

Social Impact Assessment

Tamworth Aquatic and Sports Centre

Jack Smyth Drive, Tamworth, NSW

Submitted to Tamworth Regional Council



'Gura Bulga'

Liz Belanjee Cameron

'Gura Bulga' – translates to Warm Green Country. Representing New South Wales.



'Dagura Buumarri'

Liz Belanjee Cameron

'Dagura Buumarri' – translates to Cold Brown Country. Representing Victoria.



'Gadalung Djarri'

Liz Belanjee Cameron

'Gadalung Djarri' – translates to Hot Red Country. Representing Queensland.

Ethos Urban acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and culture.

We pay our respects to their Elders past, present and emerging.

In supporting the Uluru Statement from the Heart, we walk with Aboriginal and Torres Strait Islander people in a movement of the Australian people for a better future.

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Contents

- 1.0 Introduction 5**
 - 1.1 Approach.....5
 - 1.2 Qualifications of Report Authors..... 6
- 2.0 Site Context and Proposed Development 7**
 - 2.1 The site and surrounding context..... 7
 - 2.2 Background to the proposal – the Business Case 10
- 3.0 Strategic Policy Context 12**
- 4.0 Social Locality and Baseline 15**
 - 4.1 Social Locality Definition: Area/s Of Social Influence15
 - 4.2 Demographic Profile.....18
 - 4.3 Local Social Infrastructure.....21
 - 4.4 Social Issues and Trends.....26
 - 4.5 Sports and Recreation Trends26
- 5.0 Methodology.....30**
 - 5.1 Assessment Objectives..... 30
 - 5.2 Assessment Structure 30
 - 5.3 Social Factors for Assessment31
 - 5.4 Social Significance Rating Approach.....31
 - 5.5 Information Sources.....32
 - 5.6 Assumptions.....33
- 6.0 Community and Stakeholder Perspectives.....34**
 - 6.1 Engagement Overview 34
- 7.0 Social Impact Assessment 36**
 - 7.1 Scoping36
 - 7.2 Key Affected Communities.....36
 - 7.3 Assessment of Relevant Technical Reports.....36
 - 7.4 Impact Assessment37
 - 7.5 Social Impact enhancement and mitigation measures..... 40
- 8.0 Conclusion.....42**

Figures

- Figure 1 Surrounding Context - Tamworth Urban Area (in green border) 7

Figure 2 NICSE Sports Hub Map (proposed development identified as item no. 4 on legend).....	8
Figure 3 Concept plan for TRALC.....	10
Figure 4 Study area map	17
Figure 5 SEIFA map.....	20
Figure 6 Social Infrastructure Map.....	24
Figure 7 Aquatic Centre Map.....	25
Figure 8. Top sporting activities in Tamworth LGA.....	27

Tables

Table 1 SIA Authors' Qualifications.....	6
Table 2 Planned stages of delivery	9
Table 3 Strategic Policy Drivers	13
Table 4 Social Locality Definition	15
Table 5 Overview of Demographics.....	18
Table 6 Community Health Snapshot.....	20
Table 7 Resident Population Projections.....	21
Table 8 Summary of Key Social Infrastructure	22
Table 9 Public Transport And Accessibility.....	22
Table 10 Assessment Structure.....	30
Table 11 Defining Magnitude Levels for Social Impacts	32
Table 12 Defining Likelihood Levels of Social Impacts.....	32
Table 13 Social Impact Significance Matrix.....	32
Table 14 Assessment of Relevant Technical Report	37
Table 15 Summary of Scoping Study	48

1.0 Introduction

This Social Impact Assessment (SIA) has been prepared on behalf of Tamworth Regional Council in relation to a proposal local development application (DA) for a new major aquatic and sports centre in Tamworth, to be known as the Tamworth Regional Aquatic Centre (TRAC) and Northern Inland Centre of Sport and Health (NICSH). The proposed development (combination of TRAC and NICSH) will be referred to as the Tamworth Regional Aquatic and Leisure Centre (TRALC) in this report.

Specifically, the TRALC comprises the following:

- Tamworth Regional Aquatic Centre with the following facilities
 - Indoor 50m, 10 lane pool
 - Program pool
 - Spa and sauna
 - Gym - strength and cardio
 - Health and fitness rooms
 - Foyer, reception and cafe
 - Wet and dry lounge
 - Accessible amenities
 - Administration, offices, first aid
 - Plant and stores
 - Parking
 - Learn to swim and program pool
 - Leisure pool with water play
 - Outdoor water slides
 - Outdoor 50m, 10 lane pool
- Northern Inland Centre of Sport and Health
 - Sports science testing lab
 - Allied health consulting rooms x 12
 - Program rehabilitation gym
 - Administration / sports house
 - Education and university teaching and meeting rooms
 - Reception and accessible amenities
 - Functional gym including strength and conditioning
 - Indoor to outdoor sprint track.

1.1 Approach

In the absence of local social impact guidelines from Tamworth Regional Council, this SIA has been prepared in accordance with the following documents:

- NSW Department of Planning and Environment (DPE) Social Impact Assessment Guideline for State Significant Projects as updated in February 2023 ('the SIA Guideline').
- Technical Supplement – SIA Guideline February 2023

The report is a desktop assessment of social impacts, however has regard for relevant federal, state and local policy frameworks and strategic drivers, as well outcomes of engagement activities related to the proposed development. It draws on the analysis of the current and forecast social conditions of the defined study area/s, along with details of the proposed development, to assess its likely social impacts.

The purpose of this report is to analyse the potential social impacts that may arise from the development, during construction and operational phases. It subsequently recommends appropriate social mitigation and benefits optimisation measures.

1.2 Qualifications of Report Authors

The SIA Guideline requires authors are ‘suitably qualified persons’ who hold appropriate qualifications and have relevant experience in social science or related areas. The lead author’s qualifications, experience and demonstrated understanding of social impacts is outlined below.

Name: Isabelle Best

Qualifications, expertise, and professional memberships See Table 1 below.

Date the SIA was completed: 22 May 2024

I confirm the SIA contains all relevant information, and understand my legal and ethical obligations, and that none of the information in the SIA is false or misleading.

Signed:

Table 1 *SIA Authors' Qualifications*

Author	Expertise/Qualifications
Erin Henshaw-Hill Associate Director, Social Strategy and Engagement	BA Government and International Relations and English Literature, MURP Erin is an experienced social planner who is passionate about creating healthy, liveable communities. Specialising in social strategy, policy and planning, Erin’s expertise includes social and cultural infrastructure planning, strategy development and community needs assessment.
Isabelle Best Principal, Social Strategy	BCP (Hons), MPIA Isabelle is an experienced social planner with over 7 years’ experience in the industry. Isabelle has led numerous social impact projects in NSW and is very experienced with the application of the DPE Social Impact Assessment Guidelines (2023) for State Significant development (SSD) projects, as well as applying Council SIA guidelines for local development applications.
Chloe Brownson SeniorUrbanist, Social Strategy and Engagement	BComms Chloe has over 3 years’ experience in social research and analysis, on issues such as policy drivers for new development, identifying social sustainability outcomes and opportunities and social impacts of new infrastructure.
Alysson Lucas Urbanist, Social Strategy	BEcon, MSust, PhD (current) Alysson has over 3 years’ experience in social and environmental sustainability research, and currently pursuing her Doctor of Philosophy degree in sustainable architecture.

2.0 Site Context and Proposed Development

2.1 The site and surrounding context

The site of the TRALC will be located within the Tamworth Sports & Entertainment Precinct in the Tamworth Regional Council Local Government Area (LGA). The proposed development will be delivered as part of the Northern Inland Centre of Sporting Excellence (NICSE) Sports Hub, situated towards the southern end of the Tamworth urban area (see **Figure 1**). NICSE Sports Hub is bounded by the Longyard Golf Course to the West, retail and residential areas to the North, New England Highway to the East and rural lands to the South. The NICSE is a 100Ha site and forms part of the wider 120Ha Tamworth Sports & Entertainment Precinct.

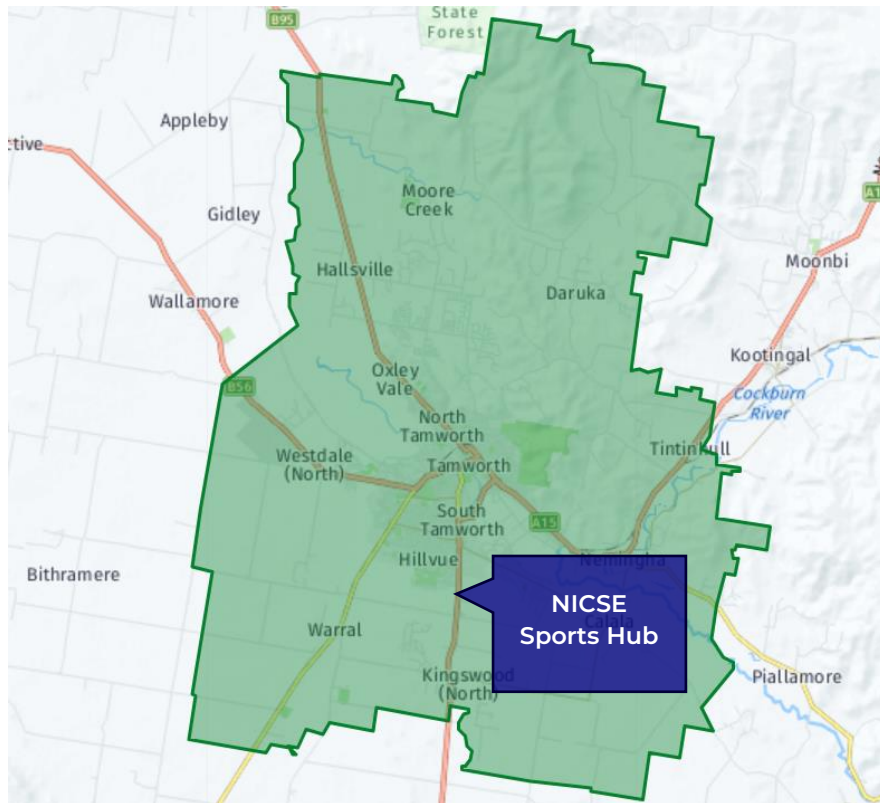


Figure 1 Surrounding Context - Tamworth Urban Area (in green border)

Source: .id

Tamworth Regional Council have published a Master Plan for this emerging regional sports hub which identifies future sports development. The NICSE Sports Hub is illustrated in **Figure 2**. Following the Master Plan, the TRALC will be located towards the northern part of the NICSE, with the Gymnastics Centre to the North, the Hockey Complex to the East, the proposed turf sports field to the West, and the netball courts, playground, gym facility and Sports Dome to the South. There are also other established facilities within the broader Sports and Entertainment Precinct including the Australian and Livestock Events Centre, Tamworth Regional Entertainment and Conference Centre, Tamworth Regional Athletics Centre, and Tamworth Regional Cycling Centre.



Figure 2 NICSE Sports Hub Map (proposed development identified as item no. 4 on legend)

Source: Tamworth Regional Council

2.1.1 NICSE Sports Hub Master Plan

Following the NICSE Sports Hub Master Plan, the Tamworth Regional Aquatic Centre is envisioned to be a fully accessible aquatics facility, combined with contemporary elements for leisure, social engagement, fitness, health and active recreation, for current and future generations.

It will have the potential to:

- Enhance and complement the existing NICSE (green points in **Figure 2**) that serves the local community and broader Northern Inland population.

- Host elite events at regional, state and national level as well as athlete development and training pathway programs.
- Contribute to economic sustainability, growth and liveability for the Tamworth Regional through employment generation, tourism, and the visitor economy associated with major sporting events.

The development of future stages (blue points in **Figure 2**) of the NICSE Sports Hub Master Plan will aim to boost local tourism through sport, providing high quality sporting infrastructure that meets current and future demands, employment generation, social benefits, improved health, wellbeing and liveability, retention of athletes, coaches and general community members in the local area, increased volunteering and participation opportunities, increased training and talent development opportunities.

2.1.2 Concept Plan

The TRALC will have two key components:

- 1) Tamworth Regional Aquatic Centre – a fully accessible aquatics facility, with capacity to host elite sporting events, athlete development and training programs as well as contemporary elements for swimming excellence, social engagement, health and active recreation for current and future generations.
- 2) Northern Inland Centre of Sport and Health – a sports hub with business accommodation, integrated learning, sport and health research along with medical and allied health services.

The project is planned to be delivered in three stages as detailed in **Table 2** Planned stages of delivery, with the concept plan shown in **Figure 3**.

Table 2 Planned stages of delivery

Tamworth Regional Aquatic Centre		Northern Inland Centre of Sport and Health	
Stage 1			
• Indoor 50m, 10 lane pool • Program pool • Spa and sauna • Gym - strength and cardio • Health and fitness rooms • Foyer, reception and cafe • Wet and dry lounge • Accessible amenities • Administration, offices, first aid • Plant and stores • Parking		• Sports science testing lab • Allied health consulting rooms x 12 • Program rehabilitation gym • Administration / sports house • Education and university teaching and meeting rooms • Reception and accessible amenities	
Stage 2			
• Learn to swim and program pool • Leisure pool with water play		• Functional gym including strength and conditioning • Indoor to outdoor sprint track	
Stage 3			
• Outdoor water slides • Outdoor 50m, 10 lane pool			



Figure 3 Concept plan for TRALC

Source: Tamworth Regional Council, Otium

2.2 Background to the proposal – the Business Case

A Business Case was prepared for the Tamworth Regional Aquatic and Leisure Centre in 2019. The Business Case involved considerable community engagement and participation of Council officers, professional services and technical consultants. Key findings of the Business Case are summarised below:

- Current ageing facilities:** In 2017, the Council conducted a detailed condition audit of the two City pools (i.e. Tamworth Olympic Swimming Pool located in the Tamworth CBD and the South & West Tamworth War Memorial Pool located in South Tamworth) due to structural failures and operational faults, resulting in frequent mid-season closures. The audit identified serious structural issues, prompting ongoing maintenance efforts to address the age-related deterioration and faults. The existing City swimming facilities meet basic aquatic structured activity and recreational needs but fall short of community expectations for diverse recreational and social experiences, sun safety, all-season/all-weather access, and accessibility for all. They also struggle to attract elite or representative events. Due to competition from other sports and recreational activities, traditional swimming complexes are losing prominence as community gathering spaces, resulting in declining attendance numbers over several years. Both swimming complexes are ageing facilities with increasing maintenance needs and serious non-compliant access issues.
- Collective memory and community significance:** Despite current challenges, the two Tamworth City pools remain popular among local schools, swimming clubs, water polo clubs, and for regular private bookings. They serve as the principal swimming complexes in Tamworth City, with at least 16 local schools regularly using them, resulting in over 170 separate bookings and attendance exceeding 10,000 students. Additionally, all local school swimming carnivals and some district carnivals are hosted at these pools, along with major events like the 2018 Combined High Schools (CHS) Girls water polo championships.
- Community voice:** The Tamworth community overwhelmingly supports the development of an aquatic leisure centre, with 80% of respondents in a 2018 online survey “Your Voice” conducted by the Tamworth Regional Council expressing their approval.
- Success factors:** The Council has identified several key factors crucial for the success of the aquatic and leisure centre:
 - Providing a one-stop hub with a wide range of activities in a single location.

