

Social Impact Assessment Policy

Council Policy

Policy Name: Social Impact Assessment Policy	Policy Number: POL-0092-V02
Date Adopted: 26 April 2016	Review Date: 26 April 2019
Policy Owner: Group Manager Community Connections	

Contents:

1. Policy Statement/Objective(s)

Shellharbour City Council is committed to ensuring positive outcomes for the community through effective development assessment, corporate policy and land use policy. This policy applies to all Social Impact Assessments relating to Development Proposals, proposals of Council, Planning Proposals, plans, reports, policies, strategies and projects within the Shellharbour Local Government Area.

The objective of a Social Impact Assessment is to manage proposals, policies, strategies, Planning Proposals and projects and identify how they can be improved and what these improvements might be. Shellharbour City Council has adopted this Social Impact Assessment Policy to assist in making important decisions about:

- strategic plans
- Development Applications
- Planning Proposals
- masterplans
- changes to permitted land uses
- allocation of resources
- development of strategies, policies, reports and programs to support the wellbeing of residents

Objectives

By incorporating Social Impact Assessments into Council's planning processes, the community stands to benefit through the following:

- Optimising the social benefit of development activity
- Minimising negative externalities associated with land development
- Enhancing community safety and the perception of safety
- Ensuring community needs are met in an equitable and inclusive way and that the environment, social and economic qualities of the local area are enhanced as a result of development activity
- Facilitating better community engagement and community feedback
- Creating opportunity for greater understanding of certain planned development activity within the community

2. Scope

This policy applies to all Social Impact Assessments in relation to Development Proposals, proposals of Council, Planning Proposals, plans, reports, policies, strategies and projects within the Shellharbour Local Government Area.

This policy identifies three separate categories for Social Impact Assessments, including Development Assessment, Corporate Policy and Land Use Policy. These categories have different scopes and social impact assessment methodologies, as outlined in Figure 1.

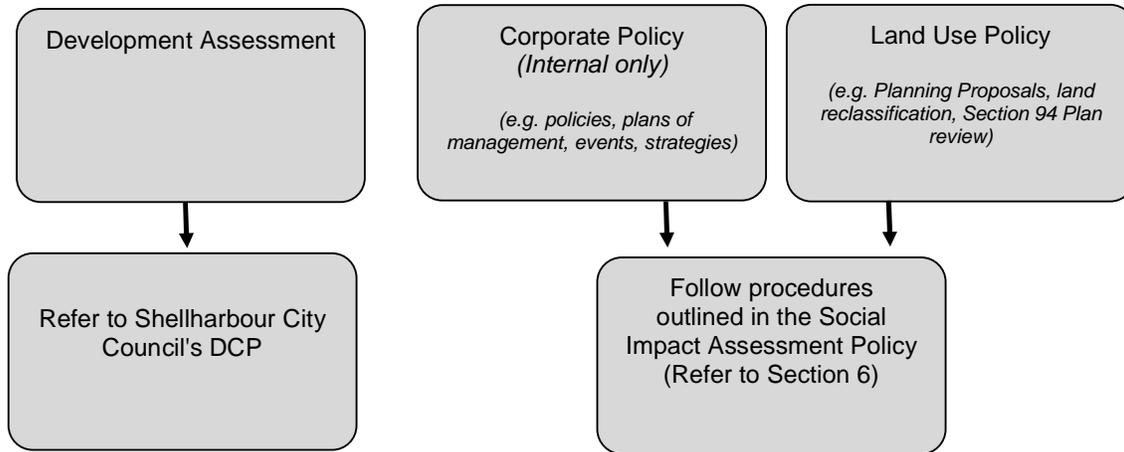


Figure 1: Scope of the Social Impact Assessment Policy

What do we mean by 'Development Assessment'?

Council has a statutory obligation to consider the social impact of all Development Proposals. A Social Impact Assessment should accompany a development application for certain types of the following development types:

- Any mixed commercial/residential development
- Any development requiring the preparation of a master or precinct plan
- Subdivisions
- Medium density developments
- Student accommodation, boarding houses and backpackers
- Commercial/retail/industrial development
- Tourist and visitor accommodation facilities, including caravan parks and camp grounds
- Motels and hotels
- Public car parks
- Educational establishment
- Recreation facilities
- Places of public worship
- Major infrastructure proposals
- Accommodation for seniors and people with a disability
- Community facilities (any new community facilities or removal of such facilities)
- Licensed premises and bottle shops
- Medical centres
- Sex services premises

- Correctional centres
- Other development that Council considers may have a significant social impact e.g. preparation of building design guidelines

Shellharbour City Council's Development Control Plan (DCP) outlines what level of Social Impact Assessment is required for each type of development. For all Development Proposals, individuals should refer to Council's DCP and follow the requirements and steps for undertaking a Social Impact Assessment outlined in the DCP. Please refer to Council's [Development Control Plan](#) for more information.

