

Mitigation Measures for Review of Environmental Factors

Department of Education Projects: The Ponds High School, Blacktown

September 2025

Part 5 Mitigation Measures – The Ponds High School, Blacktown

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM1	Approvals	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout
General	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM4	Crown Certificate	A Crown Certificate under Section 6.28 of the <i>Environmental Planning and Assessment Act 1979</i> must be obtained for any Crown building work.	Prior to the commencement of construction
General	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority.	Prior to the commencement of construction on that land
Community	CEMM1	Work Notification	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 20 metres of the site boundary must be notified in writing of the project. The	Prior to the commencement of construction

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			notice must outline the works to be undertaken, the expected timing for commencement of, and completion of construction works. A minimum period of 48 hours notification prior to the commencement of any construction work must be given.	
Community	CEMM2	Site Notice Board	A site notice board must be located at eye level at the entrance or other appropriate location at the site in a prominent position for the benefit of the community. The site notice must be displayed throughout the entire construction period, be A1 sized, durable, weatherproof and include the following information: (a) 24-hour contact person for the site; (b) Telephone and email addresses; (c) Site works and timeframes; and (d) Details of where accessible project information can be	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			sourced.	
General	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
Compliance	PACMM1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
Compliance	PACMM2	Non-compliance notification	The relevant Project Lead and DOE's Post Approval and Compliance Team must be notified as soon as practical when any non-compliance with a Mitigation Measure is identified. The notification should identify the relevant works, set out the Mitigation Measure that works are non-compliant with, the way in which it does not comply, any known reasons for the non-compliance and what actions have been, or will be undertaken, to address the non-	Throughout

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			compliance. <i>Note: Non-compliance and incident notifications processes are set out in the Post Approvals Guide. All notifications must be recorded using the digital Non-Compliance Notification Form or the Incident Notification Form.</i>	
Compliance	PACMM3	Independent Audits	A risk-based program of independent audits must be prepared for the work, having regard to the <i>AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems</i>. Audits are to be undertaken by suitably qualified personnel independent to the works and documented in an audit report which: (a) Assesses how the Mitigation Measures are being satisfied; (b) Outlines the adequacy of any documents required under the Mitigation Measures; (c) Outlines the performance of the works with respect to any impacts	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			on the surrounding environment including the local community; and (d) Recommends any measures or actions to improve the performance of the works, if deemed required. The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.	
Compliance	PACMM4	Independent Audits	The Independent Audits must be carried out in accordance with the approved audit program. Each Independent Audit Report is to be finalised within four weeks from the auditor's site inspection or where an alternative timeframe is agreed to by the Post Approval and Compliance Team. Each Independent Audit Report is to be provided to the relevant DoE Project Lead and DoE Post Approval and	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Compliance Team within 7 days of completion of the report.	
Compliance	PACMM5	Status Report	The Project Lead must submit a Status Report to the Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures upon completion of the works.	One week prior to the commencement of Operations of Buildings E and F.
Construction	CMM1	Demolition	Any demolition work must be undertaken in accordance with the provisions of <i>Australian Standard AS 2601-2001 The Demolition of Structures</i> .	Construction
Construction	CMM2	Construction Environmental Management Plan	A Construction Environmental Management Plan (CEMP) is to be prepared and implemented having regard to the <i>Environmental Management Guidelines for Construction Procurement (Edition 4)</i> , and is to include where relevant, but not limited to, the following:	Construction

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			(a) Details of: (i). Hours of work; (ii). 24-hour contact details of site manager; (iii). Management of dust and odour; (iv). Stormwater control and discharge; (v). Measures to ensure that sediment and other materials are not tracked onto the roadway by vehicles leaving the site; (vi). Any other specific environmental construction Mitigation Measures detailed in the REF; (vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and (viii). Community consultation and complaints handling in line with DoE's Stakeholder and	