- Offering program spaces for activities such as learn-to-swim, hydrotherapy, and individual or group fitness.
- Catering to all ages and abilities, meeting current and evolving community needs.
- Reducing operational subsidy by incorporating commercial enterprises and maximizing building efficiencies.
- Creating a community and networking social hub by integrating a café, child crèche, fitness and recreational zones, and offering free Wi-Fi.
- Negotiating public transport options with Tamworth transport providers.
- Engaging the community regarding future entry costs and membership packages.
- Conducting research into transport subsidy opportunities to ensure equitable access to the TRALC.
- **Evidence:** The evidence from various studies, reports, and opinions informing the Business Case underscores the importance of investment in community sport and recreation infrastructure at all government levels, including the TRALC. The TRALC is expected to boost active participation, enhance health outcomes, and generate substantial economic and employment benefits for the region.
- **Economic benefits:** The TRALC will contribute to the regional and State economy through increased visitor expenditure from various events hosted at TRALC, improved health benefits from increased physical activity, and economic benefits during the construction phase leading to job creation and ongoing employment opportunities during operation.
- **Job creation and economic stimuli:** During the construction phase, it is projected that the TRALC will generate a total of over 220 Full-time Equivalent (FTE) jobs and an increase in regional income of over \$25 million (sum of direct and indirect/induced income). During the operation phase, the TRALC is projected to generate on average over 70+ FTE jobs in regional employment per annum for a 10-year period and contribute over \$50 million to total regional income over 10 years.
- **Social benefits:** The TRALC will encourage increased participation in aquatic sport and recreational activities, leading to improved physical and mental health outcomes and providing positive social benefits. It will also help build community identity, social interaction, and social capital, contributing to the quality and liveability of the Region and addressing health aspects for various community sectors. Additionally, the TRALC will facilitate the offering of programs catering to diverse groups in a safe and welcoming environment throughout the year.
- **Addressing community concerns**
 - **Location:** Council plans to collaborate with public transport providers to ensure affordable and convenient access to the NICSE Site by developing a transport strategy. Current transport routes already serve nearby areas such as the Tamworth Regional Entertainment Centre and the “Longyard” Homemakers Commercial precinct, indicating existing proximity to public transport services.
 - **Collective Memory/Sense of Place/Nostalgia:** Concerns regarding the loss of place and nostalgia values will be addressed by preserving aspects of the history of the existing complexes. Options include displaying photographic memories and physical items at the new Centre to capture the community's memories. The new Centre will also become a special community space over time, preserving the achievements and history of Tamworth residents in swimming and water polo, with efforts such as establishing a Sporting Hall of Fame.
 - **Accessibility:** The initial financial modelling indicates that the proposed fee structure at the Tamworth Regional Aquatic Centre is comparable to existing centres in other regions, ensuring affordability for users. This includes season passes, spectators, and multi-entry passes, with fees aligned with other comparable centres in Port Macquarie, Lithgow, Maitland, Moree, and Port Stephens.
- **Conclusion:** The Business Case demonstrates the regional need, community support, and economic, health, and social benefits of the TRALC. The project aligns with the Tamworth Blueprint 100 (Population Plan) and supports the region's growth, employment generation, and aging aquatics infrastructure needs. There is a preference for a multi-functional contemporary facility to serve the Region's current and future needs, aligning with industry opinion for a successful indoor/outdoor aquatic sport and leisure space. Valid concerns have been raised regarding the future of existing swimming complexes, location of the new Centre, public transport needs, affordability, and equitable access, all of which are being addressed through ongoing community engagement and discussions within Council.

3.0 Strategic Policy Context

This proposal aligns with the following strategic policy drivers at a local, state and federal level:

- Promoting active, healthy lifestyles for Australians across all age groups
- Driving regional economic growth through tourism, visitor economy, and local job creation
- Providing a network of high-quality sports and recreation infrastructure that cater to current and future needs of the community, foster social cohesion, and enhance individual and community wellbeing.

The following section identifies the key social drivers for this site, based on a review of the key federal, state and local policies and strategies. The following key documents have been reviewed:



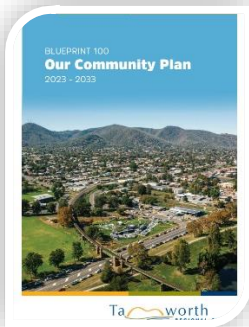
New England North West Regional Plan (NSW Government DPE, 2017)



Strategic Plan 2020-2024 (NSW Government Office of Sport, 2020)



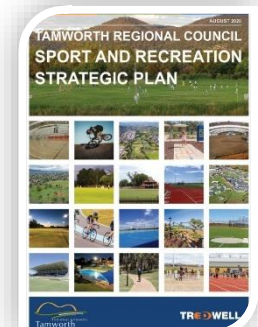
Local Strategic Planning Statement 2020 (Tamworth Regional Council, 2020)



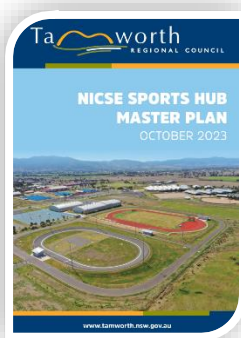
Blueprint 100 Our Community Plan 2023-2033 (Tamworth Regional Council, 2023)



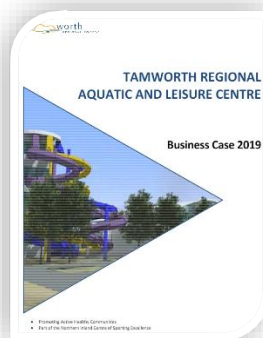
Keychange 2017-2027 Community Strategic Plan (Tamworth Regional Council, 2017)



Sports and Recreation Strategic Plan (Tamworth Regional Council, 2020)



NICSE Sports Hub Master Plan
(Tamworth Regional Council, 2023)



Tamworth Regional Aquatic and
Leisure Centre (Tamworth
Regional Council, 2019)

Table 3 Strategic Policy Drivers

Policy theme	Summary	Key implications for impact assessment
Active, healthy community	- It is a State Government objective under its Office of Sport Strategic Plan 2020-2024 to have everyone in NSW participating in sport and active recreation throughout their whole life. - A key theme in the Keychange 2017-2027 Tamworth Regional Council Community Strategic Plan is <i>A Spirit of Community</i> which it plans to address through its Active Healthy Communities strategy. Under this strategy, the Plan aims to: - Provide high quality open spaces, parks and reserves suitable and accessible to all - Provide high quality sporting facilities to meet the diverse needs of the community (a measure of success for this objective is to provide an aquatic centre that will be delivered to meet the needs of future generations) - Provide high quality specialised sporting facilities to drive sporting excellence for the region and state - Meet social justice principles through the provision of accessible and inclusive high-quality, integrated community services that meet current and emerging needs - Provide accessible, functional, multi-purpose facilities and spaces suitable for cultural, recreation and learning and information services and activities. - It is a priority of the Tamworth Regional Council under its Focus Area "Resilient and Diverse Communities" in its Blueprint 100 Our Community Plan for 2023-2033 to improve the health outcomes for all residents. - It is a State Government objective under its Strategic Plan 2020-2024 for everyone in NSW to have access to places and spaces for sport and active recreation.	The proposed development should consider the current and future needs of the community, emphasising the need for accessible, multi-functional, high-quality facilities for the growing and diversifying population in Tamworth and broader Northern Inland community and for services and programs that promote positive health outcomes in the long term.
Regional economic growth	- It is a State Government directive under the New England North West Regional Plan 2036 to coordinate growth in Tamworth with other growth cities in the region. Tamworth's higher-order health facilities and regional sports and entertainment precinct are seen to support residents and attract visitors for major events. - It is a State Government priority under the New England North West Regional Plan 2023 to delivering a variety of housing options, foster growth of knowledge-based education and health-related industries, and to maximise the opportunities of	The proposed development should contribute to regional economic growth through local job creation, tourism and visitor economy.

Policy theme	Summary	Key implications for impact assessment
	Tamworth Regional Airport to meet growing demand and provide greater access to tourism opportunities. A key theme in the Keychange 2017-2027 Tamworth Regional Council Community Strategic Plan is <i>A Prosperous Region</i> which it plans to address through its Destination Tamworth strategy. Under this strategy, the Plan aims to market the Tamworth Region as a destination for living, working and leisure.	
Robust and sustainable social infrastructure for sports and recreation	- It is a State Government objective under its Office of Sport Strategic Plan 2020-2024 for everyone in NSW to have access to places and spaces for sport and active recreation. - It is a priority of the Tamworth Regional Council under its Focus Area "A Liveable Built Environment" in its Blueprint 100 Our Community Plan for 2023-2033 to provide high quality lifestyle, recreational and community facilities such as library's pools, parks, sports facilities, arts centres and cemeteries. To achieve this priority, Council seeks to establish aquatic facilities as regional sports and recreation attractions. - It is a priority of the Tamworth Regional Council under its Focus Area "Working with and Protecting Our Environment" in its Blueprint 100 Our Community Plan for 2023-2033 to establish a region where sustainable design of facilities, infrastructure and development are the rule and not the exception. - It is a priority of the Tamworth Regional Council under its Focus Area "Celebrate our Cultures and Heritage" in its Blueprint 100 Our Community Plan for 2023-2033 to ensure that the region's heritage assets are protected and celebrated. - The vision for the Tamworth region community under Council's Sport and Recreation Strategic Plan is to have "a balanced network of high-quality sport and recreation facilities, clubs/service providers, programs and events, which ensures Tamworth is the sporting hub of Northern Inland NSW and meets the needs of the growing and diversifying population, and a network which enables sport and recreation to contribute significant social and economic benefit through maximising community participation, encouraging active lifestyles, attracting a wide range." - The Sport and Recreation Strategic Plan has identified the need for the development of a regional-level aquatic and leisure centre in Tamworth. This centre is essential for consolidating existing swimming facilities and addressing the ageing infrastructure and costly operations of current aquatic facilities.	- The proposed development should be designed and delivered so that it will serve as an accessible regional sports and recreation facility and attraction for both locals and visitors. - The proposed development should consider environmental sustainability initiatives and measures in its design, construction and operation. - The proposed development should consider implementing design features that pay homage to the existing aquatic centres and the collective memory associated with them and design features that celebrate the rich Aboriginal culture and heritage in the area.

4.0 Social Locality and Baseline

This section provides an overview of the site and its current social context, in relation to a defined social locality or ‘area/s of social influence,’ reflecting geographies of primary and secondary social impact. The baseline analysis assesses the existing social characteristics of the community within the identified study area/s to better understand the potential community characteristics and specific communities that may experience impacts as a result of construction and operation of the proposal.

It describes the following:

- Community profiles – key demographic characteristics including age, income, employment, cultural and linguistic diversity, household structure, relative levels of advantage and disadvantage, and transport and access, including journey to work travel patterns.
- Community assets – both tangible (social infrastructure) and intangible (human and social capital, community cohesion, community values and connection to place).

4.1 Social Locality Definition: Area/s Of Social Influence

For the purposes of the SIA, social localities have been defined, taking into consideration the need to factor in both local social impacts and those likely to occur on a broader scale. The areas of social influence have been determined for the proposal based on the consideration of:

- The construction activities and operational uses of the proposal.
- The likely scale and extent of potential direct and indirect impacts and benefits of the proposal on the social factors identified in the SIA Guideline. This includes indirect impacts that are generally less tangible and more commonly relate to matters such as community values, identity and sense of connection to place.
- Cumulative impacts that may impact affected communities as a result of other transport, construction and major urban renewal processes underway within or proximate to the corridor or localities.
- The potentially affected built or natural features that have social value or importance located on or near the construction sites, and the social characteristics of the areas likely to be affected by the proposal, as informed by the social baseline study and other technical assessments that inform the Statement of Environmental Effects (SEE).
- The community members that would be most likely affected by the direct and indirect impacts, based on prior engagement undertaken by the Tamworth Regional Council and other available information sources.

Based on the above, this assessment has considered the following ‘areas of social influence’ as shown in **Table 4**.

Table 4 Social Locality Definition

Study Area	Relevance to SIA	Definition in this SIA
Social locality - primary	• Likely to be localised social impacts relating to the immediate surrounds of the site, for example impacts associated with the construction of new buildings (i.e., amenity values, access, noise, air quality). • Longer term impacts such as potential noise, light, traffic and/or increased activity in the area may occur within the close proximity to the proposed development.	The Primary Social Locality (PSL) is defined by the SA1 (smallest statistical area available from ABS data) which contains the site. This area is expected to experience the extent of construction-related impacts, as well as other direct impacts such as changes to views, traffic, and activity levels.
Social locality - secondary	• Understand the broader impacts and benefits that the proposed development will likely have on the surrounding community.	The Secondary Social Locality (SSL) is defined as Tamworth and surrounds, or Tamworth-North, Tamworth-East, and Tamworth-West SA2s. This area is expected to experience longer term impacts associated with the site, such as increased access to new infrastructure.
Social locality - tertiary	• Understand the wider social and economic impacts that the proposed development may have on the region.	The Tertiary Social Locality (TSL) is defined by the Tamworth Regional LGA boundary. This area has been considered to assess the broader impact that the proposal may have on sports and recreation participation, visitor and

Study Area	Relevance to SIA	Definition in this SIA
		tourism economy, job creation, and the viability of businesses across the region.