What do we mean by 'Corporate Policy'?

Social Impact Assessments should be carried out for all internal Shellharbour City Council Corporate Policy areas that may have an impact on people and places within the Shellharbour Local Government Area, which are not covered by the DCP. These include (but are not limited to):

- Major studies, strategy documents and plans
- Allocation of resources
- The development of policies, programs and reports which directly affect the community
- The siting and development of community facilities
- The development of management plans for Council-owned land
- The development of open space networks and recreational facilities
- Local traffic management schemes
- Community events

The methodology outlined in Section 6 of this policy should be followed.

What do we mean by 'Land Use Policy'?

Social Impact Assessments should also be conducted for areas involving land use in the Shellharbour Local Government Area, which are not covered by the DCP. These include (but are not limited to) the following:

- Planning proposals (including rezoning and changes to permitted land uses)
- Land reclassification proposals (under the Local Government Act)
- Section 94 Plan review

The methodology outlined in Section 6 of this policy should be followed.

3. References

Shellharbour City Council has a responsibility to consider social impacts under the following legislation:

Environmental Planning and Assessment Act 1979

Council has a statutory obligation under the provisions of Section 79C of the Environment Planning and Assessment Act to consider the social impact of a proposal when assessing a specific Development Application.

The NSW Liquor Act 2007

The NSW Liquor Regulation 2008, which sits under the NSW Liquor Act 2007, requires that Council is notified when an application for a new liquor licence has been received by the Office of Liquor, Gaming and Racing (OLGR). The applicant must also contact Council up to two days following a submission of a Community Impact Statement to the OLGR, as part of

the application. The OLGR will accept comments for a period of 30 days following the lodgement of a Community Impact Statement.

Local Government Act 1993

The Local Government Act 1993 states that Council must exercise its functions in a manner that is consistent with and promotes social justice principles of equity, access, participation and rights.

Disability Discrimination Act

The Federal Disability Discrimination Act 1992 provides protection for everyone in Australia against discrimination based on disability. It encourages everyone to be involved in implementing the Act and to share in the overall benefits to the community and the economy that flow from participation by the widest range of people.

Building Code of Australia

The Building Code of Australia (BCA) is a uniform set of technical provisions for the design and construction of buildings and other structures throughout Australia. The BCA is produced and maintained by the Australian Building Codes Board (ABCB), and given legal effect through the Building Act 1975. The introduction of the *Premises Standard 2010* (Access Code) and the disability access provisions included in the Building Code of Australia will cause extra disability access and safety provisions to all new and upgraded buildings in Australia.

Work Health and Safety Act

The main objective of this Act is to provide for a balanced and nationally consistent framework to secure the health and safety of workers and workplaces.

Equal Employment Opportunity Act

The Equal Employment Opportunity Act aims to achieve a workforce where people's job prospects and job choice are determined by their skills, experience and abilities regardless of their sex, race, ethnic origin, age or other things irrelevant to the job.

United Nations Convention on the Rights of the Child

The United Nations Convention on the Rights of the Child was developed in 1989 and is the first legally binding international instrument to incorporate the full range of human rights for children, including civil, cultural, economic, political and social. The four core principles of the Convention are: non-discrimination, devotion to the best interests of the child, the right to life, survival and development, and respect for the views of the child.

