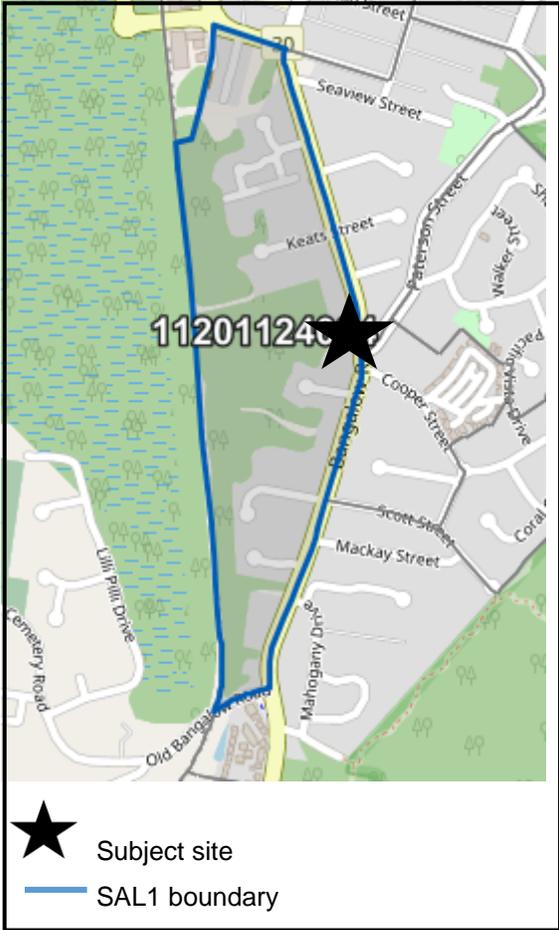
As noted in Chapter 2.3, Byron Shire Council has recognised the challenges around housing in the local area and in response, has developed their *Byron Shire Residential Strategy* to ensure there is adequate housing for workers and residents, while providing for the tourist market.

4.2 Socio-economic and demographic characteristics

A *Demographic Profile Table* including data from the 2016 & 2021 Census for the Statistical Area Level 1 – 1124004 (2016) / SLA1 – 11201124004 (2021) in which the subject site is located, the suburb of Byron Bay and the Byron Shire LGA compared to Greater Sydney and NSW is included at Appendix A.

Statistical Area Level 1 (SAL1) in which the subject site is located, comprises an area of 0.1km² and the extent of the SAL1 is illustrated on Figure 1 below. It is likely that the residents of this area are likely to experience the most immediate impacts associated with the proposed development.

Figure 1 – SAL1 – 1124004/211201124004



The *Demographic Profile* reveals the following:

- an under representation of people who identify as Aboriginal and/or Torres Strait Islander in the SAL (2.1% in 2016 and 0.5% in 2021), the suburb of Byron Bay (1.6% in 2016 and 2.0% in 2021), the Byron Shire LGA (1.8% in 2016 and 1.8% in 2021), and in Greater Sydney (1.4% in 2016 and 1.7% in 2021) compared to NSW (2.8% in 2016 and 3.4% in 2021);
- a smaller proportion of residents who were born overseas in a non-English speaking country in the SAL1 (34.4% in 2016 and 24.5% in 2021), and in the Byron Shire (8.1% in 2016 and 23.3% in 2021) compared to the suburb of Byron Bay (30.8% in 2016 and 29.0% in 2021), Greater Sydney (30.5% in 2016 and 67.2% in 2021) and NSW (22.0% in 2016 and 30.3% in 2021);

- a greater proportion of the population who speak a language other than English at home in the SAL1 (30.8% in 2016 and 29.3% in 2021), Greater Sydney (35.8% in 2016 and 37.4% in 2021) and NSW (25.1% in 2016 and 26.5% in 2021), compared to the suburb of Byron Bay (27.3% in 2016 and 23.9% in 2021) and in the Byron Shire (6.7% in 2016 and 19.7% in 2021);
- a smaller proportion of residents who require assistance to carry out everyday tasks in the suburb of Byron Bay (4.1% in 2016 and 4.0% in 2021), and in the Byron Shire (4.3% in 2016 & 4.1% in 2021), compared to Greater Sydney (4.9% in 2016 and 5.1% in 2021) and NSW (5.3% in 2016 and 5.7% in 2021). Data for this characteristic are not available at the SAL1 level;
- the largest age group in the SAL1 is those aged between 25-34 years (23.1% in 2016 and 24.5% in 2021), compared to the suburb of Byron Bay (17.2% in 2016 and 21.7% in 2021), the Byron Shire (10.7% in 2016 and 13.5% in 2021), Greater Sydney (16.0% in 2016 and 15.5% in 2021) and NSW (14.2% in 2016 and 14.1% in 2021);
- lower rates of unemployment in the SAL1 (4.5 in 2016 and 5.0 in 2021), the Byron Shire (6.5 in 2016 and 5.1 in 2021), Greater Sydney (6.9 in 2016 and 5.1 in 2021) and NSW (6.3 in 2016 and 4.9 in 2021) compared to the suburb of Byron Bay (5.6 in 2016 and 2021);
- a higher median weekly household income in the SAL1 (\$1,279 in 2016 and \$1,970 in 2021), Greater Sydney (\$1,750 in 2016 and \$2,077 in 2021) and in NSW (\$1,486 in 2016 and \$1,829 in 2021), compared to the suburb of Byron Bay (\$1,197 in 2016 and \$1,561 in 2021) and the Byron Shire (\$1,149 in 2016 and \$1,602 in 2021);
- median weekly rental prices were higher in the SAL1 (\$565 in 2016 and \$750 in 2021), and in the suburb of Byron Bay (\$460 in 2016 and \$600 in 2021), compared to the Byron Shire (\$400 in 2016 and \$520 in 2021), Greater Sydney (\$440 in 2016 and \$470 in 2021) and NSW (\$380 in 2016 and \$420 in 2021);
- a slightly younger median age of the population in the SAL1 (36 in 2016 and 35 in 2021), compared to the suburb of Byron Bay (42 in 2016 and 39 in 2021);

2021), the Byron Shire (44 in 2016 and 43 in 2021), Greater Sydney (36 in 2016 and 37 in 2021) and NSW (38 in 2016 and 39 in 2021);

- a slightly smaller household size in the SAL1 (2.4 in 2016 and 2.5 in 2021), the suburb of Byron Bay (2.2 in 2016 and 2.3 in 2021) and in the Byron Shire (2.4 in 2016 and 2.5 in 2021) compared to Greater Sydney (2.8 in 2016 and 2.7 in 2021) and NSW (2.6 in 2016 and 2021);
- a smaller proportion of the population who are married in the suburb of SAL1 (28.7% in 2016 and 28.0% in 2021) and in the suburb of Byron Bay (29.9% in 2016 and 27.7% in 2021) compared to the Byron Shire (37.1% in 2016 and 35.1% in 2021), Greater Sydney (49.3% in 2016 and 48.3% in 2021) and NSW (48.6% in 2016 and 47.3% in 2021);
- a greater proportion of the population who have never married in the SAL1 (53.1% in 2016 and 57.1% in 2021) and in the suburb of Byron Bay (48.0% in 2016 and 54.1% in 2021), compared to the Byron Shire (39.7% in 2016 and 45.0% in 2021), Greater Sydney (35.5% in 2016 and 36.4% in 2021) and NSW (34.3% in 2016 and 35.7% in 2021);
- a greater proportion of couple families with no children in the SAL1 (40.7% in 2016 and 50.9% in 2021), the suburb of Byron Bay (44.6% in 2016 and 51.7% in 2021) and in the Byron Shire (39.8% in 2016 and 42.2% in 2021) compared to Greater Sydney (33.4% in 2016 and 34.8% in 2021) and NSW (36.5% in 2016 and 44.7% in 2021);
- a smaller proportion of couple families with dependent children in the SAL1 (40.7% in 2016 and 35.3% in 2021) and in the suburb of Byron Bay (33.2% in 2016 and 31.5% in 2021) compared to the Byron Shire (38.0% in 2016 and 38.2% in 2021), Greater Sydney (40.1% in 2016 and 48.4% in 2021) and NSW (37.0% in 2016 and 37.9% in 2021);
- a smaller proportion of one parent households with dependent children in the SAL1 (18.7% in 2016 and 11.2% in 2021), compared to the suburb of Byron Bay (19.6% in 2016 and 15.5% in 2021), the Byron Shire (20.8% in 2016 and 18.5% in 2021), Greater Sydney (9.1% in 2016 and 15.1% in 2021) and NSW (9.9% in 2016 and 15.8% in 2021);