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			Community Participation Plan. (b) Aerial Site Plan showing the location of the works; (c) The following are included: (i). Construction Traffic and Pedestrian Management; (ii). Construction Noise and Vibration Management; (iii). Construction Waste Management (including details on contaminated waste); (iv). Construction Air Quality and Dust Management; (v). Construction Soil and Water Management; (vi). Construction Flood Management; (vii). Demolition Work Plan (d) Construction Tree Protection Plan; (e) Erosion and Sediment Control Plan;	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(f) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage; (g) Unexpected finds protocol for contamination; (h) Construction Emergency Management Plan; (i) Training of responsibilities/heritage site inductions under the <i>National Parks and Wildlife Act 1975</i> , <i>Heritage Act 1977</i> and any other relevant legislation, as relevant to the works.	
Construction	CMM3	Construction Fencing	Construction site fencing is to be installed around the site. Construction vehicle and pedestrian access points to / from the site are to be clearly designated, signposted and controlled for authorised access only.	Construction
Construction	CMM4	Construction Hazardous	The use and storage of hazardous materials and dangerous goods, including petroleum, distillate and other	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Materials	chemicals, shall be in accordance with the relevant legislation including, but not limited to: • <i>Protection of the Environment Operations Act 1997;</i> • <i>Work Health and Safety Regulation 2017;</i> • <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids;</i> and • <i>Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.</i>	
Construction	CMM5	Construction Hazardous Materials	A spill containment kit must be available at all times on the construction site. All personnel must be made aware of the location of the kit and trained in its effective deployment.	Construction
Construction	CMM6	Construction Materials	All materials must be wholly contained within the construction site. The requirements of the <i>Protection of the Environment Operations Act 1997</i> are	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products and during any other works likely to pollute drains or watercourses.	
Construction	CMM7	Construction Operations	Building methods such as brick cutting, mixing mortar and the washing of tools, paint brushes, form-work and concrete trucks shall be undertaken in the construction site in a location so as to prevent air, land or water pollution.	Construction
Construction	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
Construction	CMM9	Construction Contractors	All contractors must meet all workplace safety legislation and requirements.	Construction
Construction	CMM10	Construction Vehicle Maintenance	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction
Construction	CMM11	Construction	The work site is to be left tidy and rubbish free each day prior to leaving	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Waste	the site and at the completion of works.	
Construction	CMM12	Construction Lighting	All construction lighting shall not cause a nuisance to adjoining neighbours and comply with <i>AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting</i> .	Construction
Construction	CMM13	Construction Hours	The undertaking of any construction work, including the entry and exit of construction and delivery vehicles at the site, is restricted to the following standard work hours: (a) Monday to Friday inclusive: Between 7.00am to 6.00pm; (b) Saturday: Between 8.00am to 1.00pm; and (c) Sunday and Public Holidays: No work permitted. Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the <i>Approved Methods for Measurement</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>and Analysis of Environmental Noise in NSW (EPA, 2022)</i>, works may also be undertaken during the following additional work hours: (d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and (e) Saturday: Between 1:00pm to 4:00pm. Construction work may be undertaken outside of the standard and additional work hours outlined above, but only if notification has been given to the occupiers of any land within a minimum of 80 metres of the site boundaries before undertaking the work or as soon as is practical afterwards, and only if it is strictly required: (f) By the police or a public authority for the delivery of vehicles, plant or materials; or (g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or	

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			(h) Where the works are completely inaudible at the nearest sensitive receiver; or (i) For the delivery, setup and removal of construction cranes, where notice of the crane related works is provided to Council and affected residents at least seven days prior to the works; or (j) Maintenance and repair of public infrastructure where disruption to essential services, required system conditions (such as low-flow conditions for sewers) and/or considerations of worker safety do not allow work within standard hours; or (k) Public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; and (l) where it is demonstrated and justified for the need to work	