Other useful Social Impact Assessment guides include:

Vanclay F et al., 2015, *Social Impact Assessment: Guidance for assessing and managing the social impacts of projects*, SIA Hub, International Association for Impact Assessment, April,
<http://www.socialimpactassessment.com/resourcescat.asp?type=Guides%20and%20tools>

Ziller, A, 2013, *The new social impact assessment handbook*, Australia Street Company,
<http://www.newsocialimpact.com.au>

International Association for Impact Assessment 2003, *International Principles for Social Impact Assessment*,
<https://www.iaia.org/publicdocuments/specialpublications/SP2.pdf?AspxAutoDetectCookieSupport=1>

4. Definitions

Social Impact Assessment refers to the assessment of the social consequences of a proposed decision or action (Development Proposals, proposals of Council, Planning Proposals, plans, reports, policies, strategies and projects), particularly the impacts on affected groups of people and on their way of life, life chances, health, cultural and capacity to sustain these (*Planning Institute Australia, SIA National Position Statement, June 2009*).

Social impacts are a change to one or more of the following:

- *People's way of life*: How they live, work, play and interact with one another day-to-day
- *Their culture*: Their shared beliefs, customs, values and language or dialect
- *Their community*: Its cohesion, stability, character, services and facilities
- *Their political systems*: The extent to which people are able to participate in decision-making that affects their lives, the level of democratisation that is taking place, and the resources provided for this purpose
- *The environment*: The quality of the air and water that people use; the availability and quality of the food they eat; the level of hazard or risk, dust and noise they are exposed to; the adequacy of sanitation, their physical safety, and their access to and control over resources
- *Health and wellbeing*: Health is a state of complete physical, mental, social and spiritual wellbeing and not merely the absence of disease or infirmity
- *Personal and property rights*: Particularly whether people are economically affected, or experience personal disadvantage which may include a violation of their civil liberties
- *Fears and aspirations*: Perceptions about safety, fears about the future of their community, and their aspirations for their future and the future of their children.

(*International Association for Impact Assessment, 2003*)

5. Variation and Review

Council reserves the right to review, vary or revoke this policy.

Review History

Date Policy first adopted – Version 1	2001
Date amendment adopted – Version 2	2016

6. Policy

This policy sets out a number of requirements for due diligence in Social Impact Assessment. These are outlined below.

Methodology

Social Impact Assessments should be carried out where the proposal/policy is likely to have:

- a. A distinct (either positive or negative) effect on a particular social group
- b. An identifiable effect on the social composition and/or character of the locality
- c. An identifiable effect on the availability and use of existing community services, facilities and land, and/or may require the provision of such services, facilities and land.

Council's DCP must be referred to for all Development Assessments and the recommended steps and requirements outlined in the DCP should be undertaken.

For all projects, Planning Proposals, plans, reports and strategies falling under Corporate Policy and Land Use Policy areas, the following process should be followed to conduct the Social Impact Assessment. A checklist has also been developed to provide an outline of the steps in conducting a Social Impact Assessment. Shellharbour City Council Community Connections officers will still be available to provide any advice or answer questions of the applicant or proponent.

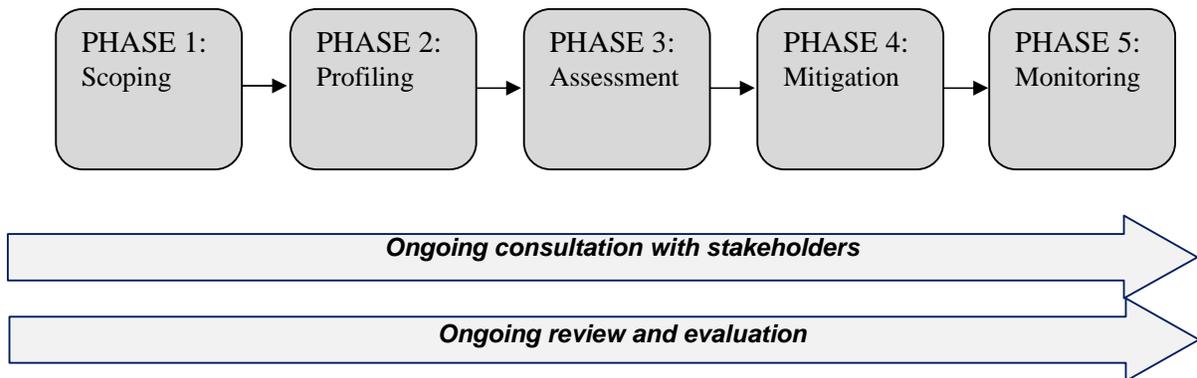


Figure 2: Social Impact Assessment phases

Phase 1: Scoping (Define study boundaries, identify issues, and affected interest groups)

Phase one involves providing information about the proposal, plan, strategy, report and the initial consideration of possible social issues. It should clearly identify:

- The study boundaries, including physical, social and economic areas
- Likely areas of impact, including an examination of the surrounding land uses
- Key issues of concern relating to the project
- The stakeholders in the proposal including not only the developer but also affected individuals, groups or communities and the way in which such stakeholders are to be included in the assessment process e.g. Aboriginal people, children, young people, older people, people with a disability, people who are homeless
- The likely scale and timing of impacts (positive and negative)

At this stage of the process, Council would expect some form of community engagement to take place with key individuals and groups in the identification of issues. Public participation will also ensure thorough consideration of all issues and indicate the opposition of the proposal. It is essential that the information is presented in a format that is understood by the affected community. In some cases, it may be necessary for information to be translated into other languages or involve specialists or consultants to explain technical issues in plain English.

There are a range of community engagement ideas that can be utilised, including: public meetings, formal committees of Council, presentations to groups, community liaison groups, workshops or focus groups, information kiosks, surveys, telephone hotlines, notification to adjoining and affected residents, media advertising and brochures or newsletters. Please refer to Council's [Community Engagement Toolkit](#) for more information.

Phase 2: Profiling (Describe existing social conditions and establish baseline data against which impacts can be identified)

This phase of the assessment should essentially provide a description of the social characteristics of the affected community and should also provide a preliminary investigation of possible issues. It is expected that the information gained for the community profile will have a broad research scope, utilising a range of statistical data as well as descriptions of community groups and networks.

A social profile should be representative of the scale and nature of the proposal and should include at least some of the following information:

- Population change, including size, age structure, households and characteristics
- Mobility and access
- Economic assessment of the area
- Provision of facilities and services including recreational, cultural and social
- Community character, identity and amenity
- Crime and safety statistics
- Accommodation and housing
- Availability of transport and access to health and community services and facilities
- Cultural, economic and community health and wellbeing
- Linkages between the development and the existing community
- Needs of particular target groups
- Perception of risks and fears

For information on where to access data and information required to conduct a Social Impact Assessment, please see Attachment 1. These data sources are hyperlinked in this document to assist in easily accessing relevant information.

Phase 3: Assessment (Prediction and ranking of the social impacts and their significance that may result)

This phase involves a detailed examination of the identified impacts (both positive and negative) including the intensity, duration and measurement of these issues. The impacts that have been identified through phase one and two, can now be categorised, evaluated and prioritised.

The assessment phase needs to address:

- Who will be affected?
- How will they be affected?
- How long will the impacts last?
- What level of social change will occur as a result of the impact?

These should be addressed on the basis of the future environment with and without the proposal, plan, policy, strategy. Some examples of likely impacts could include:

- Changes in demand for community facilities and services
- Accessibility to social and community facilities
- Real and perceived safety of residents within the identified area
- Increase in traffic and noise
- Change in household choice, shopping, recreational facilities and services
- Change to lives of specific groups e.g. Aboriginal people, children, young people, older people, people with a disability, people who are homeless
- Employment opportunities
- Effects on the wider community and economy
- Changes to community values, traditions, lifestyles/culture
- Changes in affordability of goods and services e.g. housing

Once predicted, impacts should be assessed on their level of importance. In order to fully understand the comparative impact of the proposal it is essential that the proposal be examined in relation to available alternatives. In this regard, the assessment must include an examination and comparison of the alternatives to the proposal and their impact on the social environment. This may involve assigning a weighting or ranking of the impacts, a cost benefit analysis or another form of comparison.

For further information on potential positive and negative impacts in relation to Development Assessments, see table A13 of Shellharbour City Council's DCP.

Phase 4: Mitigation (Identify ways of mitigating potential negative impacts or enhancing positive impacts)

The mitigation phase requires a demonstration as to how negative social impacts have been mitigated or the proposal, plan, policy, report has been modified to reflect the findings of the Social Impact Assessment. Mitigation measures should aim to minimise the impact of the proposal, should pay specific attention to the particular characteristics of the community which will be affected, as well as be clear and achievable.

Phase 5: Monitoring (Monitor and review the cumulative and ongoing impacts)

Where necessary, this phase should involve monitoring and reviewing the cumulative social impacts of the proposal.

Qualifications and expertise

Social Impact Assessment should be undertaken by appropriately experienced personnel using social science methodologies and, where relevant, with public involvement. Council expects that the Social Impact Assessment preparer has a sound understanding of the applied social science methods required.

