
Appendix E

Social Impact Assessment Worksheet

Social Impact Assessment (SIA) Worksheet

Project name: Hunter Transmission Project

Date:

CATEGORIES OF SOCIAL IMPACTS		POTENTIAL IMPACTS ON PEOPLE			PREVIOUS INVESTIGATION OF IMPACT	CUMULATIVE IMPACTS			ELEMENTS OF IMPACTS - Based on preliminary investigation					ASSESSMENT LEVEL FOR EACH IMPACT					PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES	
what social impact categories could be affected by the project activities	What impacts are likely, and what concerns/aspirations have people expressed about the impact? Summarise how each relevant stakeholder group might experience the impact. NB. Where there are multiple stakeholder groups affected differently by an impact, or more than one impact from the activity, please add an additional row.	Is the impact expected to be positive or negative	Preliminary impact definition		Has this impact previously been investigated (on this or other projects)?	If "yes - this project," briefly describe the previous investigation. If "yes - other project," identify the other project and investigation	Will this impact combine with others from this project (think about when and where), and/or with impacts from other projects (cumulative)?	If yes, identify which other impacts and/or projects	Will the project activity (without mitigation or enhancement) cause a material social impact in terms of its characteristics. You can also consider the various magnitudes of these characteristics					Level of assessment for each social impact	What methods and data sources will be used to investigate this impact?			Has the project been refined in response to preliminary impact evaluation or stakeholder feedback?	What mitigation / enhancement measures are being considered?		
	extent (i.e. number of people potentially affected)?	duration of expected impacts? (i.e. construction vs operational phase)	intensity of expected impacts (i.e. scale or degree of change)?	sensitivity or vulnerability of people potentially affected?	level of concern/interest of people potentially affected?	Secondary data	Primary Data - Consultation	Primary Data - Research													
Categories in SIA guideline	Free text	Positive Negative	Project Section	Free text	Yes - this project, Yes - other project, No	Free text	Combined Cumulative Combined and Cumulative	Yes No Unknown	Yes No Unknown	Yes No Unknown	Yes No Unknown	Yes No Unknown	Detailed, Standard, Minor.	Free Text			Yes No	Free Text			
Health and wellbeing	Contribute to intergenerational equity through provision of infrastructure that enables the transition to renewable energy/decarbonisation	Positive	State of NSW	Broad community benefits across NSW	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	Yes	Yes	Yes	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	NA	NA		
Way of life	Social benefits associated with improved energy network stability and security.	Positive	State of NSW	Broad community benefits for energy consumers across NSW	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	Yes	Yes	Yes	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	NA	NA		
Livelihoods	Benefits flowing to the community through the community benefit package including contributions to initiatives which benefit the broader community, along with specific initiatives for the local Aboriginal community.	Positive	Entire corridor	Benefit initiatives specific to communities	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	Yes	Yes	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Consultation with key stakeholders to target initiatives that benefit the region. Clear communication about financial contribution parameters to manage expectations.		
Livelihoods	Creation of employment opportunities for job seekers in the local and regional areas, including opportunities for Aboriginal and Torres Strait Islander peoples.	Positive	Entire corridor	Link to recruitment strategy	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	Unknown	Yes	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Continue to engage with local employment services to establish local capacity and opportunities to upskill local workers and maximise local employment. An Aboriginal Participation Plan (APP) will be developed to maximise income and training opportunities for those in the local Aboriginal community.		
Livelihoods	Economic benefits associated with the generation of opportunities for local and regional businesses across the supply chain	Positive	Entire corridor	Link to procurement strategy	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	Unknown	Yes	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Continue to engage with peak bodies to understand opportunities and limitations of local goods and services in the local area. Register interest in project opportunities. Develop initiatives that embed commitments in project contracts.		
Livelihoods	Targeted initiatives (1.5% of contract values) will go towards local First Nations owned and operated businesses in proximity to the entire corridor	Positive	Entire corridor	Link to procurement and recruitment strategies	Yes - this project	Targeted engagement with the Aboriginal business community been undertaken	Unknown	Not required	Unknown	Yes	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Continue to engage with peak bodies to understand opportunities and limitations of local goods and services in the local area. Register interest in project opportunities. The APP will also set out commitments to maximise contract opportunities for locally owned Aboriginal businesses.		
Livelihoods	Increase in trade and revenue for local businesses in nearby towns due to unequal patronage/expenditure by the project workforce.	Positive	Entire corridor	Impact dependent upon final location and facilities provided at workforce accommodation camps.	Yes - other project	This matter was investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	No	No	No	Unknown	Minor assessment of the impact	Required	Limited - if required (e.g. local council)	Not required	Targeted research	NA	NA		
Access	Improved access to State forests for recreational users.	Positive	HTP Central and South	Within State forests	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter.	No	Not required	Unknown	Yes	No	No	Standard assessment of the impact	Required	Targeted consultation	Potentially targeted research	Potentially targeted research	NA	Enhancement measures could include improved road signage to assist wayfinding.		