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			outside the recommended construction hours. Except in emergencies, these circumstances are not to be interpreted as endorsement for work outside the recommended standard hours and should be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification. Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.	
Construction	CMM14	Construction Methods	Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours: (a) Monday to Friday inclusive: 9:00am to 12:00pm; (b) Monday to Friday inclusive: 2:00pm to 5:00pm; and	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(c) Saturday: 9:00am to 12:00pm.	
Construction	CMM15	Vibration During Construction	Vibration levels induced by demolition activities must be in accordance with the <i>AS4236 – Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites</i>. The operation of plant and equipment must not give rise to the transmission of vibration nuisance or damage to other premises. Prior to commencement of vibration-generating activities, a specific vibration monitor must be set up either at the property boundary or nearest sensitive receiver to monitor and record the vibration levels affecting buildings on adjacent land using the <i>Assessing Vibration: A Technical Guide (DECC, 2009)</i>. Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM16	Shoring & Adequacy of Adjoining Property	If the works involve an excavation that extends below the level of the base of the footings of a building, structure or work on adjoining land (including any structure or work within a road or rail corridor), under the advice of a suitably qualified engineer the works must: (a) Protect and support the building, structure or work from possible damage from the excavation, and (b) Where necessary, underpin the building, structure or work to prevent any such damage.	Construction
Soil & Water	SWMM1	Erosion and Sediment Control	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing <i>Managing Urban Stormwater, Soils and Construction Guidelines</i> (Blue Book). The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable relevant	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance Team on request.	
Soil & Water	SWMM2	Imported Fill Material	Imported fill must be compatible with the existing soil characteristics of the site and limited to the following: (a) Virgin excavated natural material (VENM); and/or (b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations (Waste) Regulation 2014; and/or (c) Material subject to a Waste Exemption under Clause 91 and Clause 92 of the Protection of the Environment Operations (Waste) Regulation 2014 and recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			works under the REF. Certificates from a suitably qualified person/contractor proving that the imported fill material complies with these requirements must be provided to the relevant DoE Project Lead prior to filling works.	
Soil & Water	SWMM3	Imported Mulch	Any imported mulch must comply with the <i>Resource Recovery Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014</i> and the <i>Mulch Order 2016</i> recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF. Mulch must not include physical or chemical contaminants and minimise harm to the environment through the introduction, spread or increase in any weed, disease or pest. A written statement provided by the supplier confirming compliance with the <i>Resource</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>Recovery Mulch Order 2016</i> is to be provided to the relevant DoE Project Lead prior to importing the mulch.	
Soil & Water	SWMM4	Groundwater	Should any unexpected groundwater be encountered during construction works, works are to cease immediately. Where groundwater needs to be removed, an approval may be required under the <i>Water Management Act 2000</i> .	Construction
Soil & Water	SWMM5	Stormwater Management System	The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must: (a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and (b) Ensure that the system has been designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 2019)</i> and	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>Landcom/Department of Housing Managing Urban Stormwater, Soils and Construction Guidelines (Blue Book).</i>	
Soil & Water	SWMM6	Acid Sulphate Soils	The management of potential and actual acid sulfate soils shall be conducted in accordance with <i>the Acid Sulfate Soil Guidelines (NSW Acid Sulphate Soils Management Advisory Committee, August 1998).</i>	Construction
Soil & Water	SWMM7	Stormwater Management System (Synthetic)	The operational stormwater management system must be designed by a suitably qualified civil engineer and must ensure that the system: - <i>is in accordance Department of Planning, Housing and Infrastructure's Guidelines for Division 5.1 assessments - Addendum for synthetic turf sports fields (May 2025),</i> capacity has been designed in accordance with the relevant Australian	Design and Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Standards; and - has been designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 20016)</i> and <i>Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines</i>. The system must also: - Include a surrounding solid kerb to prevent microplastic loss and overland runoff entering or exiting the sports field. - Include enclosed drainage system that collects all water from the sports field and surrounding areas. - Incorporation of stormwater treatment devices with a minimum 200-micron terminal screen filter system within the drainage system to capture microplastics. - Ensure that the system is capable	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			of managing leaf litter and other debris that may accumulate on the sports field.	
Trees	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and maintained in accordance with <i>AS 4970-2009 Protection of Trees on Development Sites</i> and are to remain in place until the completion of all construction work in the vicinity of the protected trees.	Construction
Trees	TMM2	Tree Protection	Vegetation identified for retention within adjacent properties, specifically the area directly north of the study area mapped as Native Vegetation Retention (NVR) should be clearly delineated as a 'No Go' zone with high visibility bunting.	Construction
Trees	TMM3	Ecology Clearance	All trees proposed to be removed are on biodiversity certified land. It is recommended that a pre-clearance survey is undertaken by a qualified	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			ecologist to identify fauna habitat features that may be present within trees to be removed. Habitat features present within trees may include hollows, stick nests and/or decorticated bark.	
Trees	TMM4	Ecology Clearance	If the pre-clearance survey identifies the presence of any habitat features within trees to be removed, it is recommended that a qualified ecologist will be on site to supervise the clearance of these trees. If required, the qualified ecologist will relocate any displaced fauna.	Construction
Visual & Amenity	VAMM1	External Materials	The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on visual amenity and ensure there is no increase in impacts identified in the visual amenity assessment in the REF. For enquiries on requirements please contact the DoE Design and	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Infrastructure Standards Team on DesignAndInfrastructureStandards@det.nsw.edu.au.	
Land Contamination	LCMM4	Unexpected Site Contamination	During construction works, should any unexpected contamination information or contaminants be identified which have the potential to alter previous site contamination assessments, conclusions and recommendations, the relevant DoE Project Lead must be immediately notified and works must cease in the location of the contamination. Works must not recommence until a suitably qualified and experienced contamination consultant has investigated the unexpected contamination and provided recommendations for the management of necessary remedial work required to render the site suitable for the activity in accordance with any relevant NSW EPA adopted guidelines. A Completion Certification	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			from the contamination consultant shall be submitted to the relevant DoE Project Lead prior to construction works re-commencing. Following completion of the remediation through implementation of the recommendations from the suitably qualified contamination consultation, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability. A copy of the Site Remediation and Validation Report is also to be provided to the relevant DoE Project Lead and DoE's Post Approval and Compliance Team. A notice of completion of remediation work must also be given to Council in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i>.	
Utilities & Infrastructure	UIMM1	Pre-Construction	A Pre-Construction Dilapidation Report must be prepared by a suitably	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Dilapidation Report	qualified expert and submitted to Council, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey), and assets/service infrastructure that is likely to be impacted by the works.	
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine disconnection and reconnection requirements. Where services or utilities are found not to be adequate to support the works, appropriate augmentation must be undertaken, subject to obtaining any required approvals or permits.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Utilities & Infrastructure	UIMM3	No Obstruction of Public Way	Building materials, machinery, vehicles, refuse, skip bins or the like must not be stored or placed in the public way (outside of any approved construction works zone) under any circumstances.	Construction
Utilities & Infrastructure	UIMM4	Pedestrian Access	Safe pedestrian access in and around the site shall remain unimpeded at all times. Required informative signage and directional information must be provided in appropriate locations ensuring pedestrian safety. Where necessary, traffic control measures will be implemented.	Construction
Utilities & Infrastructure	UIMM5	Post-Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any structural	Prior to the commencement of Operations of Buildings E and F.