Independent advice

Council may obtain independent advice regarding any project, Planning Proposal, plan, report or strategy that is controversial or will result in a significant change to land use, program or service delivery. Independent advice may be in the form of an external review of a Social Impact Assessment submitted by a proponent.

Where the matter is highly controversial and/or involves significant expenditure of public funds and/or where Council's Development Assessment staff has assessed the Social Impact Assessment prepared by the applicant or proponent as inaccurate, inadequate, or incomplete, Council may require further work to be undertaken by the applicant or proponent.

When Council is the proponent of a significant proposal or project it may:

- engage a suitably qualified person to prepare a Social Impact Assessment
- submit the Social Impact Assessment to an independent for review as to its adequacy and completeness

7. Related Forms

Conducting a Social Impact Assessment Checklist

Note: Related forms can be located Online under "Forms"

8. Attachments:

Attachment 1: Data sources

Policy Authorised by:

Name: Council resolution Minute No. 90

Date: 26 April 2016

Checklist for Conducting a Social Impact Assessment

Determine where the project fits

Does your project/proposal relate to a Development Assessment?	<i>Refer directly to Shellharbour's Development Control Plan for further information</i>
Does your project/proposal relate to Corporate Policy (Internal Staff Only)?	<input type="checkbox"/>
Does your project/proposal relate to Land Use Policy?	<input type="checkbox"/>

Define study boundaries, identify issues and affected interest groups (scoping)

Identify the study boundaries (physical, social and economic areas)	<input type="checkbox"/>
Identify likely areas of impact	<input type="checkbox"/>
Outline key issues of concern relating to the project	<input type="checkbox"/>
Identify the stakeholders in the project (individuals, groups and communities) e.g. Aboriginal people, children, young people, older people, people with a disability	<input type="checkbox"/>
Conduct community engagement with key individuals/groups to assist in identifying issues and potential areas of impact e.g. Aboriginal people, children, young people, older people, people with a disability	<input type="checkbox"/>
Outline the likely scale and timing of impacts (positive and negative)	<input type="checkbox"/>

Describe existing conditions and establish baseline data against which impacts can be identified (profiling)

Describe social characteristics (using relevant data) of the affected community, including: <ul style="list-style-type: none"> Population change, including size, age structure, households and characteristics Mobility and access Economic assessment of the area Provision of services and facilities, including recreational, cultural and social Community character, identity and amenity Crime and safety statistics Accommodation and housing Availability of transport Cultural, economic and community health and wellbeing Linkages between the development and the existing community Needs of particular target groups Perception of risks and fears 	<input type="checkbox"/>
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Predict and rank the social impacts and their significance (assessment)

Assess the following: <ul style="list-style-type: none"> Who will be affected? How long will they be affected? How long will the impacts last? What level of social change will occur as a result of the impacts? 	<input type="checkbox"/>
Predict likely impacts, including: <ul style="list-style-type: none"> Changes in demand for community facilities and services Accessibility to social and community facilities Real and perceived safety of residents within the identified area Increase in traffic and noise Change in household choice, shopping, recreational facilities and services Change to lives of specific groups e.g. Aboriginal people, children, young people, older people, people with a disability Employment opportunities Impacts on the wider community and economy Changes to community values, traditions, lifestyles/culture Changes in affordability of goods and services e.g. housing 	<input type="checkbox"/>
Assess impacts on their level of importance (assign a weighting/ranking of the impacts, a cost benefit analysis or another form of comparison)	<input type="checkbox"/>

Identify ways of mitigating potential negative impacts or enhancing positive impacts (mitigation)

Demonstrate how negative social impacts have been mitigated or the proposal/plan/policy/report has been modified to reflect the findings of the social impact assessment

Monitor and review the cumulative and ongoing impacts (monitoring)

Monitor and review the cumulative social impacts of the proposal

Contact Shellharbour City Council's Community Planning Officer on (02) 4221 6111 if you have any questions regarding conducting a Social Impact Assessment.