Access	Improved access to emergency services in State forests and other locations currently difficult to access.	Positive	HTP Central and South	Within State forests	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter.	No	Not required	Unknown	Yes	No	No	Standard assessment of the impact	Required	Targeted consultation	Potentially targeted research	Potentially targeted research	NA	Enhancement measures could include improved road signage to assist wayfinding.		
Livelihoods	Economic benefits for landowners hosting transmission infrastructure due to receipt of compensation payments.	Positive	HTP North and Central	Directly affected landowners	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	Yes	Yes	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	NA	NA		
Livelihoods	Economic benefits for neighbours who will experience visual amenity impacts	Positive	HTP North and Central	Directly affect landholders & neighbours	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	Yes	Yes	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	NA	NA		
Decision-making systems	Perception of having no or low influence on project design may contribute to dissatisfaction with project public participation and engagement processes. This may invoke feelings of stress, anxiety or frustration amongst the community.	Negative	Entire corridor	Benefit initiatives specific to communities	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	Yes	Perceptions of having no or low influence on decision making processes may magnify any other grievances relating to the project, such as amenity impacts.	Yes	No	No	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Continuous improvement to engagement and communication with stakeholders. Demonstrate how community and stakeholder feedback has informed the project design.		
Decision-making systems	Potential tensions or disagreements within local communities due to perceptions of unequal distribution of project impacts and benefits including allocation of financial contributions.	Negative	Entire corridor	Entire corridor, though issue most frequently raised in HTP Central	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	Yes	Feelings of low influence on decision making and distributive inequity resulting from the SBP Scheme and proximity payments may combine with those arising through the delivery of the community benefit package.	Unknown	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	No	Clear communication about financial contribution parameters to manage expectations.		
Decision-making systems	Tension in the community, including the Aboriginal community, caused by uncertainty and lack of participation around governance arrangements and the specific initiatives to be funded through the community benefits package.	Negative	Entire corridor	Initiatives proposed specific to communities	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	Yes	Feelings of low influence on decision making and distributive inequity resulting from the community benefit package may combine with those arising through the delivery of the SBP Scheme and proximity payments.	Unknown	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Consultation with key stakeholders to target initiatives that benefit the region. Clear communication about financial contribution parameters to manage expectations.		
Community	Community concerns around safety, privacy, reduced social cohesion and sense of place due to the influx of the project workforce.	Negative	Entire corridor	Impact dependent upon final location and facilities provided at workforce accommodation camps.	Yes - other project	This matter was investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	No	Not required	No	No	No	Unknown	Minor assessment of the impact	Required	Limited - if required (e.g. local council)	Not required	Not required	Yes	Consultation with key stakeholders has informed project. Worker Code of Conduct, engagement with local police and emergency services.		
Health and wellbeing	Impacts to the health and wellbeing of nearby residents due to noise, vibration and dust impacts generated from construction activities.	Negative	Entire corridor	Entire corridor	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	Yes	Amenity impacts may combine with traffic impacts and visual impacts.	Yes	No	No	No	Minor assessment of the impact	Required	Limited - if required (e.g. local council)	Not required	Targeted research	Yes	Dust management measures, driver behaviour protocols, and complaints and feedback mechanism will be developed as part of the EIS		
Livelihoods	Financial anxiety associated with the perception of being economically affected due to land fragmentation, devaluation of property, and perceived bushfire risk.	Negative	HTP North and Central	Private landowners within corridor in HTP North and Central. No private landowners in HTP South corridor.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	Yes	Stress or anxiety relating to land devaluation may combine with visual impacts, concerns about EMF, perceived fire risks, and land fragmentation impacts.	Unknown	Unknown	Yes	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	See visual impact, EMF, perceived fire risks, and land fragmentation measures specifically.		
Surroundings	Changes to the natural landscape enjoyed by nearby landholders and recreational users of the forests.	Negative	HTP Central and South	HTP Central and HTP South will go predominantly through State forests, which is a working landscape and used for logging. There is an existing 500km line through the forest in the south. HTP North has been developed historically by mining operations.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and Humelink, demonstrating stakeholder interest within a comparable project.	Yes	Visual impacts are likely to combine with other amenity impacts during the construction phase, such as noise and traffic impacts.	Yes	Yes	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Mitigation measures such as visual screening and proximity payments (as compensation) are being considered for properties close to transmission towers.		