These social localities are shown over the page in **Figure 4**.

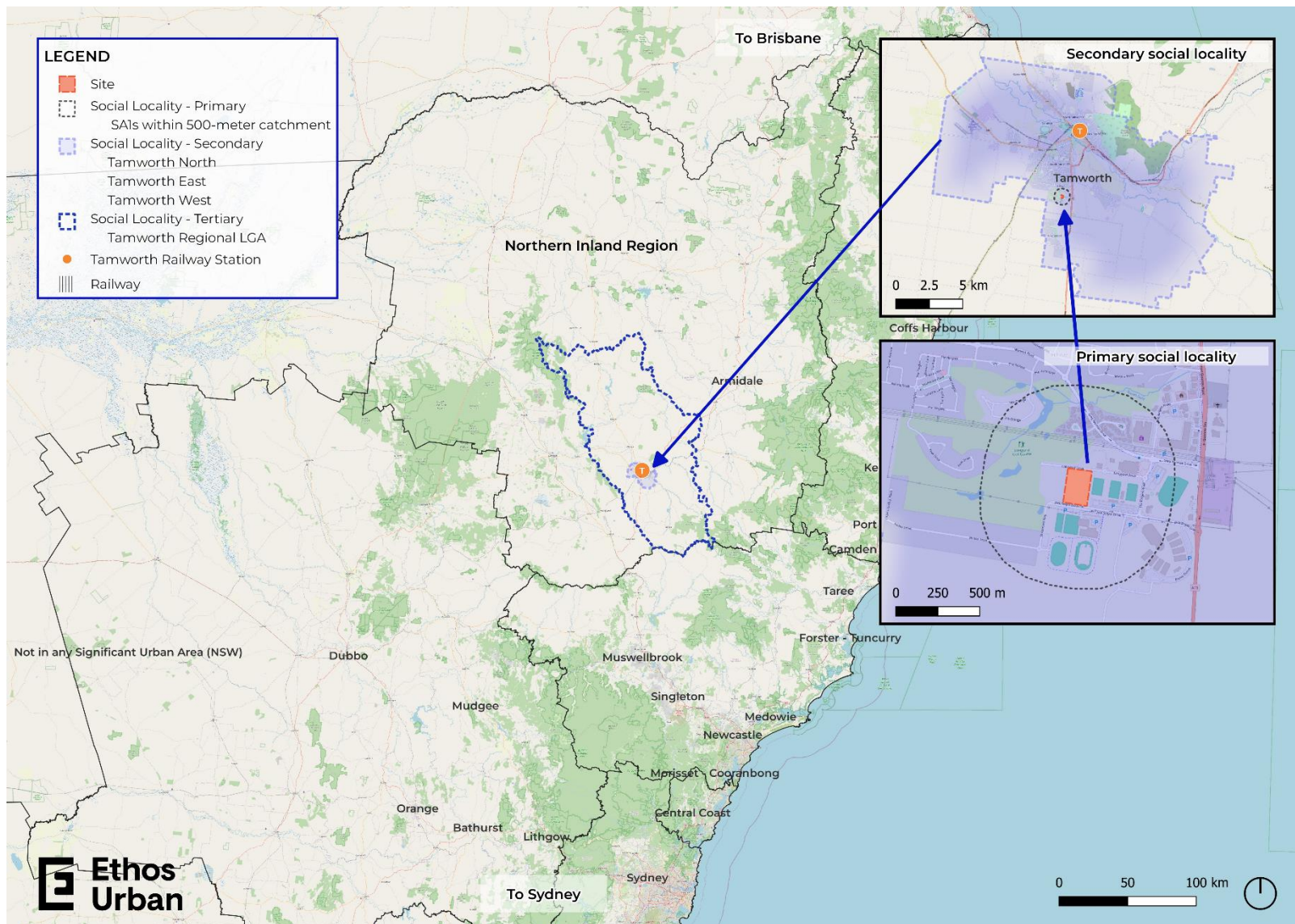


Figure 4 Study area map

Source: Ethos Urban

4.2 Demographic Profile

Based on 2021 ABS Census of Population and Housing data, an overview of the demographic profile of the identified social localities is provided below and where necessary compared to Regional NSW. Key findings in relation to relevant social indicators are highlighted below with detailed demographic tables available in **Table 5**.

Table 5 Overview of Demographics



Age structure

The population in the PSL is slightly older compared to the populations in the SSL, TSL, and Regional NSW. The median age in the PSL is 48 years, which is much higher than in the SSL (37 years) and TSL (39 years). The PSL median age is 6 years higher than the Regional NSW average (42 years). The presence of aged care centres and seniors housing surrounding the site is likely to contribute to the older population in the PSL. Overall, Tamworth LGA (TSL) has a slightly younger population compared to the Regional NSW population.



Median Income

PSL households earn more, on average, than households across the SSL, TSL, and Regional NSW. The median household income per year within the PSL is \$103,990, which is approximately 38.1% higher than the median household income of \$75,280 in Regional NSW. Household incomes in the SSL and TSL are slightly lower than the Regional NSW average by about 2%.



Cultural diversity

There is a relatively large population of Aboriginal and Torres Strait Islanders in the social localities. In the PSL, among residents born in Australia, those identifying as Aboriginal and Torres Strait Islanders make up about 8.3% of the population. This rate is higher in the SSL and TSL at 15.1% and 13.6%, respectively, whereas the Regional NSW benchmark is 7.0%. Most residents (more than 92% of the population) in all social localities and in Regional NSW speak English only at home.



Household composition

Most households in the PSL are family households, whereas lone households are more prevalent in the SSL and TSL. In the PSL, couples without children represent the most common type of household, accounting for 42.1% of total households. Meanwhile, in the SSL and TSL, lone-person households are the most common household type, representing 30.2% and 28.5% of the respective household populations. In comparison, the proportions of couple families with no children and lone-person households in Regional NSW are comparable, at 29.7% and 28.0%, respectively.



Dwelling structure

The majority of dwellings in the social localities are separate houses. Separate houses account for 96.6% of total dwellings in the PSL, 84.7% in the SSL, and 88.5% in the TSL. In comparison, separate houses in Regional NSW account for 82.9% of total dwellings. There is a much lower share of semi-detached housing and residential flat buildings in the PSL, comprising 3.4% of total dwellings, than in the other social localities and in Regional NSW, where 9.9% of dwellings are semi-detached housing and residential flat buildings.



Tenure Type

There is a high share of owned dwellings in the PSL compared to the SSL, TSL and Regional NSW. Of total dwellings, 48.7% are owned outright and 36.7% are owned with a mortgage in the PSL. These rates are significantly higher than in the SSL, TSL, and Regional NSW, where dwellings owned outright or with a mortgage altogether account for no more than 71% of total dwellings in each area. Conversely, the share of rented dwellings is lower in the PSL, accounting for 14.6% of the total dwellings. In comparison, rented dwellings account for 37.6% in the SSL, 31.4% in the TSL, and 26.9% in Regional NSW.



Employment

In all social localities, the most common occupation among residents is 'Professional,' and the largest industry of employment is 'Health Care and Social Assistance.'

Residents employed as professionals account for 20.4% in the PSL, 18.7% in the SSL, 17.9% in the TSL, and 19.5% in Regional NSW. The health care and social assistance industry employs 15.6% of resident workers in the PSL, 19.2% in the SSL, 17.7% in the TSL, and 17.1% in Regional NSW. Additionally, the retail trade, education and training, and manufacturing industries are also among the top industries of employment in the social localities. The unemployment rate is low in the PSL at 1.5%, but relatively high in the SSL at 5.1%. The unemployment rate in the TSL compares to 4.5% in Regional NSW.

Disclaimer regarding COVID-19 Pandemic

It is our view that interpretation of small area data from the 2021 ABS Census – that is any geography smaller than a State - should have due consideration for potential outcomes arising from the COVID-19 pandemic. For example, at a small area level trend analysis relative to 2011 and 2016 Censuses should be treated with some degree of caution, as potential changes in demographics/behaviour may reflect temporary rather than structural changes as a result of COVID-19

4.2.1 Community Health Profile

Table 6 Community Health Snapshot

	Arthritis, asthma, and mental health conditions are among the most prevalent long-term health conditions in the social localities and Regional NSW. The prevalence of mental health conditions in the PSL (6.4%) is lower than in the SSL (10.2%), TSL (9.5%), and Regional NSW (9.4%). In both PSL and Regional NSW, arthritis is the most common long-term health condition reported by residents, followed by asthma. However, in the SSL and TSL (Tamworth Urban Area and Local Government Area), asthma is the most common long-term health condition affecting residents, followed by mental health conditions.
	There is relatively lower proportion of residents needing assistance in the PSL, representing about 4.1% of the population, than in other social localities and Regional NSW. In Regional NSW 7.3% of residents need assistance, which is a similar proportion to the SSL and TSL.
Long Term Health Conditions	
Disability	

4.2.2 Socioeconomic disadvantage

Socio-Economic Indexes for Areas (SEIFA) is a tool developed by the ABS that indicates relative socio-economic advantage and disadvantage. The indexes are based on information from the five-yearly Census. SEIFA percentiles are interpreted as 1 being the most disadvantaged and 10 being the most advantaged.

As shown below in **Figure 5** the PSL is in an area of relative socio-economic advantage. However, there are areas of higher socio-economic disadvantage to the North of the site and across the SSL and TSL. This is reflected by the household and individual income statistics identified above. This socioeconomic profile reflects various factors, including the high proportion of retired or semi-retired people who own their homes outright and have lower-incomes due to their non-participation in the labour market.

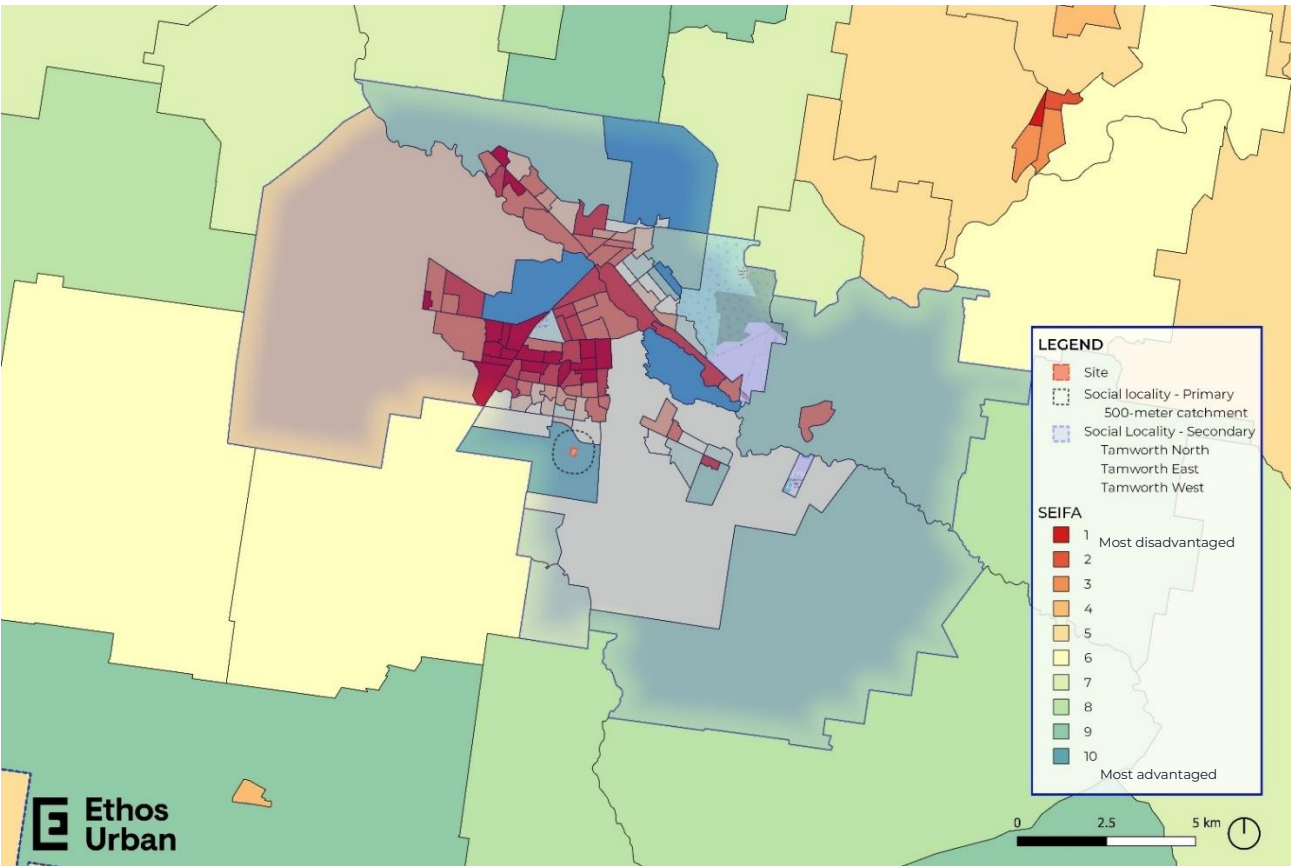


Figure 5 SEIFA map

Source: ABS, Ethos Urban

4.2.3 Forecast Resident Population

For the purposes of this analysis, population projections have been sourced with reference to Transport for NSW Population Projections and have been rebased to the latest ABS estimated resident population figure. **Table 7** shows historical and projected population from 2016 to 2041 and key findings are outlined below.