- fewer households with no cars in the SAL1 (8.5% in 2016 and 2.1% in 2021), compared to the Byron Bay suburb (7.4% in 2016 and 6.7% in 2021), the Byron Shire (3.6% in 2016 and 3.2% in 2021), Greater Sydney (11.0% in 2016 and 11.1% in 2021) and NSW (9.2% in 2016 and 9.0% in 2021);
- the majority of households reported having one vehicle in the SAL1 (34.8% in 2016 and 38.3% in 2021), the suburb of Byron Bay (41.7% in 2016 and 41.4% in 2021), Greater Sydney (37.1% in 2016 and 39.5% in 2021) and NSW (36.3% in 2016 and 37.8% in 2021) compared to the Byron Shire where two car households are more common;
- the most predominant form of housing is semi-detached in the SAL1 (26.8% in 2016 and 47.4% in 2021) compared to the suburb of Byron Bay (12.8% in 2016 and 24.7% in 2021), the Byron Shire (60.1% in 2016 & 10.7% in 2021), Greater Sydney 49.8% in 2016 and 12.8% in 2021) and NSW (35.7% in 2016 and 11.7% in 2021);
- lower rates of homes being fully owned in the SAL1 (23.6% in 2016 and 27.3% in 2021), compared to the suburb of Byron Bay (35.4% in 2016 and 35.1% in 2021), the Byron Shire (36.5% in 2016 and 37.5% in 2021), Greater Sydney (29.1% in 2016 and 27.8% in 2021) and NSW (32.2% in 2016 and 31.5% in 2021);
- a greater proportion of residents renting their premises privately in the SAL1 (43.3% in 2016 and 44.8% in 2021), in the suburb of Byron Bay (31.8% in 2016 and 40.1% in 2021), the Byron Shire (29.3% in 2016 and 30.3% in 2021), and Greater Sydney (29.9% in 2016 and 32.6% in 2021), compared to NSW (27.7% in 2016 and 29.4% in 2021);
- a smaller proportion of public housing in the Byron Shire (1.4% in 2016 and 0.7% in 2021), compared to the suburb of Byron Bay (4.4% in 2016 and 2.0% in 2021), Greater Sydney (4.1% in 2016 and 3.3% in 2021) and NSW (4.0% in 2016 and 3.2% in 2021). Public housing data not available at the SAL1 level;
- the majority of dwellings had three bedrooms in the SAL1 (52.2% in 2016 and 53.5% in 2021), greater than that in the suburb of Byron Bay (42.5% in 2016

and 38.0% in 2021), the Byron Shire (44.6% in 2016 and 41.1% in 2021), Greater Sydney (33.8% in 2016 and 30.9% in 2021), and NSW (37.2% in 2016 and 34.7% in 2021);

- the most commonly reported occupation was professional in the SAL1 (21.7% in 2016 and 25.5% in 2021), the suburb of Byron Bay (23.8% in 2016 and 23.1% in 2021), the Byron Shire (24.4% in 2016 and 26.3% in 2021), Greater Sydney (26.3% in 2016 and 29.3% in 2021) and NSW (23.6% in 2016 and 25.8% in 2021);
- a greater proportion of residents working in technical and trade occupations in the SAL1 (16.6% in 2016 and 15.6% in 2021), the suburb of Byron Bay (13.4% in 2016 and 13.6% in 2021) and in the Byron Shire (14.2% in 2016 and 13.7% in 2021) compared to Greater Sydney (12.7% in 2016 and 11.8% in 2021);
- a slightly smaller proportion of the population working in low paid occupations such as labourers in the SAL1 (8.3% in 2016 and 7.9% in 2021), compared to the suburb of Byron Bay (9.7% in 2016 and 10.6% in 2021), and in the Byron Shire (9.7% in 2016 and 8.8% in 2021), Greater Sydney (7.5% in 2016 and 6.7% in 2021) and NSW (8.1% in 2016 and 2021).

As can be observed, residents of the SAL1 generally have more robust socio-economic and demographic characteristics, compared to other parts of the suburb of Byron Bay and the Byron Shire. Residents of the SAL1 are generally characterised by slightly younger residents, residing in three-bedroom semi-detached houses, working in professional roles and earning higher weekly wages.

There are no groups in the SAL1 or in the suburb of Byron Bay that may be at heightened risk of social harm as a result of their particular socio-economic or demographic characteristics.

5.0 COMMUNITY CONSULTATION & ENGAGEMENT

As detailed in the *Community Engagement Report* prepared by Sarah George Consulting accompanying the DA, community consultation and engagement was undertaken with the local community, key stakeholders and the broader community to discuss the proposal and inform the DA prior to submitting to Council.

Community members and other stakeholders were invited to comment on the proposed development via the following methods:

- letterbox drop to properties within 500m of the subject site inviting people to get in touch to seek more information, and to book in to a community information day session. 480 notices were distributed on the 23 September, 2023;
- notice in the Public Notices section of *The Echo* newspaper on 4 October 2023;
- letters and email sent directly to local and State stakeholders, including:
 - NSW Police - Tweed Byron Local Area Command
 - Transport for NSW
 - Housing NSW
 - Byron Bay Chamber of Commerce
 - Byron Local Aboriginal Land Council
 - Community Alliance Byron
 - Byron Community Centre

- State Emergency Services
- Rural Fire Service

The following feedback was provided during the consultation and engagement processes:

Positive feedback:

- The need for housing developments such as the proposed to work towards addressing the housing crisis in the area.
- Interest in purchasing one of the proposed dwellings.
- The need for smaller accommodation types close to town to provide more affordable dwellings for purchase and housing for key workers, including Police who advised that the lack of suitable and affordable housing options presented issues for Police when seeking to recruit staff to the area.
- The provision of dedicated affordable housing for those on low to moderate incomes.
- The provision of housing for the local market as opposed to the tourist market.
- Proposed road works and consideration put into road safety with the proposed right hand turn off Bangalow Road, replacing 4 Bangalow Road on-street parking spaces into the new side street, and widening of the Paterson Road intersection.
- Benefits to properties in close proximity including improved sunlight to garden and living area.

- Fire access and fire buffer arrangements a positive.
- Potential for reduced mosquitos with landscaping and drainage works.

Potential concerns generally related to:

- Traffic concerns on Bangalow Road;
- Parking issues on local streets;
- Safety issues;
- Loss of trees and habitat impacts;
- Visual impact;
- Overdevelopment;
- Overlooking, overshadowing and loss of privacy;
- Noise;
- Water runoff;
- Fire buffer.

As a result of the Community consultation and engagement process, a number of changes to the proposed development were made, including:

- Installation of CCTV monitoring and/or night lighting on side path and car parking areas.
- Additional lighting at front gages and building entrances fronting Bangalow Road.
- Erection of an acoustic barrier between immediately adjacent neighbouring properties.
- Commitment to negotiation on fence style and type along southern boundary, with neighbours, with consideration of the acoustic performance.