CATEGORIES OF SOCIAL IMPACTS	POTENTIAL IMPACTS ON PEOPLE				PREVIOUS INVESTIGATION OF IMPACT		CUMULATIVE IMPACTS		ELEMENTS OF IMPACTS - Based on preliminary investigation						ASSESSMENT LEVEL FOR EACH IMPACT					PROJECT REFINEMENT	MITIGATION / ENHANCEMENT MEASURES
what social impact categories could be affected by the project activities	What impacts are likely, and what concerns/aspirations have people expressed about the impact? Summarise how each relevant stakeholder group might experience the impact. NB. Where there are multiple stakeholder groups affected differently by an impact, or more than one impact from the activity, please add an additional row.	Is the impact expected to be positive or negative		Preliminary impact definition	Has this impact previously been investigated (on this or other project/s)?	If "yes - this project," briefly describe the previous investigation. If "yes - other project," identify the other project and investigation	Will this impact combine with others from this project (think about when and where), and/or with impacts from other projects (cumulative)?	If yes, identify which other impacts and/or projects	Will the project activity (without mitigation or enhancement) cause a material social impact in terms of its: You can also consider the various magnitudes of these characteristics:					Level of assessment for each social impact	What methods and data sources will be used to investigate this impact?			Has the project been refined in response to preliminary impact evaluation or stakeholder feedback?	What mitigation / enhancement measures are being considered?		
									extent (i.e. number of people potentially affected?)	duration of expected impacts? (i.e. construction vs operational phase)	intensity of expected impacts (i.e. scale or degree of change?)	sensitivity or vulnerability of people potentially affected?	level of concern/interest of people potentially affected?		Secondary data	Primary Data - Consultation	Primary Data - Research				
Health and wellbeing	Community stress and sensitivity due to perceptions of increased bushfire risk from the development of transmission infrastructure.	Negative	HTP Central and South	HTP Central and HTP South have higher concentration of forested areas proximal to residents.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and HumeLink, demonstrating stakeholder interest within a comparable project.	No	Not required	Unknown	Yes	Yes	Yes	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Promote actual risks and bushfire management strategies. This may necessitate more detailed emergency response plans for local emergency response crews.	
Culture	Potential disturbance or changes to sites of intangible cultural heritage significance such as visual impacts from the presence of transmission towers.	Negative	HTP Central and South	HTP Central and HTP South will go predominantly through State forests, which is a working landscape and used for logging. There is an existing 500kv line through the forest in the south. HTP North has been developed historically by mining operations.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. Work has been done to minimise impacts or avoid. This matter was also investigated as part of the Central West Orana Transmission Project and HumeLink, demonstrating stakeholder interest within a comparable project.	Yes	Potential loss or damage to cultural heritage resulting from project activities would cumulate with existing loss to cultural heritage.	Yes	Yes	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Ongoing engagement with traditional knowledge holders, traditional owners, Elders, and the broader Aboriginal community. Cultural awareness training. Establishment of salvage requirements for unexpected finds.		
Health and wellbeing	Perceived human health risk concerns associated with electromagnetic fields (EMF) generated by high-voltage powerlines and substations.	Negative	HTP Central	Issue most frequently raised in HTP Central.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and HumeLink, demonstrating stakeholder interest within a comparable project.	No	Not required	Unknown	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Promote and educate on actual risk associated with EMF.		
Health and wellbeing	Perceived deterioration of public safety due to additional construction traffic on local roads.	Negative	HTP Central and South	Impact primarily experienced in HTP Central and potentially HTP South. Less of an issue in HTP North primarily due to use of highways and state roads.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and HumeLink, demonstrating stakeholder interest within a comparable project.	No	Not required	Unknown	Yes	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Provide complaints mechanism. Traffic management plan. Driver behaviour protocols.		
Access	Frustration and stress for road users due to change or disruptions to existing road and traffic conditions.	Negative	HTP Central and South	Impact primarily experienced in HTP Central and potentially HTP South. Less of an issue in HTP North primarily due to use of highways and State roads.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and HumeLink, demonstrating stakeholder interest within a comparable project.	Yes	Frustration and disruption caused by road closures and traffic delays may combine with other disruptions to daily life, such as utility interruption.	Yes	No	No	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Traffic management plan to include requirement to provide complaints and feedback mechanism.		
Access	Potential changes to access for emergency services due to changes to existing road and traffic conditions.	Negative	HTP Central and South	Impact primarily experienced in HTP Central and potentially HTP South. Less of an issue in HTP North primarily due to use of highways and state roads.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter. This matter was also investigated as part of the Central West Orana Transmission Project and HumeLink, demonstrating stakeholder interest within a comparable project.	No	Not required	Unknown	Unknown	Unknown	Unknown	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Traffic management plan to include requirement to coordinate with relevant emergency crews.		
Surroundings	Landowner concerns around privacy and security due to land access by project workers and the public (i.e. trespassing and illegal dumping).	Negative	HTP Central	Impact likely to be primarily experienced in HTP Central due to proposed accessed through private land.	Yes - this project	Community engagement to date for the HTP shows stakeholders are interested in this matter.	No	Not required	Unknown	Yes	Unknown	Yes	Detailed assessment of the impact	Required	Broad consultation	Targeted research	Targeted research	Yes	Provide complaints and feedback mechanism. Provide notice to residents and landowners when workers will be on property.		