Key findings

- The estimated resident population as of 2023 is 1,040 in the PSL, 45,300 in the SSL (Tamworth North, East and West), and 64,680 in the TSL (Tamworth LGA).
- The resident population forecast in the TSL is expected to grow from 64,680 in 2023 to 73,440 in 2041, representing an annual increase of +490 residents. Most of the projected growth in the TSL is expected to be concentrated within the SSL, which is forecast to experience a growth of +480 residents each year from 2023 to 2041. s
- The resident population in the PSL is expected to grow by 0.4% through 2041, which is significantly lower than the projected growth in the SSL (1.0%) and TSL (0.7%). The growth rate in the TSL compares to the Regional NSW benchmark of 0.8%.

Table 7 Resident Population Projections

Population (no.)	2016	2023	2026	2031	2036	2041	2016 - 2023	2023 - 2041
PSL	1,010	1,040	1,050	1,060	1,080	1,110	+30	+70
SSL	41,990	45,300	46,760	49,140	51,520	53,890	+3,310	+8,590
TSL	60,810	64,680	66,280	68,740	71,100	73,440	+3,870	+8,760
<u>Average Annual Growth (no.)</u>		2016 - 2023	2023 - 2026	2026 - 2031	2031 - 2036	2036 - 2041	2016 - 2023	2023 - 2041
PSL		+4	+3	+2	+4	+6	+4	+4
SSL		+470	+490	+480	+480	+470	+470	+480
TSL		+550	+530	+490	+470	+470	+550	+490
<u>Average Annual Growth Rate (%)</u>		2016 - 2023	2023 - 2026	2026 - 2031	2031 - 2036	2036 - 2041	2016 - 2023	2023 - 2041
PSL		0.4%	0.3%	0.2%	0.4%	0.5%	0.4%	0.4%
SSL		1.1%	1.1%	1.0%	1.0%	0.9%	1.1%	1.0%
TSL		0.9%	0.8%	0.7%	0.7%	0.6%	0.9%	0.7%
<u>Benchmark</u>	2016	2023	2026	2031	2036	2041	2016 - 2023	2023 - 2041
Rest of NSW	2,707,940	2,879,200	2,941,190	3,047,190	3,172,490	3,297,470	+171,260	+418,270
Average Annual Growth		+24,466	+20,663	+21,200	+25,060	+24,996	+24,470	+23,240
Growth Rate		0.9%	0.7%	0.7%	0.8%	0.8%	0.9%	0.8%

Source: Transport for NSW, ABS

4.3 Local Social Infrastructure

It is important to consider the provision of key social infrastructure to support the project – such as hospitals, emergency services, schools, and other social and health services as well as transport infrastructure. The workforce on site and future residents will place demand on existing infrastructure and services, and any impacts associated with local social infrastructure networks must be identified.

Existing social infrastructure accessible within and to the social locality is mapped in **Figure 6**, and shown in **Table 8**, while existing transport infrastructure servicing the site is outlined in **Table 9** Public Transport And Accessibility.

Table 8 Summary of Key Social Infrastructure

Local social infrastructure	
 Childcare	There is one childcare centre within the primary social locality, situated to the Northeast of the site (Imagine Childcare & Preschool Tamworth).
 Community facilities	There is one community facility located directly to the North of the site and a part of the NICSE Sports Hub (Tamworth Regional Entertainment and Conference Centre).
 Education facilities	There is one primary school within the primary social locality, located to the Southeast of the site (Liberty Primary School).
 Open space and recreation	There are several sports and recreation facilities surrounding the site. The Longyard Golf Course is situated to the West of the site, the Tamworth Sports Dome, Tamworth Cycle Centre, and Tamworth Athletics Centre to the South of the Site, the Tamworth Hockey Association, Tamworth Regional Sporting Complex, and the Australian Equine and Livestock Events Centre to the East of the site.
 Health, emergency and aged care	There is one health facility located to the Northeast of the site (Regional Specialists Tamworth). There are two aged care facilities in the primary social locality (Oak Tree Retirement Village to the Northwest and Signaturecare Community Aged Care to the Northeast of the site). There is one emergency facility present within the primary social locality, located to the Northeast of the site (Fire and Rescue NSW South Tamworth Fire Station).
 Places of worship	There are two places of worship situated to the Northeast of the site (Trinity Church Tamworth and Tamworth Southside Uniting Church).
 Aquatic Centre/Pool	There are two existing pools within the secondary social locality. South and West Tamworth War Memorial Swimming Pool is located about 3 kilometres North of the site while Tamworth Swimming Pool is located about 4 kilometres North of the site. See Figure 7 .

Table 9 Public Transport And Accessibility

Public transport and accessibility	
 Train	The nearest train station, Tamworth Station, is approximately 7 kilometres away from the site. The station is accessible by private vehicle (approximately 10 minutes away), by bus (approximately 30 minutes away), by bicycle (approximately 25 minutes away), and by foot (approximately 1.5 hours away).

Public transport and accessibility



Bus

The site is serviced by two bus lines. Bus line 435 provides direct service from the site, while bus line 433 is accessible through a bus connection. There are three bus stops located within 300 meters of the site.



Active transport

The existing Tamworth Cycling Network services the site which provides shared pathways connecting to the Tamworth urban centre.

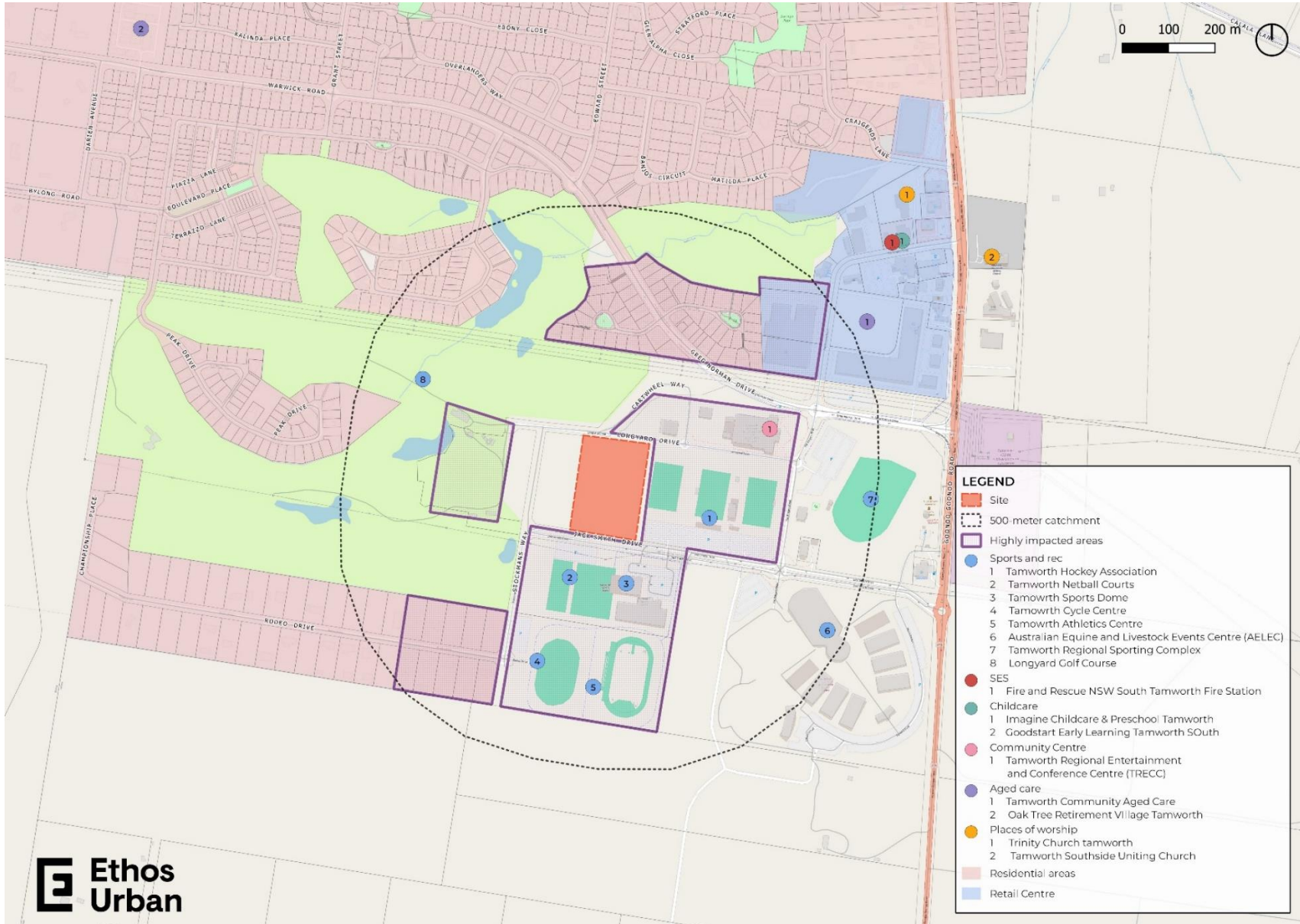


Figure 6 Social Infrastructure Map

Source: Ethos Urban

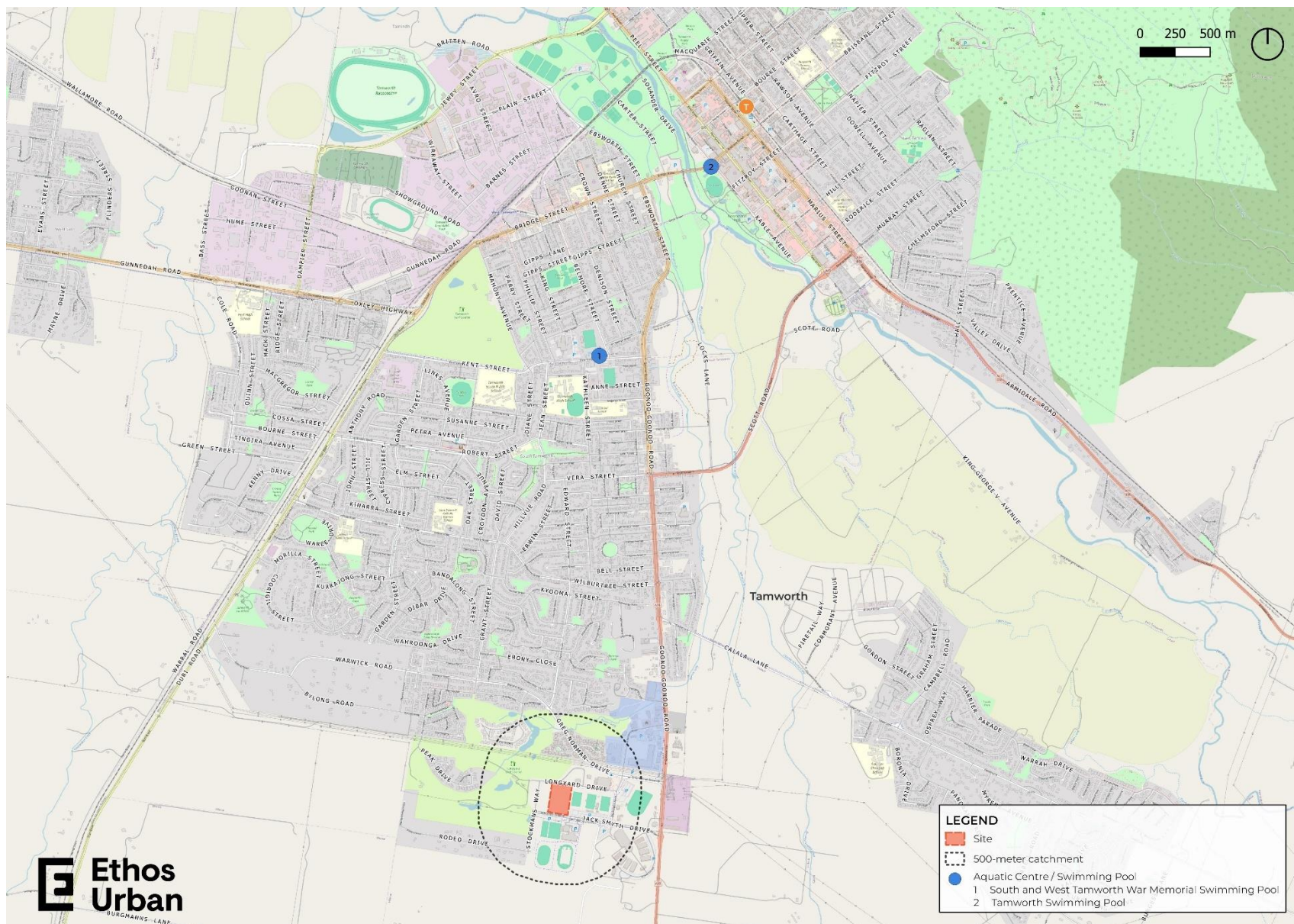


Figure 7 Aquatic Centre Map

Source: Ethos Urban

4.4 Social Issues and Trends

This section identifies social issues and trends of relevance to the proposal, including macro issues, as well as intangible community assets in the locality, such as human and social capital, community values and connection to place.

4.5 Sports and Recreation Trends

4.5.1 NSW Participation rates

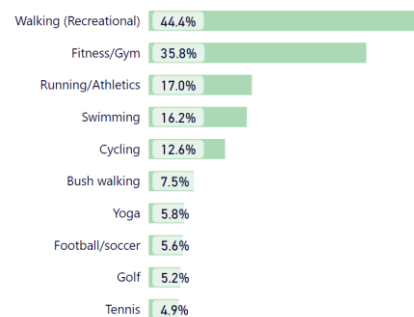
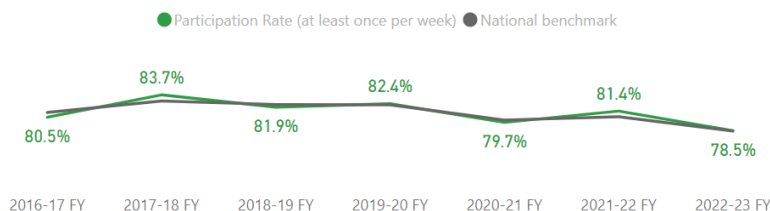
AusPlay provides national, state and territory data on participation sports and activities and Australians who participate in them. Overall, participation rate is higher amongst adults aged 15+ years (89.1%) than children aged 0-14 years (74.6%). This follows the trend across Australia, where adult participation rate is 89.0% and children participation rate is 73.2%.