- Addition of one more car parking space, increasing the parking provision from 29 to 30.
- Commitment to high windows to the south-eastern corner of the site, where windows face towards the backyard of 1 and 1A Cumbebin Park.

Transport for NSW provided a comment by email dated 6th November, 2023 noting:

Confirming that Transport for NSW has no comments for this proposal.

Separate consultation with local businesses in the Byron Shire, was undertaken by HIPI. Letters of support provided by local businesses and services were provided with the key theme from local services and businesses being the need for affordable housing, and the need for housing available for a local workforce. The letters of support from local businesses are included in the Community Engagement Report accompanying the application.

The issues raised during the consultation and engagement process are addressed in Chapter 6.0.

6.0 SOCIAL IMPACT ASSESSMENT

The proposed development has been assessed against the following criteria:

- Population change
- Housing
- Access and mobility
- The health and safety of the community
- Social cohesion
- Community structure, character, values and beliefs
- Diversity
- Culture
- Transport
- A sense of place and community
- Community facilities and links
- Employment and training
- Interaction between the development and the community
- Social equity, socio-economic groups and the disadvantaged
- Social displacement
- Social change management
- Amenity
- Public interest

In addition, issues raised during the community consultation process are addressed.

6.1 Population change

The proposed development seeks to introduce 24 dwellings, with a mix of one and two bedrooms and a total of 46 bedrooms. Based on the average number of people per bedroom in the suburb of Byron Bay as at the 2021 Census of 0.9, the proposal is likely to result in a population of 41.4 people on the site.

This minor increase in population represents a 6.8% increase in population in the SAL1.

6.2 Housing Options

The subject application replaces two single dwellings, with 24 one- and two-bedroom dwellings. The subject application provides increased and more diverse housing options in the area.

As previously discussed, there is an identified issue with housing available for long term rental in the Byron Bay area, due to growing demand and slow addition to housing supply. Further to this, many homeowners rent out their premises as short-term holiday rental, rather than long term rental for local residents.

There is also an undersupply for smaller one- and two-bedroom houses in the SAL1, with one-bedroom dwellings representing only 2% of all dwellings and 17.5% of all dwellings being two-bedroom. Similar under-supply of smaller dwellings are apparent in the suburb of Byron Bay with one-bedroom dwellings comprising 12.3% of all dwellings, and two-bedroom dwellings comprising 20.2%; and in the Byron Shire where 8.8% of dwellings are one bedroom, and two bedroom dwellings comprising 1637% of all dwellings.

Comments from DCI Kehoe at Byron Police Station highlighted the real challenges faced by Police associated with the lack of housing options in the area, noting that accommodating staff is challenging for Police due to difficulties in staff being able to secure affordable, local dwellings. It was noted that of 50 staff, only three reside within the Byron Shire, with the remainder having to travel from other areas for work. This situation resulted in significant challenges during the recent flooding events when many staff were unable to travel to work during a local crisis event when their presence was critical.

The provision of modern, one- and two-bedroom housing close to the Byron Town centre has the potential to alleviate some of the demand for non-tourist accommodation housing through the provision of a range of dwelling sizes and types in a central location.

6.3 Access and Mobility

The proposed development provides 3 adaptable dwellings, with two one bedroom, one storey dwellings and one two-bedroom, one storey dwelling. A total of 2 dedicated accessible parking spaces are provided.

The proposed development includes accessible paths of travel throughout the building and access to external communal spaces on the ground floor.

The proposed development does not generate any negative impacts in terms of access and mobility.

An *BCA Assessment Report* prepared by Axis Building Certifiers Pty Ltd accompanies the application. That report considers the proposed development's compliance with BCA regulations relating to building design and access. That report includes recommendations and notes, based on the preliminary information provided that the proposed development is able to comply with the relevant regulations.

6.4 Health and safety of the community

The proposed development represents a residential development, on land zoned for that use, appropriately located in a residential area, close to public transport, employment areas, and shops, and the location of the proposed development is unlikely to generate any negative health or safety impacts.

There is nothing about the proposed development that is likely to generate any impacts in terms of public safety.

The health of future residents has been considered in the design of the proposed development. In particular, each dwelling includes private open space, at least 30m² for all dwellings able to provide ground floor landscaped space and at least 16m² for all dwellings able to provide private open space via a balcony. Further, the development provides large areas of communal open space including a pool and communal food garden area away from the road and adjacent to the conservation forest to the west.

The Bureau of Crime Statistics and Research (BOCSAR) provides crime data and trends through their *Crime Mapping Tool* (www.bocsar.nsw.gov.au). Data compiled for the suburb of Byron Bay and the Byron Shire LGA compared to NSW is included in the table below:

Crime type	Byron Bay suburb (rate per 100,000 population)	Byron Shire LGA (rate per 100,000 population)	NSW (rate per 100,000 population)
Assault (overall)	3152.6 (medium density)	1028.4 (medium density)	862.5
Domestic Assault	646.3 (second lowest density)	340.9 (second lowest density)	428.7
Non-Domestic Assault	2285.6 (second lowest density)	629.2 (second highest density)	400.2
Assault Police	200.7 (medium density)	58.2 (medium density)	33.6
Robbery	15.8 (lowest density)	5.5 (lowest density)	24.0
Sexual Offences	551.7 (lowest density)	285.5 (highest density)	183.2
Theft	5800.8 (lowest density)	2320.0 (medium density)	2297.4
Malicious Damage to Property	1481.7 (lowest density)	645.8 (medium density)	600.3

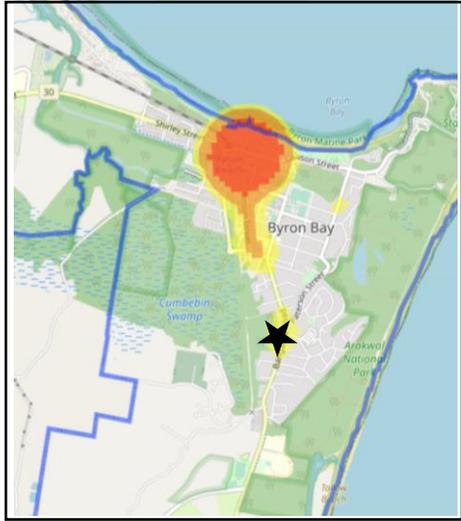
Source: www.bocsar.nsw.gov.au Data from July 2022 – June 2023

As can be observed, the suburb of Byron Bay records higher rates of crimes per 100,000 population compared to the wider Byron Bay LGA, and in some cases higher rates than the NSW average. It is not unusual in areas popular with visitors, for crime rates to be elevated, relative to the resident population. In an area such as Byron Bay, where some crime rates are greater than the NSW average, but the densities are low compared to the NSW average, it can be considered that the higher rates are likely related to the visitor population, rather than the resident population and as such, the crime rates should be treated with caution.

Crime ‘hotspot’ maps prepared by BOCSAR indicate that the subject site is in a low density hotspot for malicious damage to property.

Figure 2 – Hotspot maps

Malicious damage to property:



As can be seen, the suburb of Byron Bay has higher rates of crimes, but lower densities of crime. Higher crime rates are not uncommon in areas such as the Byron Bay township which attracts significant volumes of visitors to utilise the beach, restaurants and other entertainment venues.

The design of the accommodation floors and the internal layout have addressed potential safety problems such as potential entrapment and hiding places.