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			damage to items assessed in the Pre-Construction Dilapidation Report. If the report determines that there is damage as a result of construction works the identified damage must repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	
Utilities & Infrastructure	UIMM6	Parking Availability and Access	TPHS and RPS school staff should be encouraged to choose public transport and carpool as much as possible during the construction period to limit the number of vehicles parking on and around the school site.	Construction
Utilities and Infrastructure	UIMM7	Parking Availability and Access	The contractor should investigate accommodation within the site compound or allowance for securing/leasing off-site parking for 50 light vehicles to minimise the impact on the availability of on-street parking.	Construction
Utilities and	UIMM8	Parking	Install additional bicycle/scooter	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Infrastructure		Availability and Access	parking to provide a safe and convenient place for students (and staff) to store their bicycles/scooters as an important part of encouraging mode shift to cycling.	
Utilities and Infrastructure	UIMM9	Parking Availability and Access	Pursue conversations with Blacktown City Council to install double barrier lines at the location of the kiss and drop on Riverbank Drive.	Construction
Utilities and Infrastructure	UIMM10	Parking Availability and Access	Appoint a STC for the first 12 months of operation. The STC will establish a STP Committee, develop a framework to guide ongoing STP implementation and educate the school community in accordance with the TAG to encourage active travel to school over car dependency.	Commencement of operations of Buildings E and F
Heritage	HMM1	Non-Aboriginal Heritage	If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction work, all work in the vicinity must cease and the area must	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			be appropriately protected. Materials should not be removed from the ground wherever possible. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to ascertain whether the finds are significant relics. Construction works cannot recommence in that area until advised by the archaeologist, in consultation with the DoE Heritage Team. Should significant relics be identified, external approvals to impact the relics may be required.	
Heritage	HMM2	Aboriginal Heritage	If any unexpected Aboriginal objects, sites or places (or potential Aboriginal objects, site or places) are discovered during any construction work, all works in the vicinity must cease and the area must be appropriately protected. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to assess the find in consultation with the	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Registered Aboriginal Parties (RAPs). Following the on-site assessment, the archaeologist and RAPs (if they attended the site) are to advise on whether further management, mitigation or approvals are required in consultation with the DoE Heritage Team. Should Aboriginal objects be identified, these are to be registered in the Aboriginal Heritage Information Management System (AHIMS). An Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.	
Heritage	HMM3	Human Remains	If human remains are identified, work must cease and the area around where the remains are found must be protected from all disturbance. Finds are not to be displaced from the location where they are found. The DoE Heritage Team is to be notified and a specialist archaeologist engaged to assess the find. If human skeletal	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			material less than 100 years old is discovered, the NSW Police are to be contacted in accordance with the <i>Coroners Act 2009</i>. Aboriginal burials (older than 100 years) are protected under the <i>National Parks and Wildlife Act 1974</i> and should not be disturbed. Should the skeletal material prove to be archaeological Aboriginal remains, Heritage NSW and the Local Aboriginal Land Council must be notified. Notification should also be made to the Commonwealth Minister for the Environment, under the provisions of the <i>Aboriginal and Torres Strait Islander Heritage Protection Act 1984</i>.	
Operational Management	OPMM1	Operation Waste Management Plan	Prior to the commencement of operations, any operational waste management measures shall be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored and disposed of	Prior to the commencement of Operations of Buildings E and F.