CATEGORIES		MEANING FOR WORKSHEET PURPOSE	FURTHER EXPLANATION AND EXAMPLES
SOCIAL IMPACTS	way of life	how people live, how they get around, how they work, how they play, and how they interact on a daily basis	Impacts on people's daily routines caused by construction activities and/or operational arrangements. Impacts on people's commuting/travelling times, their experience of travel, and their ability to move around freely. Impacts on people's experience of privacy, peace, and quiet enjoyment, especially if affected by increased noise. Impacts on people's general experience of life in their community, especially if the project might cause a 'tipping point' of cumulative impacts on their lives, e.g. through property acquisitions, severance of communities, or major disruption during construction.
	community	composition, character, cohesion, function, and sense of place	Composition - impacts on demographic characteristics and community structure. Can be changed by in-migration and out-migration over time, including the presence of newcomers and loss of longer term residents or sections of the community. Also inflow/outflow of temporary residents, e.g. during construction. Character - impacts on a community's shared identity and attributes, and natural and built features that people value. Can be affected by changes to buildings, vegetation, landscapes, land uses/industries, or land ownership and management. Cohesion and function - impacts on social connections, interrelationships, networks and interactions, trust and cooperation, participation in community activities and institutions, and the potential for harmony or conflict. Lack of cohesion can result in social dislocation, alienation, division, dispossession, tensions, impoverishment, and crime. Sense of place - impacts on feelings of belonging in a place, or identity with a place, which may derive from cultural or historical connections.
	access	how people access and use infrastructure, services and facilities, whether provided by local, state, or federal governments, or by for-profit or not-for-profit organisations or groups	Impacts on how people use roads and other access routes; severance, restrictions, and/or improvements in access. Impacts of project (including project-related transport) on pedestrian routes and people's access to schools, medical services, community services, and businesses. Impacts on capacity of services to respond to in-migrating residents.
	culture	both Aboriginal and non-Aboriginal culture, including shared beliefs, customs, values, and stories, and connections to country, land, waterways, places, and buildings	Impacts on people's values, customs, and beliefs associated with (or embedded in) the site or locality, e.g. as secondary effects of changes to scenic quality, landforms, or water flows. Strengthening of community values and culture through project design elements. For Aboriginal cultural heritage, also consider potential for intangible harm through 'cultural or spiritual loss' (i.e., loss or diminution of traditional attachment to the land or connection to country, or loss of rights to gain spiritual sustenance from the land).
	health and wellbeing	physical and mental health ^[1] , especially for those who are highly vulnerable to social exclusion or substantial change, plus wellbeing of individuals and communities	Health impacts, and well-founded concerns/fears about health impacts, associated with noise, dust, odour, vibration, lighting, and toxic materials. Stress, anxiety, and uncertainty - or hopes - about a proposal, about changes to adjacent uses, and about cumulative change to a neighbourhood. Psychological stress and fears/hopes for the future. Potential impact of the project on social behaviours such as alcohol/drug use, domestic or other violence. Impacts of project elements on ability to sleep, people's general health and wellbeing, and overall community health.
	surroundings	access to, and use of, services that ecosystems provide ^[2] , public safety and security, access to and use of the natural and built environment, and its aesthetic value and amenity ^[3]	Impacts on anything provided by the environment and that is useful for people, e.g. food and clean water supply, flood or fire defences. Impacts on safety of pedestrians, children, drivers, and cyclists. Impacts on levels of crime and violence, perceptions of crime, safety, and security, especially for women. Loss or enhancement of public spaces. Impacts on the perceived quality and uses of a natural or built area. Impacts on the valued features, the soundscape, and aesthetics of a place and how people use or appreciate it.
	livelihoods	people's capacity to sustain themselves, whether they experience personal breach or disadvantage, and the distributive equity of impacts and benefits	Impacts on people's livelihoods, e.g. from new employment and business opportunities (positive), or from disruption during construction (negative). For Aboriginal people, rights to land and to gain spiritual and cultural sustenance from the land.
	decision-making systems	whether people experience procedural fairness; can make informed decisions; have power to influence decisions; and can access complaint, remedy and grievance mechanisms	Capacity of affected people to influence project decisions, including elements of project design. Extent to which they can navigate large amounts of technical material and make informed decisions. Effectiveness of engagement mechanisms at enabling all groups (especially vulnerable or marginalised groups) to participate in the assessment process. Levels of trust in the rigour and impartiality of the assessment process. Extent to which people feel empowered to determine their futures, including after a project closes. Opportunities for people to have a say in the project's community investment decisions. Accessibility and effectiveness of complaint and remedy procedures.