Consultation with NSW Police was undertaken as part of the preparation of the *Community Engagement Report* and accompanying the application. That report notes that advice from Detective Chief Inspector Matt Kehoe Byron Police Station discussed a number of areas to assist in crime prevention including:

- Lighting at front gates and building entrances on Bangalow Road.
- Lighting of walkway on southern site boundary to improve safety at night;
- Consideration of a gate or some form of access control to this walkway.
- Sensor lighting at rear of site to illuminate car parking area and entrance, to improve safety at night.
- Installation of CCTV monitoring of rear of site and car parking areas if not well lit or able to be easily monitored.

The proposed development provides a number of operational features that reduce the potential for crime to occur on site, including the suggested CCTV monitoring; or provision for appropriate lighting to car parking areas, site and building entrances; and casual surveillance from balconies on the first floors to Bangalow Road and to the rear.

The proposed development is unlikely to generate or contribute to any negative impacts on crime rates in the area.

6.5 Social Cohesion

There is nothing about the proposed development, or future residents of the proposed development that is likely to generate any negative impacts in terms of social cohesion.

Future residents of the accommodation will have opportunities to interact with other residents on the site and in surrounding residences as is typical in a residential area.

6.6 Diversity

As noted previously, there is an identified and well published lack of long term rental accommodation in the Byron Shire. There is also a lack of smaller, one- and two-bedroom dwellings available for long term rentals. The subject application contributes to the diversity of housing in the area through the provision of dedicated rental accommodation in the form of one- and two-bedroom dwellings at a location close to the Byron Town Centre.

The proposed development replaces existing separate dwellings with modern accommodation specifically designed and built for local workers and residents. The proposal includes a mix of one- and two-bedroom dwellings, adaptable dwellings and affordable accommodation, ensuring the future population on the site is diverse.

The proposed development does not generate any negative impacts in terms of the diversity of the population as it.

6.7 Culture

The Byron Town Centre is an area that is already highly popular with tourists and locals, evidenced by the large volume of tourist accommodation options, restaurants and bars in the area. A stable workforce is required to support the tourism and entertainment industry in the area. The proposed development aims to provide a range of accommodation types, targeted at the local work force and those on low incomes, ensuring local businesses can access a local workforce.

The likely diversity of future residents on the site is ensured through the range of accommodation provided. This diversity will contribute to the culture of the area.

6.8 Community structure, character, values and beliefs

The proposed development is unlikely to generate any significant impacts in terms of community structure, character, values and beliefs.

6.9 Transport

The subject site is located in close proximity to public transport and is within walking distance to Jonson Street and the Byron Bay Town Centre. Interstate buses are available from the new bus interchange adjacent to Butler Street, approximately 700m from the subject site.

Local buses are also available in the town centre, providing transport within the Byron Shire and surrounding Shires. There is also the Byron Solar Train operating ten return services a day between the Byron Town Centre and Sunrise and the Byron Arts Estate.

The bike path runs along the front of the site, on Bangalow Road, providing safe bicycle access to and from the Byron Town Centre.

The proposed development may result in an increase in demand for transport services, however, this demand is unlikely to be significant given the central location of the proposed development within walking distance to the Byron Bay Town Centre. Any increase in demand for services can be seen as a positive social impact reinforcing and potentially increasing existing services in the area.

6.10 A sense of place and community

There is nothing about the proposed development that is likely to generate any negative impacts on the sense of place or community in the local area.

6.11 Community facilities and links

The proposed development does not result in the removal of any community facilities, nor does it reduce or impede existing community links.

6.12 Interaction between the development and the community

The proposed development represents a residential development within a residentially zoned area, close to the Byron Bay Town Centre and transport. There is nothing about the interaction between the development and the community that is likely to be any different from the interaction between residential developments and the community.

6.13 Social equity, socio-economic groups and the disadvantaged

The demographic profile presented in Chapter 3.0 identifies that the population of the SAL1 and the suburb of Byron Bay include few groups who might be potentially at heightened risk of social harm as a result of their particular socio-economic and demographic characteristics.

The proposed development provides a mix of housing including adaptable and affordable, ensuring the future population is diverse and inclusive.

There is nothing about the proposed development that is likely to generate any negative social impacts.

The proposed development will generate employment opportunities during the entire development cycle, including in the demolition, construction & fit out.

6.14 Employment and Training

The subject application will not result in any loss of employment or training opportunities in the area.

The proposed development will generate employment in the construction and fit out of the development.

The proposed development does not result in any impacts to training opportunities, aside from any apprentices to trades benefitting from the experience during construction.

Overall, given the opportunities for employment generation in the construction, fit out of the dwellings the proposed development represents a positive social impact.

6.15 Social displacement

The subject site is currently occupied by two residential dwellings and as such, the proposed development will result in the displacement of a small number of residents from the site, however, this small number does not represent social displacement.

6.16 Social change management

The proposed development will result in a minor increase in the population in the area, but this increase is not significant. The potential maximum number of residents on the site is 72 (based on two people per bed), however, as discussed in Chapter 6.1, based on the average number of people per bedroom in the

Byron Bay suburb as at the 2021 Census of 0.9, the actual resident population is more likely to be around 41.4 people.

The proposed development is unlikely to result in any significant or material social change that requires specific management strategies.

6.17 Amenity

The amenity of existing residents in the locality has been addressed as part of the overall development design and assessment process, including consideration of noise emissions and intrusion from commercial.

While amenity impacts such as noise, traffic and parking, littering/vandalism/anti-social behaviour and overshadowing/overlooking are considered to be secondary social impacts, as opposed to primary social impacts, to the extent they can be addressed in social impact terms, they are considered in the following.

6.17.1 Noise

There will be some short-term noise and disturbance impacts to adjoining properties during demolition and construction. These impacts are short term in nature and limited to the duration of the construction process and can be minimised through conditions of consent.

Some concerns were raised about noise emissions from the proposed development on completion, associated with the increased population on the site, and from the proposed pool.

A *Noise Impact Assessment* report prepared by ATP Consulting accompanies the application. That report assessed potential noise intrusions into and noise emissions from the proposed development. That report provides the following recommendations and conclusion:

Based on the results of the traffic noise and operational noise impact assessment for the proposed development at Lot 14 & 58 – 60 Bangalow Road in Byron Bay, the following is concluded:

- *The NSW Road Noise Policy specifies criteria for assessment of traffic noise impact on developments near existing, new, re-developed or modified roads. These criteria are applied to facades of future dwellings, and is as follows: - $\leq 60\text{dB(A)}$ Leq, 15hr during daytime; and $\leq 55\text{ dB(A)}$ Leq, 9hr during night-time.*
- *The facades of 8 of the future units (Units 1 to 7 and 11) will be impacted by traffic noise. Architectural treatment is required to ensure compliance with the recommended internal noise criteria of the future dwellings where the façade criteria is exceeded.*
- *The results of the operational noise assessment indicate that the noise emissions from the activities at the proposed development, will comply with the relevant noise criteria at the nearest noise sensitive receptors, provided noise mitigation measures are employed.*
- *The following noise mitigation measures are recommended to protect the noise amenity at the nearest noise sensitive places:*
 - *A 2.1m high acoustic barrier (noise barrier fence) must be constructed along the northern boundaries of the development with 56A Bangalow Road (Lot 13 on DP792128).*
 - *A 2.4m high acoustic barrier (noise barrier fence) must be constructed along the southern boundary of the development with 1A, 3 and 5 Cumbebin Park (Lots 13, 14 and 15 on DP253588) and 62, 64 and 66 Bangalow Road (Lot 9 on DP520043, Lot 21 on DP595239 and Lot 0 on SP20674).*
 - *It has been acknowledged that the site is a flood prone area and the noise barrier fences can act as flow boundaries and cause changes in localised flood levels. To prevent disruption of the passage of flood water, the noise barrier fences require a 150mm clearance off the ground.*

- *The alignments of the recommended high noise barrier fences are presented in Figure 5.2.*
- *The noise barrier fence must be constructed as follows:*
 - *Must be free of any gaps on the surface.*
 - *The acoustic barriers must be constructed of a material with minimum superficial mass of 15 kg/m², such as concrete blockwork, brick, autoclaved aerated concrete, minimum 9mm thick compressed fibre cement sheeting, minimum 25mm thick overlapping timber palings or approved modular wall system by Modular Walls, Poly-Tek or equivalent. There shall be no gaps on the surface and at the base of the acoustic barriers.*

Provided the recommended traffic noise and operational control measures are implemented at the establishment of the proposed mixed-used development at Lot 14 & 58 – 60 Bangalow Road in Byron Bay, the road traffic noise from Bangalow Road and the operational noise from the proposed development will not impose any further constraints on the development.