Social Impact Dimension	Elements for consideration	Possible data sources
Population characteristics	<ul style="list-style-type: none"> • Changes to the demographic composition of the local community (increases, decreases, rate of change) • Change to cultural profile • Change to socio-economic profile (labour force participation, occupation, family structure, etc.) • Influx or outflux of temporary or permanent residents • Changes to the population evolving over time (future generations) 	Shellharbour Community Profile, Atlas and Forecast ABS Census Data Health Statistics NSW Shellharbour IRIS Community Survey Illawarra Multicultural Services Remplan Department of Immigration and Citizenship Settlement Database Shellharbour's End of Term Report Illawarra Shoalhaven Local Health District
Target group	<ul style="list-style-type: none"> • Aboriginal people • Children • Young people • Families • Older people • People with disabilities • People from culturally and linguistically diverse backgrounds • Women • Men • People who are homeless 	Shellharbour's Community Strategic Plan 2013-23 Shellharbour Community Profile, Atlas and Forecast Shellharbour Connect Website Shellharbour Kids Website ABS Census Data Closing the Gap Shellharbour City Council's Statement of Commitment to Aboriginal Australians Advocate for Children and Young People Department of Ageing, Disability and Home Care Healthy Cities Illawarra Enabling Environments

Health and wellbeing	<ul style="list-style-type: none"> • Environmental health (noise, smell, visual impacts) and exposure to health risks • Food security - Access to healthy, affordable food environments that encourage participation in a healthy lifestyle • Environments that are conducive to alternative modes of transportation and encourage physical activity • Access and advertising in relation to takeaway food, tobacco and alcohol outlets • Provision of parent's room for changing young babies and breast feeding in public facilities 	Health Statistics NSW Shellharbour Community Indicators Australian Government Department of Human Services - Centrelink ABS Census Data NSW Multicultural Health Communication Service Premier's Council for Active Living National Heart Foundation Healthy Cities Illawarra Premier's Council for Active Living
Public transport	<ul style="list-style-type: none"> • Accessibility to public transport • Location of routes and stops • Provision of appropriate infrastructure • Opportunity to utilise alternative means of transportation (including walking and cycling) 	Bureau of Transport Statistics Transport for NSW ABS Census Data Shellharbour's End of Term Report Premier's Council for Active Living National Heart Foundation NSW Healthy Urban Development Checklist
Access to human services and facilities	<ul style="list-style-type: none"> • Change or availability of appropriate social infrastructure • Connectivity or access to local shops, schools, community and health services and facilities • Availability of services for various population cohorts • Equitable access and affordability • Access to general practitioners, primary health care and community based health services 	Shellharbour Connect Website Australian Department of Human Services – Family and Community Services Illawarra Forum Health Statistics NSW Shellharbour's End of Term Report

Social cohesion and harmony	<ul style="list-style-type: none"> • Opportunities to have/build social networks • Participation in community life • Environments that foster social cohesion and community connections Inclusiveness versus alienation, creation of exclusivity or inequality • Tolerance of diversity • Potential for conflict or tensions • Density and locality of alcohol outlets 	Shellharbour's Community Strategic Plan 2013-2023 Shellharbour IRIS Community Survey Shellharbour's End of Term Report
Community and spatial identity	<ul style="list-style-type: none"> • Aesthetics and visual impact • Amenity • Sense of place • Objectives for specific neighbourhoods (including place-based plans) • Spaces to accommodate community event, cultural programs, plazas • Public areas with diversity of spaces for social activities/groups reflection and quiet places 	Shellharbour's Community Strategic Plan 2013-2023 Shellharbour IRIS Community Survey Shellharbour's End of Term Report
Culture and heritage	<ul style="list-style-type: none"> • Religious practices • Continuity of local culture • Cultural life • Continuity or effects on local history 	Shellharbour's Community Strategic Plan 2013- 2023 NSW Ministry for the Arts Shellharbour Community Profile, Atlas and Forecast ABS Census Data Shellharbour Community Indicators Remplan
Housing	<ul style="list-style-type: none"> • Affordability of housing • Housing diversity • Housing adaptability • Appropriateness of housing (population groups, incomes groups, etc.), change in housing needs • Relocation or dislocation of existing residents 	Shellharbour Community Profile, Atlas and Forecast ABS Census Data Housing NSW Real Estate Institute Shellharbour's End of Term Report NSW Healthy Urban Development Checklist