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	
Operational Management	OPMM2	Operation Stormwater Management Plan	Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include the following: (a) Maintenance schedule of all stormwater quality treatment devices, drainage infrastructure and overflow paths; (b) Record and reporting details; and (c) Work Health and Safety requirements. A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.	Prior to the commencement of Operations of Buildings E and F.

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Management	OPMM3	Operation Plant and Machinery Plan	All operational plant and equipment must be maintained and operated in proper and efficient manner and in accordance with the user manual.	During Operations of Buildings E and F.
Operational Management	OPMM4	Operation Plant and Machinery	Prior to the commencement of operations, it must be demonstrated by a suitably qualified acoustic engineer that noise associated with the operation of mechanical plant or machinery installed does not exceed the relevant project noise trigger levels.	Prior to the commencement of Operations of Buildings E and F.
Operational Management	OPMM5	Landscaping	Landscaping at the site associated with the works must be maintained. This includes the undertaking of: (a) Mulching (b) Concrete/paving maintenance and replacement (c) Outdoor furniture maintenance and replacement (d) Turf replacement	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(e) Planting and tree replacement (f) Planting and tree maintenance (trimming) (g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment	
Operational Management	OPMM6	Operational Traffic Noise	To manage traffic noise from Hambledon Road, detailed design shall investigate appropriate glazing system to Building E to manage traffic noise from Hambledon Road.	Prior to the commencement of Operations of Buildings E and F.
Operational Management	OPMM7	Operational Noise	The PA system should be designed with a downward speaker orientation and volume adjustments to minimise disturbance to nearby residences.	Prior to the commencement of Operations of Buildings E and F.
Operational Transport	OPTMM1	School Transport Plan	Prior to the commencement of operations, a School Transport Plan must be prepared to the satisfaction of the DoE Transport Planning Team. If	Prior to the commencement of Operations of Buildings E and F.

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			the school already has a School Transport Plan, the existing plan is to be reviewed and updated if necessary to reflect the impacts of the REF works, to the satisfaction of the DoE Transport Planning Team. A copy of the School Transport Plan is to be provided to the relevant DoE Project Lead for implementation during operations.	
Operational Flooding	OPFMM1	Operational Flood Emergency Response Management Plan	Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) is to be incorporated with the Emergency Management Plan and include the following: (a) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises. (b) School administration must undertake annual evacuation preparations and an evacuation	Prior to the commencement of Operations of Buildings E and F.