6.17.2 Traffic & Parking

Traffic congestion on Bangalow Road, and the potential for this to be exacerbated, was an issue raised numerous times during the community engagement process.

The existing issues relating to traffic congestion on Bangalow Road were expressed consistently in the feedback, some feedback acknowledged and expressed appreciation for how traffic flow and road safety had been considered in the proposal.

Parking on local streets, and in particular, existing issues with on-street parking on Cumbegin Park associated with nearby commercial uses (Health Hub and Bamboo Yoga) was also raised during the engagement process. Concern was

raised that the additional population of the proposed development may exacerbate this demand for on-street parking.

A separate *Traffic and Parking Impact Assessment* prepared by Ardill Payne & Partners accompanies the application. That report includes the following recommendations:

It is recommended that the proponent implement the following as their contribution to improve amenity and safety in relation to the traffic impacts of the application.

- 1. Widen the unnamed Council road from 6m to 7m between kerbs.*
- 2. Upgrade the current intersection to provide a short channelised right turn treatment.*
- 3. Provide 4 on-street parking spaces in the unnamed Council road to offset the parking spaces lost in Bangalow Road to facilitate the intersection upgrade.*

The *Traffic Impact Assessment* further recommends that:

All planned and recommended works shall be constructed in accordance with the relevant Austroads guides, Australian Standards, NRLG and Byron Shire Council standards, and any other relevant local codes and regulations.

The *Traffic Impact Assessment* concludes:

This Traffic Impact Assessment has investigated the traffic and parking impacts associated with the demolition of existing buildings and construction of a multi dwelling housing development (portion being affordable housing) at 58-60 Bangalow Road, Byron Bay.

After development of the site, there will be a slight increase in traffic movements in the vicinity of the site. However, the development traffic will not reduce the 'level of service' on Bangalow Road; the impact on the amenity of nearby residents due to road traffic noise will be minimal; and the traffic generated by the proposal will not have any significant impact on safety in surrounding streets and intersections.

The development proposes a 30-space carpark on the site, with access onto an unnamed Council road. The spaces provided will satisfy the parking demand for the development.

It is therefore concluded that the proposed development is supportable on traffic planning grounds and will operate satisfactorily.

6.17.3 Littering/Vandalism/Anti-Social Behaviour

The proposed development is unlikely to result in littering, vandalism or anti-social behaviour. The development includes security features such as lighting, and the application of CPTED principles in the design of the overall development (see Chapter 6.4) that aim deter vandalism and anti-social behaviour. In addition, the site will be active 24 hours a day, creating active use of the site which provides a further deterrent for vandals.

The proposed development will have waste removal processes in place to ensure the timely removal of waste and recycling materials.

6.17.4 Overshadowing/Overlooking/Loss of Privacy

The proposed development has been designed to reduce the potential for overshadowing to other properties by utilising the natural slope down from Bangalow Road, with the higher elements located centrally.

Overlooking and a loss of privacy were issues raised by neighbours during the consultation process as a potential concern. Overlooking to properties to the south has been avoided through the use of high windows that allow light in, but that prevent looking out to properties to the south.

Shadow diagrams prepared by the project architect accompany the application and illustrate the extent of shadow from the proposed development.

6.18 Issues raised during consultation

In addition to traffic and parking impacts; noise impacts; and issues relating to overlooking and privacy; and safety issues all of which have been addressed in the foregoing, other issues raised during the consultation and engagement process included:

- Loss of trees and habitat impacts;
- Visual impact;
- Overdevelopment;
- Water runoff;
- Fire buffer.

These issues are considered in the following.

Loss of trees and habitat:

Feedback from some neighbours raised concerns around the loss of 35 trees and the habitat they provide. A comprehensive *Ecological Assessment Report* prepared by Blackwood Ecology accompanies the application. That Report identified that the 35 trees proposed to be removed were not primary Koala habitat, nor do they provide ongoing habitat for any endangered fauna. These

trees will be replaced by over 200 native trees including those that are known to provide Koala habitat.

As part of the proposed development, significant removal of intrusive weeds and trees is also proposed, enhancing the ecological significance of the area and incentivising the restoration of native flora and fauna habitat.

Visual impact:

Comments from one community member noted that the proposal was not in keeping with the existing streetscape. Other neighbours noted that the removal of the proposed 35 trees would alter views from their properties.

It is noted that there is no consistent streetscape on Bangalow Road. The dwellings on Bangalow Road are a mix of different periods, colours, setbacks and sizes. There is nothing about the proposed development that is out of character in this diverse streetscape.

Overdevelopment of the site:

A number of respondents stated they felt that the proposal represented an overdevelopment of the site.

While the proposal will result in increased density on the site, and represents an intensification of use on the site, the proposal does not represent an overdevelopment.

The proposed development has a gross floor area below that which is permissible in the low density residential zone for a site of this size.

To develop the site with traditional, 3- or four-bedroom dwellings would represent a lost opportunity in terms of housing options and housing diversity.

Water runoff:

Comment from one respondent felt that water runoff had not been adequately addressed and that there may be impacts to the nearby wetland area as a result.

Drainage and runoff have been considered in the planning and design of the site and provision has been made to include a dedicated bio-retention area to filter stormwater runoff from the proposed development, and surrounding developments. These inclusions represent a positive impact as currently there is no runoff protection.

Fire buffer:

Bush fire concerns and a comment that there was no apparent fire buffer considered was provided as feedback.

Bush fire risk, and the need for fire protection have been considered in the design of the proposal.

The proposal includes a dedicated asset protection zone providing a significant buffer area from the native tree line at the edge of the forest, greater than the recommended distance outlined in the *Planning for Bushfire Protection* (2019) document.

In addition, the rear of the site and car parking layout have been designed to allow a fire truck access to the rear of the site, including sufficient space to turn around. Two fire hydrant points have been included in the design to provide easy access to water to protect the subject site and adjoining properties. The proposed inclusions and changes represent a positive impact in respect of fire protection to existing properties compared to the current situation.

6.19 Public Interest

The proposed development is likely to generate a number of public interest benefits, including:

- increasing the diversity and availability of accommodation close to the town centre in line with the aims of the Byron Shire Residential Housing Strategy;
- providing a range of accommodation types to ensure the future resident population on the site is diverse and inclusive supporting the aims of the Byron Shire Residential Housing Strategy;
- employment in the construction and fit out; and
- site improvements including improved native vegetation, weed removal, fire attenuation works and run off filters.

7.0 ENHANCEMENT AND MITIGATION MEASURES

The potentially positive impacts generated by the proposed development will only be realised if the consent is granted for the proposed development. The positive benefits include benefits in terms of the type and diversity of accommodation and the creation of employment in construction and operation.