A summary of participation rates for adult and children population in NSW for the year 2022-2023 is shown below.

Adult participation statistics:

- **Majority of the NSW adult population participate in sport or physical activity on a weekly basis:** 79% of population participate at least once a week and 59% of population participate at least three times per week.
- **Organisation/venue-based sports physical activity is preferred over sports club/association-based sports physical activity:** 60% of population participate through organisation/venue and 22% of population participate through sports club or association.
- **Sports-related participation is common:** 60% of population participate in sports-related activities.
- **Walking, fitness/gym and swimming are the top activities among adults:** Among adult participants, 44.1% engage in walking activities, 36.1% engage in fitness/gym activities and 18.1% engage in swimming activities.

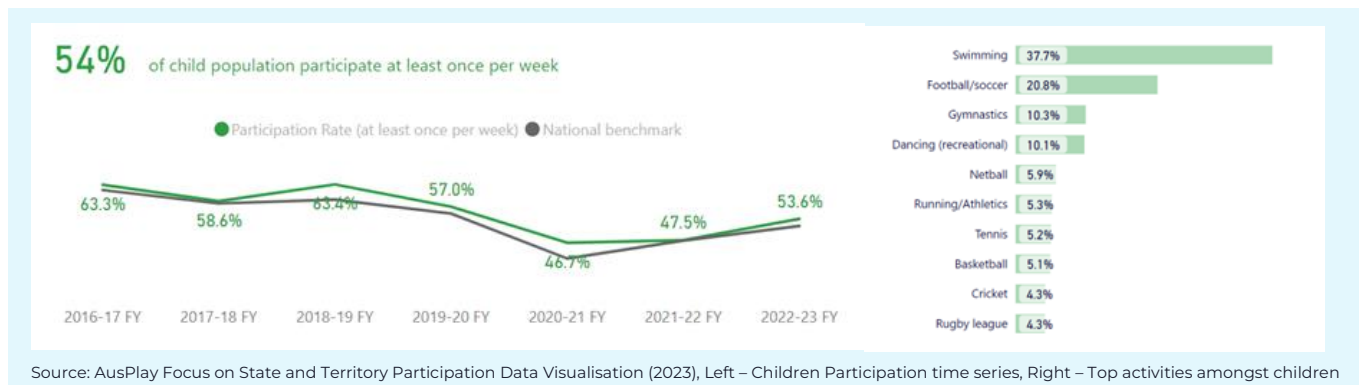
79% of adult population participate at least once per week



Source: AusPlay Focus on State and Territory Participation Data Visualisation (2023), Left – Adult Participation time series, Right – Top activities amongst adults

Children participation statistics

- **Approximately half of the NSW children population participate in sport or physical activity on a weekly basis:** 54% of population participate at least once a week and 21% of population participate at least three times per week.
- **Organisation/venue-based sports physical activity is preferred over sports club/association-based sports physical activity by children compared to adults:** 55% of population participate through organisation/venue and 45% of population participate through sports club or association.
- **Sports-related participation is more common among children than adults:** 72% of population participate in sports-related activities compared with 60% for the adult population (noted above).
- **Swimming, football/soccer and gymnastics are the top activities among children:** Among child participants, 37.7% engage in swimming, 20.8% engage in football/soccer and 10.3% engage in gymnastics.



4.5.2 Tamworth LGA Participation Rates

According to statistics from Ausplay (2022-2023), swimming is the 3rd most common sporting activity among residents, after walking and fitness/gym.

In Tamworth LGA, approximately 85% of adults participate in sporting activities (15+) and 75% of children (0-14).

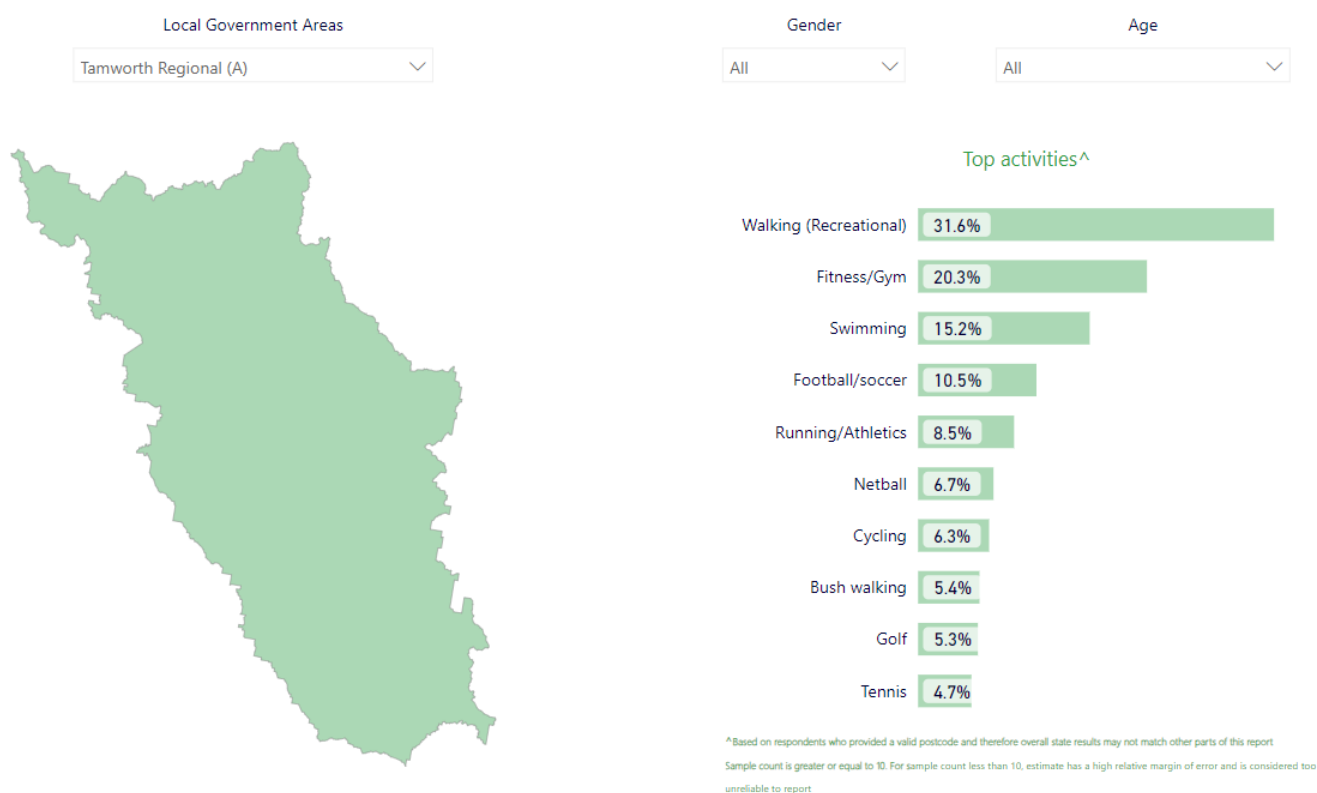


Figure 8. Top sporting activities in Tamworth LGA

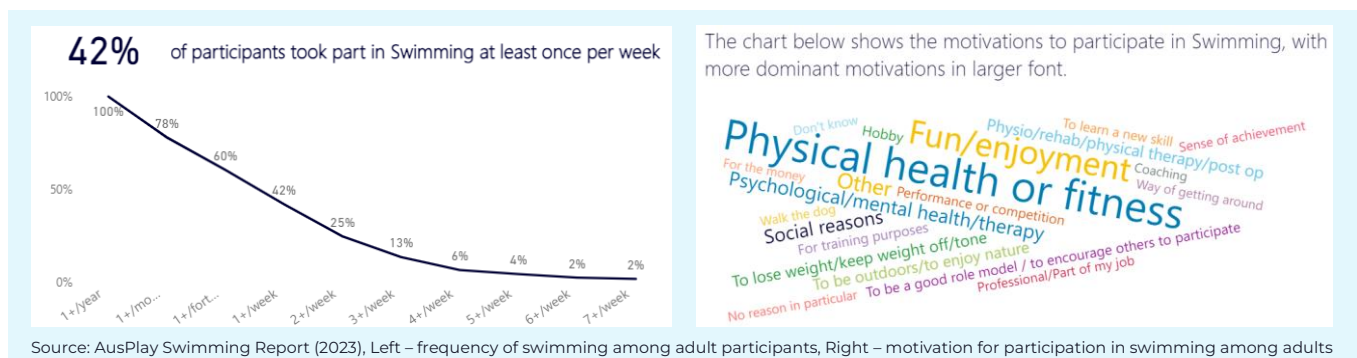
Source: AusPlay Focus on State and Territory Participation Data Visualisation (2023)

4.5.3 National Swimming Participation Trends

A summary of Ausplay data national swimming participation rates for the adult and children population for the year 2022-2023 is shown below.

Adult participation statistics:

- A small proportion (16.2%) of the national adult population participate in swimming annually.
- Female adults are more likely to swim than male adults (54% and 44% respectively).
- Almost half (42%) of adult swimming participants are swimming weekly.
- The top three reasons for adult participation in swimming include physical health, enjoyment, and mental health.



Children participation statistics:

- **Nationally, almost a third (34.3%) of children swim on an annual basis.**
- **Swimming participation amongst children nationally peaks between the ages of 5-8.**



4.5.4 Social Value of Aquatic Facilities

It is well understood that Australia's aquatic facilities provide a wealth of social benefits, including physical and mental wellbeing and economic stimulation. According to the Royal Life Saving Australia's report on The Social Impact of the National Aquatic Industry, the social impacts of aquatic facilities fall into 5 major categories:

1. Health and wellbeing – improvements to users including mental, physical, and functional health.
2. Social connection – reducing feelings of loneliness and social isolation, organised clubs and groups, families.
3. Safety and education – water safety, reductions in drownings, learn to swim, a safe place for the local community to play or in times of crisis.
4. Social cohesion – diverse multicultural communities, learning about difference, opportunities to meet other community members.
5. Employment – access and inclusion, supporting local economy, developing youth, and flexibility for parents and carers¹.

In regional and remote Australia, aquatic facilities are an important catalyst of social interaction and community wellbeing. PWC's report on The Social, Health and Economic Value of the Australian National Aquatic Industry has highlighted the following benefits observed in relation to remote and regional aquatic facilities:

- Further enhanced community cohesion by providing a central location in areas with limited social infrastructure.
- Promoting good behaviour among youths and increasing school attendance.
- Improving health and wellbeing in areas of typically high chronic disease such as high levels of skin and eye conditions².

4.5.5 Importance of Blue Space

Blue space, including pools, beaches, rivers, lakes, and other aquatic environments, is a key part of the Australian identity, with approximately 85% of the population living within 50km of the coast. While it is commonly claimed

¹ https://www.royallifesaving.com.au/_data/assets/pdf_file/0005/56588/127083216_Royal-Life-Saving-Au_Report-v11_DIGITAL.pdf

² [127083216_Royal-Life-Saving-Au_Report-v11_DIGITAL.pdf](https://www.royallifesaving.com.au/_data/assets/pdf_file/0005/56588/127083216_Royal-Life-Saving-Au_Report-v11_DIGITAL.pdf) (royallifesaving.com.au)

that green space is a crucial factor in people's physical and psychological wellbeing, the benefits of blue space are less discussed³.

A recent study in the Journal of Environmental Psychology found that children who spend more time in blue spaces often have improved mental health outcomes in adulthood. Through a study of more than 15,000 people across 18 countries, it was found that those who experienced blue spaces in childhood were more likely to revisit them in adulthood.

It is also important to note that drowning is a common occurrence in Australia, with at least 339 people drowned in the year to June 2022 according to the Royal Life Saving Society. Scientists and academics have indicated that providing young people and children with opportunities to feel comfortable in aquatic settings and learn to swim is crucial to reduce instances of drowning⁴.

4.5.6 Inclusive public aquatic facilities

Welcoming Australia and the Aqua English Project very recently (April 2024) released the 'Inclusion guidelines for public aquatic facilities: How local government and private operators in Australia can create welcoming and inclusive aquatic facilities for all'.

The Guidelines recognised that swimming pools play a unique role in Australia, however not all people have equal access to aquatic facilities in towns and cities across Australia⁵. Based on consultation with a range of stakeholders including local governments, participants and partners, five key measures are recommended in the Guidelines that can be implemented in a small timeframe to increase inclusion and welcome in aquatic facilities:

- Embed culturally responsive staff training.
- Provide inclusive program options and employment pathways for diverse community members.
- Ensure appropriately translated signage.
- Recognise different definitions of concessions.
- Make culturally appropriate swimwear available to buy or borrow.

As noted in Section 4.2 of this report, Tamworth is characterised by an older population, has areas of high socio-economic disadvantage and has a higher Indigenous population when compared with Regional NSW. It is important to consider how different members of the community may experience a place like the public pool, and how it can make everyone feel welcome and included.

³ [Isabelle Best \(nee Kikirekov\), Blue Space: A Missing Piece of the Social Infrastructure Story](#))

⁴ [Children who spend more time in blue spaces likely to have better mental health as an adult, study suggests - ABC News](#)

⁵ [Aquatic-Guidelines.pdf \(welcomingcities.org.au\)](#)

5.0 Methodology

In the absence of local social impact assessment guidelines from Tamworth Regional Council, the assessment of social impacts in this report has been prepared in accordance with the SIA Guideline. SIA involves the analysis of social changes and impacts on communities that are likely to occur as a result of a particular development, planning scheme, or government policy decision.

This methodology is designed to ensure that the social environment of communities is considered as part of project decision-making. Social impacts vary in their nature and can be positive or negative, tangible or intangible, physically observable, or psychological (fears and aspirations). Social impacts can be quantifiable, partly quantifiable or qualitative. They can also be experienced or perceived differently by different people and groups within a community, or over time.