CATEGORIES	EXAMPLES
A social impact may be physically observable or it may manifest as rational or justified fears (of negative impacts in the future) or aspirations (of positive impacts in the future).	Physically observable impacts <i>More paths and cycleways</i> <i>Acquisition of residential properties</i>
	Rational or justified fears <i>Psychological stress regarding the future personal and community impacts of compulsory property acquisition</i>
A social impact may be experienced positively by some people, and negatively by others.	Positive <i>Improved livelihoods owing to more work opportunities</i>
	Negative <i>Increased prevalence of adverse health conditions</i>
A social impact may be tangible or intangible.	Tangible <i>Availability of affordable housing</i>
	Intangible <i>Community cohesion</i>
Social impacts may be direct or indirect. They may also combine with other impacts from a single project or be cumulative with impacts from other projects.	Direct <i>Sleep disturbance caused by construction noise</i>
	Indirect <i>Strain on family relations and health from sleep disturbance caused by construction noise</i>
	Combined <i>Sleep disturbance due to increased noise and restricted access because of significantly reduced street parking caused by a single project</i>
	Cumulative <i>Sleep disturbance due to increased noise and restricted access because of significantly reduced street parking from one project. In addition, poor air quality creating health conditions and strained family relations from another project</i>
A social impact may be best assessed using quantitative methods or qualitative methods.	Directly quantitative <i>Changes in population demographics</i>
	Partially/indirectly quantitative <i>Incidence of voluntary work among a community as a proxy indicator of community cohesion</i>
	Qualitative (measurable through perception surveys or oral story telling, for example) <i>Cultural values</i> <i>Sense of place</i> <i>Connection to Country</i>
A social impact may be experienced differently within a community, by different communities, and at different times/stages of the project.	Different experiences within a community <i>An increase in the value/cost of housing may be positive for homeowners wanting to rent out or sell their properties, but negative for individuals and families wanting to buy or rent.</i>
	Different experiences for different communities <i>People living near a project may experience most of the noise and dust impacts, while people in the region's nearest town may benefit from most of the job opportunities.</i>
	Different experiences over time <i>People's experiences of impacts during project construction may be quite negative, whereas experiences during operation may be more positive.</i>

LEVEL		MEANING FOR WORKSHEET PURPOSE
LEVEL OF ASSESSMENT FOR EACH SOCIAL IMPACT	<i>Detailed assessment</i>	The project may result in significant social impacts, including cumulative impacts.
	<i>Standard assessment</i>	The project is unlikely to result in significant social impacts, including cumulative impacts.
	<i>Minor assessment</i>	The project may result in minor social impacts.
	<i>Not relevant</i>	The project will have no social impact, or the social impacts of the project will be so small that they do not warrant consideration.

DIMENSIONS		DETAILS NEEDED TO ENABLE ASSESSMENT
CONSEQUENCE	<i>extent</i>	Which location(s) is/are affected? (e.g. near neighbours, local, regional)
	<i>duration</i>	Will the impact be time-limited (e.g. over particular project phases) or permanent?
	<i>severity or scale</i>	What is the likely scale or level of change? (e.g. mild, moderate, severe)
	<i>sensitivity or importance</i>	How sensitive/vulnerable (or how adaptable/resilient) are people to the impact, or (for positive impacts) how important is it to them? This might depend on: the value they attach to the matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.
	<i>level of concern/interest</i>	How concerned/interested are people, according to the findings from research and engagement? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration, and/or severity. Concern itself can lead to negative impacts, while interest can lead to expectations of positive impacts.