The potentially negative impacts generated by the proposed development relate to:

- short term impacts generated in the demolition and construction phase. Impacts associated with noise, trucks and deliveries etc during the demolition and construction can generally be minimised and controlled through conditions of consent;
- increased traffic on local roads in line with the increased population. It is noted that traffic flow and management have been considered as part of the proposal and the proposal includes the removal of two driveway crossings and the relocation of 4 on-street parking spaces to allow for the widening of this part of Bangalow Road to provide a dedicated right-turn bay to the proposed new Council road. In addition, the proximity of the site to the Town Centre may encourage future residents to walk or utilise the bike path to travel to and from the centre/work; and
- increased demand for on-street parking on surrounding streets. It is noted that with the addition of another parking space on the site, the proposed development includes 30 off-street parking spaces, which is more than is required under Council's policies.

The noted positive impacts generated by the proposal will only be realised if the consent for the proposal is granted.

8.0 CONCLUSION

This Social Impact Assessment assesses the potential impacts generated by the proposed worker housing development at Lot 14, 58 & 60 Bangalow Road, Byron Bay.

The proposed development is unlikely to generate any long term negative social impacts, but has the potential to generate a number of positive impacts, including:

- increasing the diversity and availability of accommodation close to the town centre in line with the aims of the Byron Shire Residential Housing Strategy;
- providing a range of accommodation types to ensure the future resident population on the site is diverse and inclusive supporting the aims of the Byron Shire Residential Housing Strategy;
- employment in the construction and fit out; and
- site improvements including improved native vegetation, weed removal, fire attenuation works and run off filters.

There are no reasons from a social planning perspective to refuse the application.

APPENDIX A

DEMOGRAPHIC PROFILE TABLE

Demographic Profile Table

Demographic Characteristic	SAL1 – 1124004	SAL1 - 1120112400 4	Byron Bay Suburb 2016	Byron Bay Suburb 2021	Byron Shire 2016	Byron Shire 2021	Greater Sydney 2016	Greater Sydney 2021	NSW 2016	NSW 2021
Total Persons	515	608	5,521	6,330	31 556	36,116	4 823 991	5, 231,147	7 480 228	8,072,163
ATSI	11 (2.1%)	3 (0.5%)	88 (1.6%)	129 (2.0%)	574 (1.8%)	685 (1.9%)	70 135 (1.4%)	90,939 (1.7%)	216 176 (2.8%)	278,043 (3.4%)
NESB Persons										
(i) No. born overseas in non-English speaking country.	177 (34.4%)	210 (24.5%)	1,704 (30.8%)	1,838 (29.0%)	2 583 (8.1%)	8,425 (23.3%)	1 474 715 (30.5%)	3,514,305 (67.2%)	1 646 057 (22.0%)	2,444,754 (30.3%)
(ii) No. speaking lang. other than English at home	159 (30.8%)	178 (29.3%)	1,511 (27.3%)	1,513 (23.9%)	2 132 (6.7%)	7,120 (19.7%)	1 727 574 (35.8%)	1,957,409 (37.4%)	1 882 015 (25.1%)	2,146,080 (26.5%)
In need of assistance			230 (4.1%)	258 (4.0%)	1 384 (4.3%)	1,490 (4.1%)	236 139 (4.9%)	270,665 (5.1%)	402 048 (5.3%)	464,712 (5.7%)
Age range:				226 (3.5%)	1,553 (4.9%)	1,733 (4.8%)	310,173 (6.4%)	312,364 (6.0%)	465,135 (6.2%)	468,056 (5.8%)
0-4 years			219 (4.0%)	483 (7.6%)	3,739 (11.8%)	4,079 (11.3%)	590,126 (12.2%)	650,843 (12.5%)	921,195 (12.3%)	1,001,950 (12.4%)
5-14 years			4618.3%	226 (3.5%)	1,607 (5.0%)	1,695 (4.7%)	288,362 (5.9%)	294,764 (5.6%)	448,425 (5.9%)	457,896 (5.6%)
15-19 years	27 (5.1%)	20 (3.3%)	240 (4.3%)	365 (5.7%)	1,194 (3.7%)	1,483 (4.1%)	340,737 (6.6%)	343,064 (5.9%)	489,673 (6.5%)	1,142,026 (14.1%)
20-24 years	60 (11.3%)	45 (7.5%)	322 (5.8%)	718 (13.1%)	1,375 (21.7%)	4,871 (13.5%)	774,405 (16.0%)	811,314 (15.5%)	1,067,524 (14.2%)	1,103,170 (13.6%)
25-34 years	16 (3.0%)	24 (4.0%)	949 (17.2%)	716 (13.0%)	961 (15.2%)	4,381 (13.8%)	696,037 (14.4%)	777,748 (13.6%)	1,002,886 (13.4%)	1,016,948 (12.6%)
35-44 years	34 (6.4%)	58 (9.6%)	737 (17.1%)	737 (11.6%)	4,879 (15.4%)	5,197 (14.4%)	627,580 (13.0%)	667,167 (12.8%)	977,984 (13.0%)	961,784 (11.9%)
45-54 years	122 (23.1%)	148 (24.5%)	603 (10.7%)	810 (12.8%)	5,482 (17.3%)	5,197 (14.4%)	524,011 (10.8%)	579,166 (11.1%)	889,763 (11.9%)	788,725 (9.7%)
55-64 years	84 (15.9%)	75 (12.4%)	603 (10.7%)	760 (12.0%)	3,371 (10.4%)	4,488 (12.7%)	372,488 (7.7%)	439,467 (8.4%)	677,020 (9.1%)	451,521 (5.6%)
65-74 years	66 (12.4%)	57 (9.7%)	603 (10.7%)	760 (12.0%)	3,371 (10.4%)	4,488 (12.7%)	372,488 (7.7%)	439,467 (8.4%)	677,020 (9.1%)	183,895 (2.3%)
75-84 years	71 (13.4%)	62 (10.2%)	603 (10.7%)	760 (12.0%)	3,371 (10.4%)	4,488 (12.7%)	372,488 (7.7%)	439,467 (8.4%)	677,020 (9.1%)	
85 years and over	40 (7.6%)	26 (11.5%)	603 (10.7%)	760 (12.0%)	3,371 (10.4%)	4,488 (12.7%)	372,488 (7.7%)	439,467 (8.4%)	677,020 (9.1%)	
	6 (1.2%)	3 (0.5%)	603 (10.7%)	760 (12.0%)	3,371 (10.4%)	4,488 (12.7%)	372,488 (7.7%)	439,467 (8.4%)	677,020 (9.1%)	
	3 (0.6%)		603 (10.7%)	760 (12.0%)	3,371 (10.4%)	4,488 (12.7%)	372,488 (7.7%)	439,467 (8.4%)	677,020 (9.1%)	