Ultimately, there can be two main types of social impacts (both positive and negative) that may arise as a result of the proposed development. First, direct impacts can be caused by the proposal which may cause changes to the existing community, as measured using social indicators, such as population, health and employment. Secondly, indirect impacts that are generally less tangible and more commonly related to matters such as community values, identity and sense of place. Both physically observable as well as psychological impacts need to be considered.

5.1 Assessment Objectives

This SIA seeks to identify how people will be impacted by the proposal, through:

- Identifying, analysing and assessing any likely social impacts, whether positive or negative, that people may experience at any stage of the proposal lifecycle, as a result of the proposal
- Investigating whether any group in the community may disproportionately benefit or experience negative impacts and proposing commensurate responses consistent with socially equitable outcomes
- Developing social impact mitigation and enhancement options for any identified significant social impacts.

5.2 Assessment Structure

The stages in the preparation of the SIA are shown in **Table 10**.

Table 10 *Assessment Structure*

Element	Location
Methodology	Section 5.0
Overview of site context and proposed development	Section 2.0
Review of relevant policy context at local, state and federal level	Section 3.0
Social baseline analysis of the existing socio-economic environment, involving: • Social locality definition • Demographic analysis, including current and forecast characteristics • Mapping of current social infrastructure local community rely on	Section 4.0
Analysis of findings of stakeholder and community consultation undertaken identify community and stakeholder values, concerns and aspirations	Section 6.0
Scoping of social impacts: • Scoping of impacts before, during and post-construction, with each of the directly affected communities and other stakeholders identified in relation to the way they may be affected. A SIA Scoping Checklist was prepared at the outset of this assessment, in line with the specifications of the SIA Guideline. • Summary of which impacts have been considered material for full assessment in this SIA.	Section 7.1
Identification of the social impacts of the proposal. The SIA ultimately appraises the significance of each identified impact based on its duration, extent and sensitivity of impact “receivers.” This results in a social significance rating for impacts and benefits.	Section 7.4

Element	Location
Identification of mitigation strategies to manage impacts and enhance benefits of the proposal.	Section 7.5
Concluding comments	Section 8.0

5.3 Social Factors for Assessment

The SIA Guideline classifies social impacts using a suite of social factors, which forms the core basis of this assessment:



Way of life

How people live, get around, work, play and interact with one another each day



Community

Its composition, cohesion, character, how it functions, resilience, and people's sense of place



Accessibility

How people access and use infrastructure, services and facilities (private, public, or not-for-profit)



Culture

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



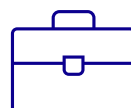
Health and wellbeing

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



Surroundings

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



Livelihoods

Including people's capacity to sustain themselves through employment or business



Decision-making systems

The extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy and grievance mechanisms.

5.4 Social Significance Rating Approach

The assessment includes an assessment of the **social significance** of each impact across the suite of factors, including the **likelihood** of each identified impact, along with the envisaged **duration, extent, and potential to mitigate/enhance**.

Magnitude of impact generally considers the following dimensions:

- Extent – Who specifically is expected to be affected (directly, indirectly, and/or cumulatively), including any vulnerable people? Which location(s) and people are affected? (e.g., near neighbours, local, regional, future generations)?
- Duration – When is the social impact expected to occur? Will it be time-limited (e.g., over particular proposal phases) or permanent?
- Severity or scale – What is the likely scale or degree of change? (e.g., mild, moderate, severe)?
- Intensity or importance – How sensitive/vulnerable (or how adaptable/resilient) are affected 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?
- Level of concern/interest – How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or intensity.

Each impact has ultimately been assessed and assigned an overall **significance rating**, which considers both the **likelihood** of the impact occurring and the **consequences** should the impact occur. The assessment also sets out recommended **mitigation, management and monitoring measures** for the identified impacts.

The social impact significance matrix specified in the SIA Guideline has been adapted for the purposes of undertaking this social and impact assessment.

Table 11 Defining Magnitude Levels for Social Impacts

Use 'Table Heading' type style	Meaning
Transformation	Substantial change experienced in community wellbeing, livelihood, infrastructure, services, health, and/or heritage values; permanent displacement or addition of at least 20% of a community.
Major	Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.
Moderate	Noticeable deterioration/ improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
Minor	Mild deterioration/ improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.
Minimal	Little noticeable change experienced by people in the locality.

Source: NSW DPE, 2023 Technical Supplement - Social Impact Assessment Guideline for State Significant Projects

Table 12 Defining Likelihood Levels of Social Impacts

Likelihood level	Meaning
Almost certain	Definite or almost definitely expected (e.g. has happened on similar projects)
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very unlikely	Improbable or remote probability

Source: NSW DPE, 2023, Technical Supplement - Social Impact Assessment Guideline for State Significant Projects.

Table 13 Social Impact Significance Matrix

Likelihood	Magnitude				
	Minimal	Minor	Moderate	Major	Transformational
Very unlikely	Low	Low	Low	Medium	Medium
Unlikely	Low	Low	Medium	Medium	High
Possible	Low	Medium	Medium	High	High
Likely	Low	Medium	High	High	Very high
Almost certain	Low	Medium	High	Very high	Very high

Source: NSW DPE, 2023, Technical Supplement - Social Impact Assessment Guideline for State Significant Projects.

5.5 Information Sources

The following are key data sources and policy documents used to prepare this SIA (ordered by title):

- Tamworth Regional Council Sport & Recreation Strategic Plan (Tamworth Regional Council, 2020)
- NICSE Sports Hub Master Plan (Tamworth Regional Council, 2023)

- Tamworth Regional Aquatic and Leisure Centre Business Case Report (Tamworth Regional Council, 2019)
- Blueprint 100 Our Community Plan 2023-2033 (Tamworth Regional Council, 2023)
- Local Strategic Planning Statement 2020 (Tamworth Regional Council, 2020)
- Keychange 2017-2027 Community Strategic Plan (Tamworth Regional Council, 2017))
- Strategic Plan 2020-2024 (NSW Government Office of Sport, 2020)
- New England North West Regional Plan (NSW Government DPE, 2017)

Technical reports used to inform the SIA include:

- Traffic Impact Assessment (Tamworth Regional Council, 12 March 2024)

5.6 Assumptions

Assumptions applied to complete this SIA include:

- The key findings of the background studies and technical reports are accurate.
- Socio-economic data for each study area accurately reflects the community demographic profile.
- Outcomes of the community consultation and engagement undertaken to date accurately reflect community views.
- All potential social impacts to the local community and special interest groups that can reasonably be identified have been included in this report.

6.0 Community and Stakeholder Perspectives

The following section provides an overview of the community and stakeholder consultation undertaken to inform the project. The purpose of this section is to highlight user values and aspirations relevant to the proposed development. This section has been largely informed by community engagement conducted by the proponent. Further detail is provided in this report:

- Aquatic and Leisure Facility Community Consultation Report, Tamworth Regional Council, March 2018.

The following section explores the perspectives of key stakeholders and communities as related to social impacts and their perceptions of their local community.

6.1 Engagement Overview

Tamworth Regional Council carried out consultation activities for the project between 18 December 2017 and 18 February 2018. The consultation involved a survey to capture community perspectives on a new aquatic centre, and what mix of facilities should be provided. The survey was promoted through advertisement on radio, social media, physical posters/flyers, and newspapers.

A total of 1,289 respondents completed the survey via an online platform, and a further 9 written responses were provided directly to Council. The primary target population for the survey was residents of Tamworth City, with the secondary being residents of the broader Tamworth LGA.

6.1.1 Survey Engagement Results

The survey resulted in the following key findings:

- The respondent profile is described as follows:
 - Of 1,289 respondents, 85% lived within a 10km radius of Tamworth
 - At least 70% of respondents were answering on behalf of their family.
- The key results of the survey responses include:
 - At least 92% of respondents rated a new facility as 'very important' or 'somewhat important'.
 - 90% of respondents want to see both indoor and outdoor pools in a new facility.
 - At least 65% of respondents indicated that they would like to see both outdoor and indoor pools in a 50m configuration.
 - 25% of respondents use existing pool facilities weekly.
 - At least 80% of respondents would like to see a children's leisure pool/splash play area, and at least 70% would like a program pool.
 - When asked about what features they would like to see in a new facility, the most common responses were an 'outdoor grassed area', followed by a 'café', a 'splash park', and a 'waterslide'.
 - When asked about what other features they would like to see in a new facility, the most common responses were a 'learn to swim program', followed by 'fitness classes', then 'free Wi-Fi'.
 - When asked about what other features they would like to see in a new facility, the most common responses were a 'hydrotherapy pool', followed by 'accessibility', then 'massage'.

6.1.2 Business Case Community Concerns

The Business Case report highlighted three main community concerns related to the proposed TRALC:

- **Location:** Community members are concerned with the new location of the aquatic facilities, being located approximately 5kilometres away from the Tamworth CBD. Issues related to location include accessibility through transport; additional costs for those least able to afford or may have transport limitations; and potential health impacts for those who currently walk or cycle to the existing swimming complexes. Collaboration with the council and public transport providers is planned to ensure affordable and convenient access to the NICSE Site through the development of a transport strategy.
- **Collective Memory/Sense of Place/Nostalgia:** Concerns regarding the loss of place and nostalgia values of the existing aquatic facilities were raised, given the historical intergenerational significance of both

facilities to the Tamworth community. Strategies to preserve aspects of the history of the existing complexes will be considered and incorporated into the new aquatic facility.

- **Accessibility:** Given the substantial upgrade to the proposed aquatic facility, concerns were raised regarding accessibility particularly for the local community. Ongoing community consultation will be undertaken to ensure affordability while maintaining commercial viability of the new facility.

7.0 Social Impact Assessment

The assessment has been based on the information available to date, and is a desktop study, informed by a review and analysis of available documents relevant to the proposal, and the outcomes of engagement conducted to inform this SIA. This section summarises the scoping phase previously conducted and provides the full social impact assessment, with regard to the information provided in the previous sections of this report.

7.1 Scoping

Scoping is the first phase of a social impact assessment and is the initial consideration of possible social impacts associated with a proposed development. This stage includes:

- Defining study area boundaries that represent physical, social, and economic areas of interest
- Outlining likely areas of impact including an examination of the surrounding land uses
- Identifying issues of concern relating to the project
- Identifying stakeholders affected by the proposed development and the way in which these stakeholders have been involved in community consultation.

A summary of the scoping study is provided in **Appendix B**.

The scoping stage identified the following key social impacts as material to consider in depth in this SIA:

Community	• New place to recreate and socialise, formation of new social networks and sporting groups
Health and wellbeing	• Supporting active and healthy lifestyle through access to high quality aquatic and exercise facilities
Way of life	• New place to recreate and socialise, formation of new social networks and sporting groups
Livelihoods	• Generation of new employment opportunities on site • Economic stimulation in Tamworth and the broader region through the attraction of sporting events and related tourism
Surroundings	• Construction activities may lead to disruption for nearby residents, workers and road users due to heavy vehicle movements, and excess noise
Accessibility	• Access to high quality aquatic and exercise facilities • Construction activities may lead to disruption for nearby residents, workers and road users due to heavy vehicle movements, and excess noise, impeding regular travel routes or lessen enjoyment of public spaces and nearby facilities
Culture	• New place to recreate and socialise, formation of new social networks and sporting groups

7.2 Key Affected Communities

Considering the outcomes of the social baseline, within the social locality, the following individuals and communities are likely to be impacted by the proposal:

Residents of Tamworth	Workers in Tamworth and surrounding areas	Businesses in Tamworth	Neighbouring residents, businesses and nearby workers and road users	Users of nearby sport infrastructure	Users of existing aquatic facilities
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7.3 Assessment of Relevant Technical Reports

The following technical report has been reviewed and a summary of the findings in terms of their relevance to the social experience of the development is provided below.

Table 14 Assessment of Relevant Technical Report

Technical Report	Summary of relevant findings	Summary of recommendations for mitigation and enhancement measures
Traffic Impact Assessment (Tamworth Regional Council, 12 March 2023)	It is expected that the proposed development will have minimal impact on the surrounding transport network, based on the proposed location and transport features of the facility.	Provision of the following infrastructure on-site: • Visitor car parking • Staff car parking • Bus pickup/drop off areas • Pedestrian shared path providing connections between Longyard Drive and Jack Smyth Drive • Pedestrian wombat crossing point to Tamworth Sports Dome (across Jack Smyth Drive) • Dedicated service road for service vehicles

7.4 Impact Assessment

The following section sets out the assessment of material social impacts arising from the proposed development and recommended responses, including measures to enhance social benefits and mitigate potentially negative impacts, across the suite of factors set out in the SIA Guideline. The assessment has been based on the information available to date, and is a desktop study, informed by a review and analysis of available documents relevant to the proposal and engagement outcomes undertaken by the Council in relation to the proposal.