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			drill prior to the commencement of the wet season (typically November to April); (c) School administration to undertake responsibilities as set out in the FERP; and (d) Ensure that the Flood Warning Notice is maintained and permanently visible.	
Sustainability	SCMM1	Green Star Building Certification	Green Star Building certification must be obtained demonstrating that the activity achieves a minimum 5-star rating. Evidence of the certification must be provided to the DoE Sustainability Team. For enquiries on requirements please contact the DoE Sustainability Team on Sustainability.ESD@det.nsw.edu.au.	Within 12 months of commencement of Operations
Bushfire	BFMM1	Bushfire Protection	At the commencement of building works and in perpetuity all grounds within the subject property shall be	At all times

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			managed as an inner protection area (IPA) as outlined within Appendix 4 of 'Planning for Bush Fire Protection 2019' and the NSW Rural Fire Service's document 'Standards for asset protection zones'.	
Bushfire	BFMM2	Bushfire Attack Level	All new construction shall comply with sections 3 and 6 (BAL 19) of Australian Standard 3959 'Construction of buildings in bushfire-prone areas'.	Construction
Bushfire	BFMM3	Bushfire Emergency Management and Evacuation Plan	A bushfire emergency management and evacuation plan must be prepared consistent with the NSW Rural Fire Service guidelines.	Prior to the commencement of operations of Buildings E and F.
Synthetic Turf	STMM1	Heat Mitigation	Surface heat effects from synthetic turf sports fields shall be mitigated through the following measures: (a) Selection of synthetic turf infill materials that minimise heat absorption and retention;	Design and Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(b) Investigation of organic components or liquid cooling systems to be incorporated into the synthetic turf surface design where feasible; and (c) Large scale tree planting around the synthetic turf facility to provide natural shading and cooling through evapotranspiration. The selection of infill materials and any organic components or cooling systems shall be demonstrated to reduce surface temperatures compared to standard synthetic turf installations and shall be certified by the synthetic turf manufacturer as compatible with the intended sporting use.	
Synthetic Turf	STMM2	Lifecycle Greenhouse Gas Assessment	Prior to construction, a lifecycle greenhouse gas assessment of the synthetic turf sports field installation shall be undertaken by a suitably qualified environmental consultant. The	Prior to construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			assessment shall evaluate the contribution to greenhouse gas emissions through the complete lifecycle including: (a) Manufacturing of synthetic turf materials and components; (b) Transportation of materials to site; (c) Installation and construction processes; (d) Operational maintenance requirements over the expected lifespan; (e) End-of-life disposal or recycling processes; and (f) Comparison with equivalent natural turf maintenance emissions over the same timeframe. The assessment shall identify opportunities to minimise lifecycle greenhouse gas emissions and recommend measures to offset	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			unavoidable emissions. The assessment report shall be provided to the relevant DoE Project Lead and DoE's Post Approval and Compliance Team.	
Synthetic Turf	STMM3	Management Plan	A Synthetic Turf Management Plan shall be developed and maintained by qualified and experienced specialists. The Management Plan shall include: (a) Maintenance schedule and procedures for synthetic turf surface, infill, and drainage systems; (b) Inspection protocols and frequency for identifying wear, damage, or contamination; (c) Procedures for managing and replacing infill materials to prevent loss into stormwater systems; (d) Cleaning and sanitisation protocols including equipment and chemical management;	Prior to construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(e) End-of-life planning including disposal or recycling procedures in accordance with the End of Life (EOL) Management Plan required under Material Selection and Management measures; (f) Training requirements for maintenance personnel; (g) Record keeping and reporting procedures; (h) Emergency response procedures for damage, contamination, or health and safety incidents; and (i) Performance monitoring criteria and corrective action procedures. The Management Plan shall be prepared by suitably qualified specialists with demonstrated experience in synthetic turf installation and maintenance. The Plan shall be reviewed and updated annually or following any significant incidents or	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			changes to the facility.	
Synthetic Turf	STMM4	Stormwater Treatment Devices	Stormwater treatment devices must be fitted into drainage systems to mitigate leaching of chemicals and microplastics into the environment. Device performance should be independently tested and verified, both in controlled conditions and in the sports field, such testing undertaken by an appropriately experienced, equipped, and independent organisation. Testing and verification shall occur prior to commencement of operations and at regular intervals as specified in the ongoing maintenance plan. Test results and verification certificates shall be provided to the DoE's Post Approval and Compliance Team.	Construction and Operations
Synthetic Turf	STMM5	Soil Health Assessment	An assessment of the impact of the proposed synthetic turf sports field installation on soil health is to be	Prior to construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			undertaken by a soil scientist and proposed mitigation measures for any impacts incorporated into the synthetic turf surface design where feasible.	
Synthetic Turf	STMM6	Environmental Compliance	All works must comply with the Australian Standard technical report SA TR CEN 17519:2021 'Surfaces for sports areas — Synthetic turf sports facilities — Guidance on how to minimise infill dispersion into the environment' for further guidance.	Throughout