Demographic Characteristic	SAL1 – 1124004	SAL1 - 11201124004	Byron Bay Suburb 2016	Byron Bay Suburb 2021	Byron Shire 2016	Byron Shire 2021	Greater Sydney 2016	Greater Sydney 2021	NSW 2016	NSW 2021
				297 (4.7%) 93 (1.5%)	(10.6%) 1,270 (4.0%) 687 (2.1%)	(12.4%) 1,634 (4.5%) 584 (1.6%)	(7.7%) 204,051 (4.2%) 96,022 (1.9%)	249,517 (4.8%) 105,729 (2.0%)	(9.0%) 373,115 (4.9%) 167,506 (2.2%)	
Unemployment rate	4.5	5.0	5.6	5.6	6.5	5.1	6.0	5.1	6.3	4.9
Median weekly household income	\$1,279	\$1,970	\$1,197	\$1,561	\$1,149	\$1,602	\$1,750	\$2,077	\$1,486	\$1,829
Median rent	\$565	\$750	\$460	\$600	\$400	\$520	\$440	\$470	\$380	\$420
Med Age	36	35	42	39	44	43	36	37	38	39
Ave household size	2.4	2.5	2.2	2.3	2.4	2.5	2.8	2.7	2.6	2.6
Marital Status (aged 15+)										
Married	126 (28.7%)	151 (28.0%)	1,444 (29.9%)	1,556 (27.7%)	9 753 (37.1%)	10,632 (35.1%)	1 934 134 (49.3%)	2,062,160 (48.3%)	2 965 285 (48.6%)	3,124,151 (47.3%)
Separated	11 (2.5%)	15 (2.8%)	133 (2.8%)	134 (2.4%)	955 (3.6%)	949 (3.1%)	111 495 (2.8%)	125,769 (2.9%)	190 199 (3.1%)	209,657 (3.2%)
Divorced	58 (13.2%)	55 (10.2%)	685 (14.2%)	699 (12.4%)	3 801 (14.4%)	3,892 (12.8%)	298 433 (7.6%)	332,916 (7.8%)	512 297 (8.4%)	569,516 (8.6%)
Widowed	11 (2.5%)	15 (2.8%)	250 (5.2%)	197 (3.5%)	1 334 (5.0%)	1,198 (4.0%)	185 646 (4.7%)	191,863 (4.5%)	331 655 (5.4%)	339,990 (5.1%)
Never married	233 (53.1%)	308 (57.1%)	2,322 (48.0%)	3,040 (54.1%)	10 435 (39.7%)	13,624 (45.0%)	1 393 988 (35.5%)	1,555,230 (36.4%)	2 094 457 (34.3%)	2,358,844 (35.7%)
Religious Affiliation										
No Religion	222 (42.7%)	307 (50.5%)	2,365 (43.0%)	3,645 (57.6%)	14,615 (46.3%)	20,841 (57.7%)	1,188,280 (24.6%)	1,583,084 (30.3%)	1,879,562 (25.1%)	2,644,165 (32.8%)
Catholic	65 (12.5%)	75 (12.3%)	663 (12.0%)	757 (12.0%)	3,952 (12.5%)	3,770 (10.4%)	1,213,1236 (25.1%)	1,210,979 (23.1%)	1,846,443 (24.7%)	1,807,730 (22.4%)
Anglican	52 (10.0%)	42 (6.9%)	518 (9.4%)	443 (7.0%)	3,074 (9.7%)	2,458 (6.8%)	580, 341 (12.0%)	478,777 (9.2%)	1,161,810 (15.5%)	960,305 (11.9%)
Buddhism	14 (2.7%)	20 (3.3%)		150 (2.4%)		753 (2.1%)				
Not stated	138 (26.5%)	91 (15.0%)	1,294 (23.5%)	696 (11.0%)	5,214 (16.5%)	4,290 (11.9%)	425,538 (8.8%)	326,469 (3.2%)	684,969 (9.2%)	548,340 (6.8%)
Family Structure										

Demographic Characteristic	SAL1 – 1124004	SAL1 - 1120112400 4	Byron Bay Suburb 2016	Byron Bay Suburb 2021	Byron Shire 2016	Byron Shire 2021	Greater Sydney 2016	Greater Sydney 2021	NSW 2016	NSW 2021
Couple families with dependent children under 15 years and other dependent children	37 (40.7%)	41 (35.3%)	337 (33.2%)	405 (31.5%)	2 862 (38.0%)	3,261 (38.2%)	501 238 (40.1%)	667,760 (48.4%)	718 364 (37.0%)	809,586 (37.9%)
Couple families with no children	37 (40.7%)	59 (50.9%)	452 (44.6%)	664 (51.7%)	2 995 (39.8%)	3,609 (42.2%)	416 588 (33.4%)	480,444 (34.8%)	709 524 (36.5%)	954,588 (44.7%)
One parent families with dependent children	17 (18.7%)	13 (11.2%)	199 (19.6%)	199 (15.5%)	1 566 (20.8%)	1,577 (18.5%)	113 772 (9.1%)	208,478 (15.1%)	192 626 (9.9%)	337,729 (15.8%)
Other families	0	6 (5.2%)	26 (2.6%)	12 (0.9%)	96 (1.2%)	94 (1.1%)	22 992 (1.8%)	23,497 (1.7)	32 483 (1.6%)	34,061 (1.6%)
Car Ownership										
None	14 (8.5%)	4 (2.1%)	137 (7.4%)	158 (6.7%)	411 (3.6%)	418 (3.2%)	179 500 (11.0%)	203,081 (11.1%)	239 625 (9.2%)	262,031 (9.0%)
One	57 (34.8%)	72 (38.3%)	770 (41.7%)	977 (41.4%)	4 114 (36.2%)	4,425 (34.4%)	603 062 (37.1%)	722,036 (39.5%)	946 159 (36.3%)	1,096,761 (37.8%)
Two	54 (32.9%)	65 (34.6%)	560 (30.3%)	772 (32.7%)	4 407 (38.7%)	4,990 (38.8%)	532 633 (32.8%)	590,650 (32.3%)	887 849 (34.0%)	989,258 (34.1%)
Three	25 (15.2%)	43 (22.9%)	177 (9.6%)	388 (16.4%)	1 281 (11.2%)	2,767 (21.5%)	164 918 (10.1%)	181,932 (9.9%)	283 044 (10.8%)	321,310 (11.0%)
4 or more			89 (4.8%)		614 (5.4%)		89 744 (5.5%)	105,239 (5.7%)	152 500 (5.8%)	187,380 (6.5%)
Housing (dwellings)										
Sep house	91 (58.0%)	90 (46.4%)	1,138 (61.8%)	1,315 (55.6%)	9 266 (69.0%)	10,293 (79.9%)	924 225 (52.5%)	1,020,631 (55.8%)	1 729 820 (59.8%)	1,902,734 (65.6%)
Semi-detached	42 (26.8%)	92 (47.4%)	235 (12.8%)	583 (24.7%)	819 (6.1%)	1,375 (10.7%)	227 238 (49.8%)	234,000 (12.8%)	317 447 (35.7%)	340,582 (11.7%)
Unit	15 (9.6%)	11 (5.7%)	321 (17.4%)	299 (12.6%)	727 (5.4%)	773 (6.0%)	456 233 (25.9%)	561,988 (30.7%)	519 380 (17.9%)	630,030 (21.7%)
Other dwelling	0	0	107 (5.8%)	136 (5.8%)	389 (2.9%)	353 (2.7%)	9 129 (0.5%)	8,216 (0.4%)	23 583 (0.8%)	19,374 (0.7%)
Unoccupied dwellings	42 (21.1%)	37 (15.8%)	613 (25.0%)	1,006 (29.9%)	2 075 (15.4%)	2,348 (15.4%)	136 055 (7.7%)	164,628 (8.3%)	284 741 (9.8%)	299,524 (9.4%)