7.4.1 Very high to high impact

New place for recreation and socialisation

Social impact: New place for recreation and socialisation					
Description	Community members and sports groups will benefit from a new place to recreate and socialise. The development will allow for formation of new social networks and sporting groups.				
Period	Operation				
Relevant social impact categories	Community, Way of life, Culture				
Likelihood	Very unlikely	Unlikely	Possible	Likely	Almost certain
Magnitude	Minimal	Minor	Moderate	Major	Transformational
Who is impacted and how the impact is experienced them	Residents, workers and visitors in the social localities				
Level of sensitivity and concern	High - Based on community engagement outcomes, at least 92% of respondents rated a new facility as 'very important' or 'somewhat important' and 25% of respondents use existing pool facilities weekly. This indicates community desire for a new facility for recreation and socialisation and existing aquatic facilities serve as a common third space (i.e. places people frequent aside from their home or place of work) that fosters community ties.				
Unmitigated impact – rating and justification	Low	Medium	High	Very High	
Mitigation or enhance measures	- Ensure easy public and active transport to the TRALC by developing a project-specific Transport Strategy. The precinct could be serviced by a dedicated bus service, with frequency based on peak times. - Ensure affordable access to TRALC through ongoing community consultation. - Undertake community engagement in the detailed design phase of the TRALC to consider community needs and aspiration for the space. - To ensure all people in the community feel welcome, consider ways the design and operation of the pool can be inclusive. This includes measures such as				

	culturally responsive staff training, appropriately translated signage, different pricing options and having culturally appropriate swimwear available to buy and/or borrow.
Residual impact – rating and justification	Very High

Increase access to high-quality aquatic and exercise facilities

Social impact: Increase access to high-quality regional aquatic and exercise facilities					
Description	The development will improve access to high-quality aquatic and exercise facilities of regional significance for a range of population groups, including sporting individuals and groups, students and seniors. This will enable these groups to live more active and healthier lives as well as support the sporting culture and industry in the region. The new facility will also serve a different function than existing sporting infrastructure, being a regional-level facility.				
Period	Operation				
Relevant social impact categories	Health and wellbeing, Accessibility				
Likelihood	Very unlikely	Unlikely	Possible	Likely	Almost certain
Magnitude	Minimal	Minor	Moderate	Major	Transformational
Who is impacted and how the impact is experienced them	- Existing users of the two aquatic facilities - Residents, workers and visitors in the social localities - Sporting individuals and groups in the region				
Level of sensitivity and concern	High - Based on community engagement outcomes, at least 92% of respondents rated a new facility as 'very important' or 'somewhat important' and 25% of respondents use existing pool facilities weekly. However, there is some concern among community members that the new location will make it more difficult for existing residents to access, due to its distance from the Tamworth CBD.				
Unmitigated impact – rating and justification	Low	Medium	High	Very High	
Mitigation or enhance measures	- Ensure easy and public and active transport to the TRALC by developing a project-specific Transport Strategy. The precinct could be serviced by a dedicated bus service, with frequency based on peak times. - Ensure affordable access to TRALC through ongoing community consultation. - Undertake community engagement in the detailed design phase of the TRALC to take into account community needs and aspiration for the space.				
Residual impact – rating and justification	Very High				

Generation of new local employment opportunities

Social impact: Generation of new local employment opportunities					
Description	Generation of new employment opportunities on site. This will improve the availability of jobs in Tamworth and surrounds.				
Period	Construction and operation				
Relevant social impact categories	Livelihoods				
Likelihood	Very unlikely	Unlikely	Possible	Likely	Almost certain
Magnitude	Minimal	Minor	Moderate	Major	Transformational
Who is impacted and how the impact is experienced them	Residents in the social localities				

Level of sensitivity and concern	Not specifically raised through consultation. Unemployment in the SSL is slightly higher than the regional NSW average (5.1% compared to 4.5%). There are also considerable levels of socio-economic disadvantage recorded in the SSL. Academic research indicates that aquatic facilities can provide local economic benefits through employment benefits. The function of this new regional-level facility is also likely to stimulate the local economy through sport-related tourism.			
Unmitigated impact – rating and justification	Low	Medium	High	Very High
Mitigation or enhance measures	Consider a local employment strategy for construction and operation, including more vulnerable groups – seniors, young people, people with disability, Aboriginal and Torres Strait Islanders, and culturally and linguistically diverse (CALD) people living in and around Tamworth. .			
Residual impact – rating and justification	Very High			

Local economic stimulation

Social impact: Local economic stimulation					
Description	The development is likely to lead to economic stimulation in Tamworth and the broader region through the attraction of sporting events and related tourism. Local businesses may experience improved viability.				
Period	Construction and operation				
Relevant social impact categories	Livelihoods				
Likelihood	Very unlikely	Unlikely	Possible	Likely	Almost certain
Magnitude	Minimal	Minor	Moderate	Major	Transformational
Who is impacted and how the impact is experienced them	- Residents in the social localities - Business owners and workers in the social localities				
Level of sensitivity and concern	Not specifically raised through consultation. Unemployment in the SSL is slightly higher than the regional NSW average (5.1% compared to 4.5%). There are also considerable levels of socio-economic disadvantage recorded in the SSL. Academic research indicates that aquatic facilities can provide local economic benefits through employment benefits. The function of this new regional-level facility is also likely to stimulate the local economy through sport-related tourism, in addition to				
Unmitigated impact – rating and justification	Low	Medium	High	Very High	
Mitigation or enhance measures	- Provide opportunities for local businesses to advertise within the new facility, such as on a community notice board. - Procure local services where possible for the new facility, such as food and beverage products for the café.				
Residual impact – rating and justification	Very High				

7.4.2 Medium to low impact

Disruption to daily activities during construction

Social impact: Disruption to daily activities during construction	
Description	Construction of the facility may lead to disruption for nearby residents, workers and road users due to heavy vehicle movements, and excess noise. This may impede regular travel routes or lessen their enjoyment of public spaces.
Period	Construction

Relevant social impact categories	Surroundings, Accessibility, Way of life				
Likelihood	Very unlikely	Unlikely	Possible	Likely	Almost certain
Magnitude	Minimal	Minor	Moderate	Major	Transformational
Who is impacted and how the impact is experienced them	- Neighbouring residents, workers and businesses of the site. - Visitors to and users of nearby sporting facilities.				
Level of sensitivity and concern	Not specifically raised during consultation.				
Unmitigated impact – rating and justification	Low	Medium	High	Very High	
Mitigation or enhance measures	Implement a program of construction communications with nearby residents, businesses, and other landowners to ensure they are kept up to date with the construction timeline. Channels should be provided for affected people to raise issues and provide feedback.				
Residual impact – rating and justification	Low				

Changes to sense of place

Social impact: Changes to sense of place					
Description	The community may experience a change to their sense of place associated with the existing aquatic facilities, having served the community for over 50 years, as they are replaced by the new facility. Overtime, it is expected that new community memories and connections will be formed in the new facility that will shape community identity and sense of belonging.				
Period	Construction				
Relevant social impact categories	Surroundings, Accessibility, Way of life				
Likelihood	Very unlikely	Unlikely	Possible	Likely	Almost certain
Magnitude	Minimal	Minor	Moderate	Major	Transformational
Who is impacted and how the impact is experienced them	- Existing users of the two aquatic facilities - Residents, workers and visitors in the social localities - Sporting individuals and groups in the region				
Level of sensitivity and concern	Community members have raised concerns regarding the loss of place and nostalgia values of the existing aquatic facilities. Particularly given the historical intergenerational significance of both facilities to the Tamworth community.				
Unmitigated impact – rating and justification	Low	Medium	High	Very High	
Mitigation or enhance measures	Preservation of community and heritage values associated with the existing aquatic facilities should be considered. This can be done by incorporating aspects of the old aquatic centres into the design of TRALC.				
Residual impact – rating and justification	Low				

7.5 Social Impact enhancement and mitigation measures

A summary of all recommended Social Impact enhancement and mitigation measures is provided below:

- Ensure easy public and active transport to the TRALC by developing a project-specific Transport Strategy. The precinct could be serviced by a dedicated bus service, with frequency based on peak times.
- Ensure affordable access to TRALC through ongoing community consultation.

- Undertake community engagement in the detailed design phase of the TRALC to take into account community needs and aspiration for the space.
- To ensure all people in the community feel welcome, consider ways the design and operation of the pool can be inclusive. This includes measures such as culturally responsive staff training, appropriately translated signage, different pricing options and having culturally appropriate swimwear available to buy and/or borrow.
- Preservation of community and heritage values associated with the existing aquatic facilities should be considered. This can be done by incorporating aspects of the old aquatic centres into the design of TRALC.
- Implement a program of construction communications with nearby residents, businesses, and other landowners to ensure they are kept up to date with the construction timeline. Channels should be provided for affected people to raise issues and provide feedback.
- Provide opportunities for local businesses to advertise within the new facility, such as on a community notice board.
- Procure local services where possible for the new facility, such as food and beverage products.
- Consider a local employment strategy for construction and operation, including more vulnerable groups – seniors, young people, people with disability, Aboriginal and Torres Strait Islanders, and culturally and linguistically diverse (CALD) people living in and around Tamworth.

8.0 Conclusion

An assessment of the social impact categories, as defined within the Social Impact Assessment Guideline (NSW DPE, 2023) has been undertaken with consideration to the issues identified through the baseline analysis. Each material impact has been appraised in terms of the significance of the impact, based on the likelihood and magnitude of the change experienced by the community.

Key findings of the Social Impact Assessment:

- **The proposed development will likely benefit the Social Localities in the following ways:**
 - Community members and sports groups will benefit from a new place to recreate and socialise.
 - The development will improve access to high-quality aquatic and exercise facilities of regional significance for a range of population groups.
 - Generation of new employment opportunities on site during construction and operation.
 - The development is likely to lead to economic stimulation in Tamworth and the broader region through the attraction of sporting events and related tourism.
- **The proposed development may lead to the following adverse impacts, if not appropriately mitigated:**
 - Construction of the facility may lead to disruption for nearby residents, workers and road users due to heavy vehicle movements, and excess noise.
 - The community may experience a change to their sense of place associated with the existing aquatic facilities, having served the community for over 50 years, as they are replaced by the new facility.
- **The following key measures are recommended to enhance and mitigate social impacts:**
 - Ensure easy public and active transport to the TRALC by developing a project-specific Transport Strategy. The precinct could be serviced by a dedicated bus service, with frequency based on peak times.
 - To ensure all people in the community feel welcome, consider ways the design and operation of the pool can be inclusive. This includes measures such as culturally responsive staff training, appropriately translated signage, different pricing options and having culturally appropriate swimwear available to buy and/or borrow.
 - Preservation of community and heritage values associated with the existing aquatic facilities should be considered. This can be done by incorporating aspects of the old aquatic centres into the design of TRALC.
 - Implement a program of construction communications with nearby residents, businesses, and other landowners to ensure they are kept up to date with the construction timeline. Channels should be provided for affected people to raise issues and provide feedback.
 - Implement a strategy to employ members of the local community, including more vulnerable groups – seniors, young people, people with disability, Aboriginal and Torres Strait Islanders, and culturally and linguistically diverse (CALD) people.

Overall, it is considered that the proposal will have a net benefit on the Social Localities, through the provision of high-quality social infrastructure. The new facility will generate a wide array of benefits, ranging from economic stimulation of Tamworth's local economy, and the facilitation of new social networks through sport activities.

Appendix A Demographic Profile

Category	PSL	SSL	TSL	Regional NSW
<u>Income</u>				
Median individual income (annual)	\$49,250	\$40,210	\$39,360	\$37,560
Variation from Regional NSW median	+31.1%	+7.1%	+4.8%	n.a.
Median household income (annual)	\$103,990	\$73,710	\$73,840	\$75,280
Variation from Regional NSW median	+38.1%	-2.1%	-1.9%	n.a.
Individual income				
No income	6.2%	7.1%	7.2%	7.5%
Low	26.7%	35.8%	36.7%	38.5%
Medium	53.3%	49.3%	47.6%	44.1%
High	13.8%	7.8%	8.5%	9.9%
Household income				
No income	1.4%	1.8%	1.7%	1.6%
Low	9.2%	17.8%	18.1%	18.0%
Medium	39.7%	46.1%	45.1%	43.9%
High	49.7%	34.3%	35.0%	36.5%
<u>Age Structure</u>				
0 years	1.3%	1.2%	1.2%	1.0%
1-2 years	2.0%	2.7%	2.5%	2.2%
3-4 years	1.1%	2.6%	2.4%	2.2%
5-6 years	2.1%	2.8%	2.7%	2.4%
7-11 years	6.2%	7.3%	7.0%	6.2%
12-17 years	9.9%	8.7%	8.5%	7.4%
18-24 years	5.7%	8.2%	7.5%	7.5%
25-34 years	8.7%	14.4%	12.7%	11.5%
35-49 years	15.9%	16.9%	17.5%	17.5%
50-59 years	13.6%	11.1%	12.0%	12.9%
60-69 years	15.6%	10.1%	11.7%	13.4%
70-84 years	16.8%	11.2%	11.7%	12.9%
85 years and over	1.2%	2.8%	2.5%	2.7%
Males	48.9%	48.6%	49.0%	49.2%
Females	51.1%	51.4%	51.0%	50.8%
Median Age (years)	48.0	37.2	39.2	42.4
<u>Country of Birth</u>				
Australia	94.3%	91.0%	91.0%	88.5%
Aboriginal and Torres Strait Islanders	8.3%	15.1%	13.6%	7.0%
Other Major English Speaking Countries	2.7%	2.3%	3.0%	5.4%
Other Overseas Born	2.9%	6.7%	6.1%	6.1%
% speak English only at home	97.3%	92.3%	93.5%	93.5%
<u>Household Composition</u>				
Couple family with no children	42.1%	26.3%	27.9%	29.7%
Couple family with children	31.5%	24.9%	26.5%	26.6%
Couple family - Total	73.6%	51.1%	54.4%	56.3%
One parent family	6.3%	14.1%	12.9%	11.7%
Other families	0.0%	1.0%	1.1%	0.8%
Family Households - Total	79.8%	66.3%	68.5%	68.8%