Dictionary

Term	Definition
Aboriginal object	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Aboriginal place	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Bushfire prone land	Land mapped on a bushfire prone land map as being subject to bushfire hazard. If part but not all of a lot is mapped as being subject to bushfire hazard, only the specific part of the lot that is mapped as being subject to bushfire hazard is bushfire prone land.
Category 1 Remediation	Remediation work needing consent that is: (a) designated development, or (b) carried out or to be carried out on land declared to be a critical habitat, or (c) likely to have a significant effect on a critical habitat or a threatened species, population or ecological community, or (d) development for which another State environmental planning policy or a regional environmental plan requires development consent, or

	(e) carried out or to be carried out in an area or zone to which any classifications to the following effect apply under an environmental planning instrument: (i) coastal protection, (ii) conservation or heritage conservation, (iii) habitat area, habitat protection area, habitat or wildlife corridor, (iv) environment protection, (v) escarpment, escarpment protection or escarpment preservation, or escarpment preservation, (vi) floodway, (vii) littoral rainforest, (viii) nature reserve, (ix) scenic area or scenic protection, (x) wetland, or (f) carried out or to be carried out on any land in a manner that does not comply with a policy made under the contaminated land planning guidelines by the council for any local government area in which the land is situated (or if the land is within the unincorporated area, the Minister).
Category 2 Remediation	Remediation work not needing consent that is:

	(a) a remediation work that is not a work of a kind described as Category 1 remediation, or (b) a remediation work (whether or not it is a work of a kind described as Category 1 remediation that: (i) by the terms of a remediation order, is required to be commenced before the expiry of the usual period under the <u>Contaminated Land Management Act 1997</u> for lodgement of an appeal against the order, or Note — The usual period for lodgement of an appeal is 21 days or a period prescribed instead by regulations made under the Contaminated Land Management Act 1997. (ii) may be carried out without consent under another State environmental planning policy or a regional environmental plan (as referred to in section 4.16(4)), or (iii) is carried out or to be carried out by or on behalf of the Director-General of the Department of Agriculture on land contaminated by the use of a cattle dip under a program implemented in accordance with the recommendations or advice of the Board of Tick Control under Part 2 of the Stock Diseases Act 1923, or (iv) is carried out or to be carried out under the Public Land Remediation Program administered by the Broken Hill Environmental Lead Centre.
Certification of Crown building work	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
Construction	All physical work to enable operation including (unless specifically excluded by a Mitigation Measures) but not limited to the demolition and removal of buildings, the carrying out of works for the purposes of the activity, including bulk earthworks, and erection of buildings and other infrastructure permitted by this REF determination, but excluding:

	• Building and road dilapidation surveys; • Investigative drilling or investigative excavation; • Archaeological Salvage; • Establishing temporary site offices (in locations identified by the Mitigation Measures of this REF determination); • Installation of environmental impact mitigation measures, fencing, enabling works; and • Minor adjustments to services or utilities.
Demolition	The deconstruction and removal of buildings, sheds and other structures on the site.
DoE	Department of Education
Environment	Includes all aspects of the surroundings of humans, whether affecting any human as an individual or in his or her social groupings.
Green Star	The building sustainability rating scheme management by the Green Building Council of Australia.
Post Approval and Compliance	To contact the Post Approval and Compliance Team email postapproval@det.nsw.edu.au
Gross Floor Area	Refer to the National Construction Code 'Gross Floor Area' definition.
Project Lead	The DoE primary contact for the project i.e. Project Director or Asset Manager.

Reasonable	Means applying judgement in arriving at a decision, considering mitigation, benefits, costs of mitigation versus benefits provided, community views, and the nature and extent of potential improvements.
REF	Review of Environmental Factors
Suitably qualified person	A professional with the necessary qualifications having regard to the nature of their technical services.