Demographic Characteristic	SAL1 – 1124004	SAL1 - 11201124004	Byron Bay Suburb 2016	Byron Bay Suburb 2021	Byron Shire 2016	Byron Shire 2021	Greater Sydney 2016	Greater Sydney 2021	NSW 2016	NSW 2021
Home fully owned	37 (23.6%)	53 (27.3%)	649 (35.4%)	830 (35.1%)	4 150 (36.5%)	4,832 (37.5%)	472 635 (29.1%)	507,635 (27.8%)	839 665 (32.2%)	914,537 (31.5%)
Being purchased	39 (24.8%)	49 (25.3%)	408 (22.2%)	476 (20.1%)	3 233 (28.4%)	3,621 (28.1%)	539 917 (33.2%)	608,735 (33.3%)	840 665 (32.2%)	942,804 (32.5%)
Private rental	68 (43.3%)	87 (44.8%)	588 (31.8%)	900 (38.0%)	3 342 (29.3%)	3,817 (29.6%)	485 404 (29.9%)	596,390 (32.6%)	722 020 (27.7%)	851,852 (29.4%)
Public housing			82 (4.4%)	49 (2.0%)	158 (1.4%)	90 (0.7%)	67 845 (4.1%)	60,927 (3.3%)	104 902 (4.0%)	92,733 (3.2%)
Dwelling Structure - # of bedrooms										
0	0	0	30 (1.6%)	58 (2.4%)	175 (1.5%)	202 (1.6%)	12 812 (0.7%)	16,194 (0.9%)	17 157 (0.6%)	21,051 (0.7%)
1	10 (6.3%)	4 (2.0%)	153 (8.3%)	291 (12.3%)	818 (7.2%)	1,132 (8.8%)	118 881 (7.3%)	147,857 (8.1%)	157 194 (6.0%)	190,792 (6.6%)
2	33 (20.8%)	35 (17.5%)	370 (20.1%)	479 (20.2%)	1 974 (17.3%)	2,145 (16.7%)	402 675 (24.8%)	470,207 (25.7%)	577 675 (22.1%)	657,578 (22.7%)
3	83 (52.2%)	107 (53.5%)	784 (42.5%)	901 (38.0%)	5 077 (44.6%)	5,292 (41.1%)	548 987 (33.8%)	565,467 (30.9%)	970 001 (37.2%)	1,006,121 (34.7%)
4	20 (12.6%)	46 (23.0%)	341 (18.5%)	586 (24.7%)	2 423 (21.3%)	3,862 (30.0%)	376 427 (23.1%)	440,351 (24.0%)	633 184 (24.3%)	743,910 (25.6%)
5			57 (3.0%)		438 (3.8%)		101 053 (6.2%)	133,837 (7.3%)	148 851 (5.7%)	194, 074 (6.7%)
6+			14 (0.7%)		124 (1.0%)		23 774 (1.4%)	31,239 (1.7%)	34 370 (1.3%)	45,329 (1.5%)
Migration										
Same add 1yr ago			3,367 (61.5%)		22 180 (70.9%)		3 695 742 (77.5%)	4,119,424 (79.7%)	5 718 965 (77.3%)	6,335,812 (79.4%)
Same add 5 yr ago			1,993 (37.6%)		14 476 (48.2%)		2 402 160 (53.2%)	2,635,497 (53.6%)	3 775 527 (53.8%)	4,095,964 (53.8%)
Occupation										
Manager	28 (12.9%)	45 (14.9%)	395 (16.8%)	559 (17.7%)	2 034 (15.0%)	2,863 (17.1%)	311 762 (13.7%)	368,876 (15.2%)	456 084 (13.5%)	536,820 (14.6%)
Professional	47 (21.7%)	77 (25.5%)	560 (23.8%)	732 (23.1%)	3 312 (24.4%)	4,396 (26.3%)	597 798 (26.3%)	711,729 (29.3%)	798 126 (23.6%)	952,131 (25.8%)
Technical & Trade	36 (16.6%)	47 (15.6%)	314	430	1 924	2,298	265 056	254,555	429 239	436,589 (11.8%)

Demographic Characteristic	SAL1 – 1124004	SAL1 - 1120112400 4	Byron Bay Suburb 2016	Byron Bay Suburb 2021	Byron Shire 2016	Byron Shire 2021	Greater Sydney 2016	Greater Sydney 2021	NSW 2016	NSW 2021
			(13.4%)	(13.6%)	(14.2%)	(13.7%)	(11.6%)	(10.5%)	(12.7%)	
Community	36 (16.6%)	47 (15.6%)	304 (12.9%)	471 (14.9%)	1 666 (12.3%)	2,116 (12.7%)	218 206 (9.6%)	225,062 (9.2%)	350 261 (10.3%)	390,779 (10.6%)
Clerical	22 (10.1%)	16 (5.3%)	207 (8.8%)	225 (7.1%)	1 285 (9.4%)	1,346 (8.0%)	331 135 (14.5%)	334,504 (13.7%)	467 977 (13.8%)	480,612 (13.0%)
Sales	24 (11.1%)	29 (9.6%)	224 (9.5%)	247 (7.8%)	1 310 (9.6%)	1,393 (8.3%)	205 051 (9.0%)	188,556 (7.7%)	311 414 (9.2%)	294,889 (8.0%)
Machinery op		6 (2.0%)	76 (3.2%)	82 (2.6%)	473 (3.4%)	470 (2.8%)	128 020 (5.6%)	136,033 (5.6%)	206 839 (6.1%)	222,186 (6.0%)
Labourer	18 (8.3%)	24 (7.9%)	229 (9.7%)	335 (10.6%)	1 318 (9.7%)	1,470 (8.8%)	171 450 (7.5%)	164,335 (6.7%)	297 887 (8.1%)	300,966 (8.1%)
Travel to work										
Car driver	110 (52.1%)	125 (41.4%)	1,224 (52.2%)	1,271 (40.2%)	8 048 (59.3%)	8,014 (47.9%)	1 197 269 (52.6%)	832,277 (34.2%)	1 953 399 (57.7%)	1,587,613 (43.0%)
Train					14 (0.1%)		247 051 (10.8%)	60,858 (2.5%)	252 786 (7.4%)	62,460 (1.7%)
Bus					73 (0.5%)		125,503 (5.5%)	28,786 (1.2%)	133,903 (3.9%)	34,408 (0.9%)
Worked from home	22 (10.4%)	64 (21.2%)	272 (11.6%)	792 (25.0%)		4,424 (26.5%)	98,906 (4.3%)	944,501 (38.8%)	163,026 (4.8%)	1,141,467 (30.9%)

Source: 2016 & 2021 Census data (www.abs.gov.au) – General Community Profile & QuickStats – as at August 2021

APPENDIX B

QUALIFICATIONS & EXPERIENCE OF AUTHOR

Sarah George – BA (Soc/Psych), Cert IV Youth Work; Cert IV Training and Assessment

QUALIFICATIONS:

Bachelor of Arts majoring in Psychology & Sociology (Macquarie University); Teaching By Distance (TAFE Digital); Certificate IV – Workplace Training & Assessment, Youth Work Certificate IV (TAFE NSW).

EXPERIENCE:

In practicing as a consultant, I have completed assignments for a number of clients in the private and public sector, including:

- preparation of Statements of Evidence and representation as an Expert Witness in the Land and Environment Court of NSW;
- preparation of the City of Sydney Council's Alcohol-Free Zone Policy Review & Guide;
- preparation of a draft Local Approvals Policy for the City of Sydney ("Sex on Premises Venues");
- preparation of Social Impact Assessments for Development Applications, including Matthew Talbot Lodge, Vincentian Village and the Ozanam Learning Centre for St Vincent de Paul, Malek Fahd Islamic School, and Hotel Development Applications at Hurstville and La Perouse and numerous packaged liquor licences;
- preparation of Community Impact Statements for packaged liquor outlets, on-premises licences for submission to the Office of Liquor, Gaming and Racing; and
- preparation of numerous Social Impact Assessments for licensed premises, both hotels and off-licence (retail) premises for submission to the Office of Liquor Gaming and Racing and the former Liquor Administration Board.

Prior to commencing as a consultant, I worked in community organisations and in the non-Government and private sectors in numerous roles including:

- Project Officer – Education & Development with Hepatitis NSW

- Case Manager Big Brother Big Sister Mentoring Program with the YWCA NSW
- Drug and Alcohol educator and counsellor
- Youth Worker

I also worked for several years in a Town Planning Consultancy.