Lone person household	18.6%	30.2%	28.5%	28.0%
Group Household	1.5%	3.5%	3.1%	3.2%
<u>Dwelling Structure (Occupied Private Dwellings)</u>				
Separate house	96.6%	84.7%	88.5%	82.9%
Semi-detached, row or terrace house, townhouse etc.	3.4%	12.8%	9.2%	9.9%
Flat, unit or apartment	0.0%		1.8%	6.2%
Other dwelling	0.0%	0.4%	0.5%	1.0%
Occupancy rate	94.6%	92.0%	91.1%	88.8%
Average household size	2.5	2.4	2.5	2.4
<u>Tenure Type (Occupied Private Dwellings)</u>				
Owned outright	48.7%	30.8%	34.3%	38.9%
Owned with a mortgage	36.7%	30.0%	31.9%	32.0%
<u>Rented</u>	<u>14.6%</u>	<u>37.6%</u>	<u>31.4%</u>	<u>26.9%</u>
State or territory housing authority	1.8%	3.6%	2.7%	2.9%
Housing co-operative/community/church group	0.0%	1.2%	1.0%	1.0%
Other	12.8%	32.7%	27.6%	22.9%
Other tenure type	0.0%	1.7%	2.3%	2.2%
<u>Attending Education (% of those attending)</u>				
Pre-school	7.2%	9.6%	9.5%	9.4%
<u>Infants/Primary Total</u>	<u>38.5%</u>	<u>37.9%</u>	<u>38.5%</u>	<u>35.8%</u>
Government	42.4%	67.5%	64.5%	69.4%
Catholic	40.0%	23.1%	24.0%	20.8%
Other	17.6%	9.4%	11.5%	9.9%
<u>Secondary Total</u>	<u>38.9%</u>	<u>29.8%</u>	<u>30.5%</u>	<u>27.6%</u>
Government	26.7%	66.0%	63.3%	62.4%
Catholic	40.7%	17.9%	18.2%	23.1%
Other	32.6%	16.2%	18.5%	14.6%
Technical or Further Educational Institution	8.6%	11.8%	10.8%	11.2%
University or other Tertiary Institution	6.8%	9.0%	8.6%	13.8%
Other type of educational institution	0.0%	2.0%	2.1%	2.2%
% of total population attending education	21.3%	23.0%	22.9%	21.9%
<u>Highest Level of Education Completed (% of population aged 15 years and over)</u>				
Year 12 or equivalent	46.5%	46.4%	45.0%	48.4%
Year 9-11 or equivalent	50.0%	48.2%	49.4%	46.5%
Year 8 or below	3.5%	5.0%	5.1%	4.7%
Did not go to school	0.0%	0.5%	0.5%	0.4%
<u>Employment Status</u>				
Unemployed/ looking for work	1.5%	5.1%	4.5%	4.5%
Labour force participation rate	63.3%	58.8%	59.5%	56.3%
<u>Need for Assistance</u>				
With Need for Assistance	4.1%	7.3%	7.2%	7.3%
No Need for Assistance	95.9%	92.7%	92.8%	92.7%
<u>Top 10 Countries of Birth</u>				
	PSL	SSL	TSL	Regional NSW
1	Australia (94.3%)	Australia (91.0%)	Australia (91.0%)	Australia (88.5%)
2	England (1.1%)	Philippines (1.2%)	England (1.3%)	England (3.0%)
3	Scotland (0.8%)	England (1.2%)	Philippines (0.9%)	New Zealand (1.2%)

4	China (0.8%)	India (1.1%)	India (0.9%)	India (0.8%)
5	Taiwan (0.7%)	Vietnam (0.8%)	New Zealand (0.7%)	Philippines (0.5%)
6	Fiji (0.5%)	New Zealand (0.6%)	Vietnam (0.6%)	Germany (0.3%)
7	New Zealand (0.4%)	China (0.6%)	China (0.5%)	South Africa (0.3%)
8	United States of America (0.4%)	Nepal (0.5%)	Nepal (0.4%)	Scotland (0.3%)
9	Iran (0.3%)	Taiwan (0.4%)	Taiwan (0.3%)	China (0.3%)
10	Philippines (0.3%)	Fiji (0.2%)	South Africa (0.2%)	United States of America (0.3%)

Top 10 Languages Spoken at home (other than English)

	<u>PSL</u>	<u>SSL</u>	<u>TSL</u>	<u>Regional NSW</u>
1	Cantonese (1.1%)	Mandarin (1.0%)	Mandarin (0.8%)	Mandarin (0.4%)
2	Arabic (0.7%)	Vietnamese (0.8%)	Vietnamese (0.6%)	Italian (0.4%)
3	Mandarin (0.6%)	Tagalog (0.7%)	Tagalog (0.5%)	Punjabi (0.3%)
4	Persian (0.3%)	Punjabi (0.5%)	Punjabi (0.4%)	Macedonian (0.3%)
5	Afrikaans (0.0%)	Nepali (0.5%)	Nepali (0.4%)	Spanish (0.3%)
6	Australian Indigenous (0.0%)	Australian Indigenous (0.4%)	Australian Indigenous (0.3%)	Arabic (0.3%)
7	Chinese - other (0.0%)	Filipino (0.4%)	Filipino (0.3%)	Nepali (0.2%)
8	Croatian (0.0%)	Malayalam (0.3%)	Malayalam (0.2%)	German (0.2%)
9	French (0.0%)	Arabic (0.2%)	Hindi (0.2%)	Malayalam (0.2%)
10	German (0.0%)	Hindi (0.2%)	Arabic (0.2%)	Tagalog (0.2%)

Religion

Buddhism	0.0%	0.7%	0.7%	0.8%
Christianity	73.0%	61.0%	63.0%	55.7%
Hinduism	0.0%	1.2%	0.9%	0.8%
Islam	0.0%	0.8%	0.6%	0.7%
Judaism	0.0%	0.0%	0.0%	0.1%
Other Religions	0.4%	0.7%	0.7%	0.7%
No religious association	26.6%	35.5%	34.2%	41.2%

Long-term Health Conditions

Arthritis	9.9%	8.9%	9.4%	10.3%
Asthma	8.6%	10.4%	9.9%	8.5%
Cancer	3.7%	2.6%	3.0%	2.9%
Dementia	0.3%	0.6%	0.8%	0.6%
Diabetes	4.8%	4.4%	4.7%	4.4%
Heart disease	5.2%	3.9%	4.3%	4.2%
Kidney disease	0.4%	0.7%	1.1%	0.7%
Lung condition	1.3%	1.6%	2.1%	2.0%
Mental health condition	6.4%	10.2%	9.5%	9.4%
Stroke	1.0%	0.7%	1.0%	0.7%
Other	6.2%	7.3%	7.3%	7.4%
None	52.3%	48.7%	46.9%	48.8%

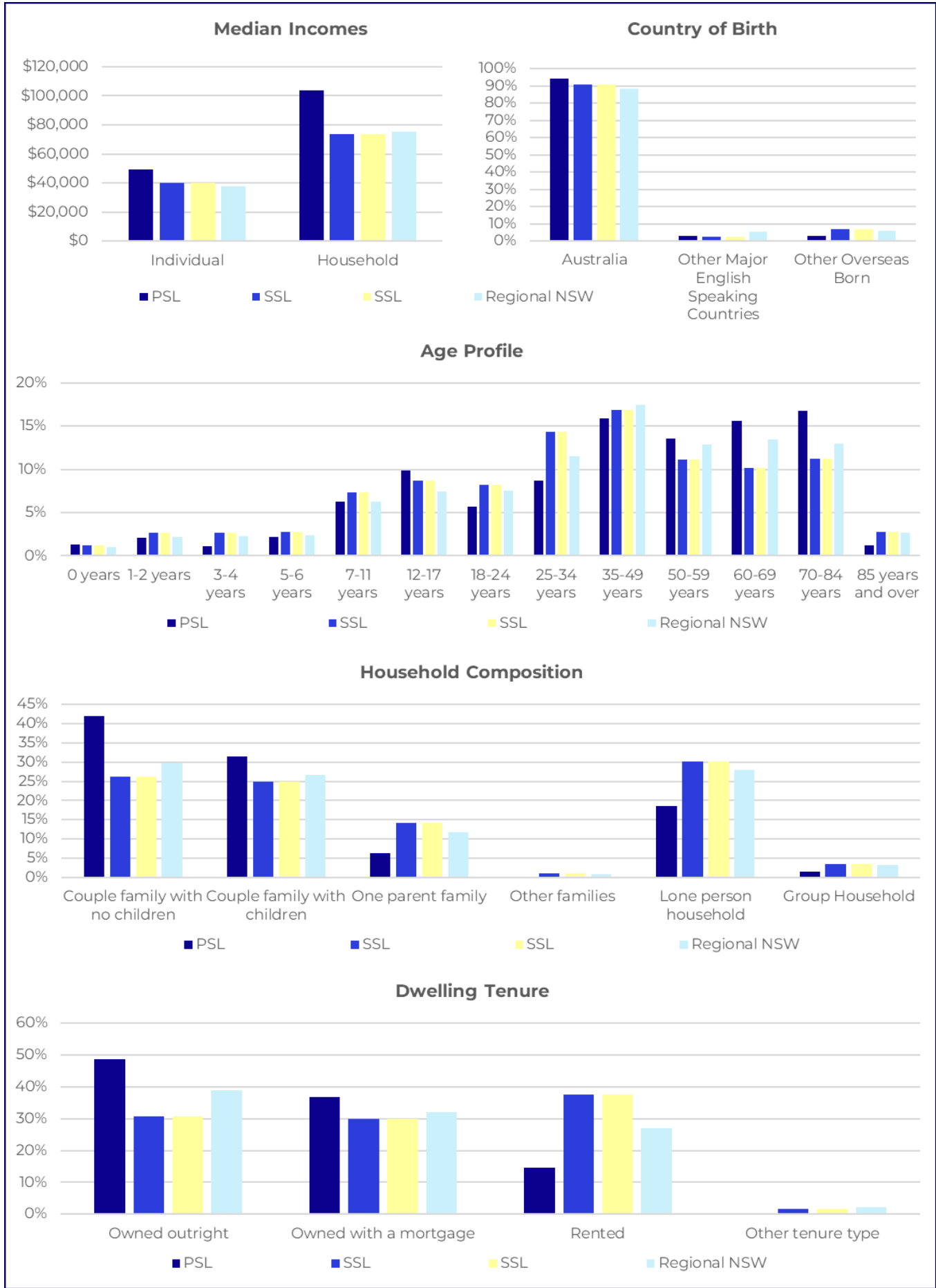
Provided Unpaid Childcare

Females	34%	32%	33%	31%
Males	28%	24%	25%	24%

Occupation

Managers	14.4%	10.1%	12.9%	13.6%
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Professionals	20.4%	18.7%	17.9%	19.5%
Technicians and trades workers	15.0%	13.9%	14.2%	14.8%
Community and personal service workers	7.7%	13.6%	12.8%	13.4%
Clerical and administrative workers	15.4%	11.6%	11.6%	11.9%
Sales workers	10.6%	9.7%	9.1%	8.6%
Machinery operators and drivers	8.7%	6.8%	7.1%	7.0%
Labourers	7.9%	15.6%	14.3%	11.1%
Industry of Employment (employed persons aged 15 years and over)				
Agriculture, forestry and fishing	3.8%	2.2%	6.1%	5.3%
Mining	0.0%	0.8%	1.3%	2.5%
Manufacturing	8.6%	10.5%	8.9%	5.9%
Electricity, gas, water and waste services	0.0%	0.8%	1.1%	1.2%
Construction	10.2%	8.1%	8.4%	9.8%
Wholesale trade	3.2%	2.1%	2.4%	2.0%
Retail trade	11.8%	11.4%	10.4%	9.9%
Accommodation and food services	6.6%	7.9%	6.9%	7.9%
Transport, postal and warehousing	5.4%	5.0%	4.9%	3.9%
Information, media and telecommunications	1.8%	0.8%	0.7%	0.6%
Financial and insurance services	1.4%	1.7%	1.7%	1.9%
Rental hiring and real estate services	1.8%	1.1%	1.2%	1.2%
Professional, scientific and technical services	4.4%	3.7%	3.7%	5.1%
Administrative and support services	0.8%	3.6%	3.3%	3.3%
Public administration and safety	7.6%	5.9%	6.1%	7.5%
Education and training	12.2%	10.0%	10.0%	9.7%
Health care and social assistance	15.6%	19.2%	17.7%	17.1%
Arts and recreation services	1.8%	0.8%	1.0%	1.2%
Other services	3.2%	4.6%	4.3%	4.0%



Appendix B Scoping Study

Scoping is the first phase of a social impact assessment, as required by the SIA Guideline. It is the initial consideration of possible social impacts associated with a proposed development.

This stage includes:

- Defining study area boundaries that represent physical, social, and economic areas of interest
- Outlining likely areas of impact including an examination of the surrounding land uses
- Identifying issues of concern relating to the project
- Identifying stakeholders affected by the proposed development and the way in which these stakeholders have been involved in community consultation.

A summary of the scoped social impacts alongside the relevant social factors is provided in Table 15.

Table 15 *Summary of Scoping Study*

Social Impact and social factor	Affected groups	Impact dimensions (likelihood, duration)	Recommended actions
Community members and sports groups will benefit from a new place to recreate and socialise. The development will allow for formation of new social networks and sporting groups. Social factors: Community, Way of life	• Residents of Tamworth	Almost certain, permanent	• Consult with community groups and sporting clubs about the types of spaces they may require/would like to see.
The development increase access to high-quality aquatic and exercise facilities for a range of population groups, including students and seniors. This will enable these groups to live more active and healthier lives. Social factors: Health and wellbeing, Accessibility	• Residents of Tamworth	Likely, permanent	• Consult with community groups and sporting clubs about the types of spaces they may require/would like to see.
Generation of new employment opportunities on site. This will improve the availability of jobs in Tamworth and surrounds. Social factors: Livelihoods	• Residents of Tamworth and surrounds	Likely, permanent	• Investigate the implementation of a Local Procurement Strategy to ensure employment opportunities are provided to local residents.
The development is likely to lead to economic stimulation in Tamworth and the broader region through the attraction of sporting events and related tourism. Local businesses may experience improved viability. Social factors: Livelihoods	• Business owners in Tamworth • Workers in Tamworth	Likely, permanent	Nil.
Construction of the facility may lead to disruption for nearby residents, workers and road users due to heavy vehicle movements, and excess noise. This may	• Neighbouring residents • Neighbouring businesses • Nearby workers and road users	Possible, permanent	• Implement a program of construction communications with nearby residents, businesses, and other landowners to ensure they

Social Impact and social factor	Affected groups	Impact dimensions (likelihood, duration)	Recommended actions
impede regular travel routes, or lessen their enjoyment of public spaces. Social factors: Surroundings, Accessibility	Users of nearby sport infrastructure		are kept up to date with the construction timeline. Channels should be provided for affected people to raise issues and provide feedback.