Employment and Education	<ul style="list-style-type: none"> • People's rights to access to appropriate employment and educational or training opportunities • Local employment generation and diversity in employment • Availability of appropriately qualified workers 	Shellharbour IRIS Community Survey Australian Government Department of Human Services - Centrelink Department of Education and Communities ABS Census Data Shellharbour's End of Term Report Remplan
Participation and rights	<ul style="list-style-type: none"> • Ability for communities to participate in the development of their local community • Level of democratisation and perceptions of governance (credibility, accountability etc.) • Violation of civil liberties • Economic disadvantage 	ABS Census Data Shellharbour's End of Term Report
People's fears and aspirations	<ul style="list-style-type: none"> • The extent to which people understand the development and its impact on their way of life • People's fears about the future of their community • Perceptions of risk 	Shellharbour IRIS Community Survey Shellharbour's End of Term Report
Safety	<ul style="list-style-type: none"> • Perceptions of safety • Actual incidence of crime 	Bureau of Crime Statistics and Research Shellharbour IRIS Community Survey Shellharbour Community Profile, Atlas and Forecast Shellharbour's End of Term Report Shellharbour's Crime Prevention Plan
Open space and recreation	<ul style="list-style-type: none"> • Access and connectivity to leisure and recreational opportunities • Access and connectivity to open natural public space and built public space • Change in built public space 	Shellharbour IRIS Community Survey Open Space, Recreation and Community Facilities Needs Study Report Shellharbour's End of Term Report

Interruptions to the way people live their lives	<ul style="list-style-type: none">• Daily living patterns• Movement patterns	Bureau of Transport Statistics Transport for NSW Department of Planning and Environment Road and Maritime Services Shellharbour's End of Term Report
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Checklist for Conducting a Social Impact Assessment	
<i>Determine where the project fits</i>	
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Does your project/proposal relate to Land Use Policy?	<input type="checkbox"/>
<i>Define study boundaries, identify issues and affected interest groups (scoping)</i>	
Identify the study boundaries (physical, social and economic areas)	<input type="checkbox"/>
Identify likely areas of impact	<input type="checkbox"/>
Outline key issues of concern relating to the project	<input type="checkbox"/>
Identify the stakeholders in the project (individuals, groups and communities) e.g. Aboriginal people, children, young people, older people, people with a disability	<input type="checkbox"/>
Conduct community engagement with key individuals/groups to assist in identifying issues and potential areas of impact e.g. Aboriginal people, children, young people, older people, people with a disability	<input type="checkbox"/>
Outline the likely scale and timing of impacts (positive and negative)	<input type="checkbox"/>
<i>Describe existing conditions and establish baseline data against which impacts can be identified (profiling)</i>	
Describe social characteristics (using relevant data) of the affected community, including: <ul style="list-style-type: none"> • Population change, including size, age structure, households and characteristics • Mobility and access • Economic assessment of the area • Provision of services and facilities, including recreational, cultural and social • Community character, identity and amenity • Crime and safety statistics • Accommodation and housing • Availability of transport • Cultural, economic and community health and wellbeing • Linkages between the development and the existing community • Needs of particular target groups • Perception of risks and fears 	<input type="checkbox"/>
<i>Predict and rank the social impacts and their significance (assessment)</i>	
Assess the following: <ul style="list-style-type: none"> • Who will be affected? • How long will they be affected? • How long will the impacts last? • What level of social change will occur as a result of the impacts? 	<input type="checkbox"/>
Predict likely impacts, including: <ul style="list-style-type: none"> • Changes in demand for community facilities and services • Accessibility to social and community facilities • Real and perceived safety of residents within the identified area • Increase in traffic and noise • Change in household choice, shopping, recreational facilities and services • Change to lives of specific groups e.g. Aboriginal people, children, young people, older people, people with a disability • Employment opportunities • Impacts on the wider community and economy • Changes to community values, traditions, lifestyles/culture • Changes in affordability of goods and services e.g. housing 	<input type="checkbox"/>
Assess impacts on their level of importance (assign a weighting/ranking of the impacts, a cost benefit analysis or another form of comparison)	<input type="checkbox"/>
<i>Identify ways of mitigating potential negative impacts or enhancing positive impacts (mitigation)</i>	
Demonstrate how negative social impacts have been mitigated or the proposal/plan/policy/report has been modified to reflect the findings of the social impact assessment	<input type="checkbox"/>
<i>Monitor and review the cumulative and ongoing impacts (monitoring)</i>	
Monitor and review the cumulative social impacts of the proposal	<input type="checkbox"/>

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