



## Chapter 7

### **SOCIO-ECONOMICS**

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# 7 Socio-Economics

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## Preface

This chapter has been updated to reflect minor changes to the baseline scenario and a revised cumulative assessment. The remaining sections remain broadly unchanged from the 2021 ES and there is no change in the significance of residual effects stated in the 2021 ES.

## 7.1 Introduction

- 7.1.1 This chapter of the ES has been prepared by Quod and presents an assessment of the likely significant effects of the Development with respect to Socio-Economics. Mitigation measures are identified, where appropriate, to avoid, reduce or offset any significant adverse effects identified and/or enhance likely beneficial effects. The nature and significance of the likely residual effects are reported.

### Competence

- 7.1.2 This assessment was overseen and approved by Barney Stringer. Barney has 20 years of experience leading on Socio-Economic Impact Assessment and socio-economic EIA expertise, for well over 100 schemes. His education background includes a Joint Honours BSc, Politics MSc and an Economics Postgraduate Degree (PGCert).
- 7.1.3 This work was supported by Alice Noyce-Mead. Alice has seven years' experience of undertaking socio-economic assessment for major development projects. She has a 1st Class degree in Geography BSc (University of Sheffield), is a practitioner member of IEMA and a chartered member of the Royal Town Planning Institute (RTPI).

## 7.2 Legislation, Planning Policy and Guidance

### Legislation Context

- 7.2.1 There is no legislation of relevance to the assessment of socio-economic effects resulting from the Development.

### Planning Policy Context

#### National

- 7.2.2 The National Planning Policy Framework (NPPF) (2023)<sup>1</sup> is the key national planning policy relevant to the Development. The policy framework set out within Chapter 6 'Building a strong, competitive economy' is of greatest importance to this assessment.

#### Regional

- 7.2.3 The Oxfordshire Plan 2050<sup>2</sup> is an emerging policy document at the regional level (currently at Regulation 18 Part 2). Policy Option 22 encourages the creation of jobs and Policy Option 23 supports appropriate growth of economic assets.

## Local

- 7.2.4 The Cherwell Local Plan<sup>3</sup> is the local planning policy of relevance to the Development, specifically ‘Policy SLE 1: Employment Development’ which supports new employment development subject to meeting criteria set out within the policy.
- 7.2.5 Cherwell District Council (CDC) published their Regulation 18 Draft Local Plan in September 2023<sup>4</sup>. The overarching theme of maintaining and developing a sustainable local economy is of greatest relevance to the Development, particularly Core Policy 25 ‘meeting business and employment needs’ and Core Policy 27 ‘new employment development on unallocated sites’.
- 7.2.6 CDC’s Developers Contributions SPD<sup>5</sup> is also of relevance to the Development, which seeks to secure an Employment, Skills and Training Plan (ESTP) as part of S106 agreements, to cover both the construction and end-use phases.
- 7.2.7 The Mid-Cherwell Neighbourhood Plan 2018-2030<sup>6</sup>, Policy PC1 ‘Local Employment’ supports proposals for ‘new small businesses’ where they provide diverse employment opportunities for people living in the neighbourhood area or otherwise benefit the local economy.

## Guidance

- 7.2.8 Planning Practice Guidance (PPG) (Live Document)<sup>7</sup> is an online resource which provides further detail on the policies set out within the NPPF. The PPG is relevant to the Development and highlights the need for local authorities to identify economic needs in their areas in order to plan efficiently and effectively.

## 7.3 Assessment Methodology

### Consultation

- 7.3.1 The scope of this assessment was proposed in the Scoping Report submitted to CDC. Within their Scoping Opinion, CDC agreed with the proposed scope and methodology of the socio-economics assessment. CDC requested the consideration of the proposed Oxfordshire Strategic Rail & Freight Interchange (SRFI). However, this scheme has not been considered within the cumulative assessment as there is insufficient certainty that the SRFI will come forward.
- 7.3.2 Fritwell Parish Council requested impacts on nearby Fritwell village be assessed. The village was therefore considered within the baseline and assessment.

### Study Area and Scope

- 7.3.3 The baseline assessment considered the current social and economic conditions at different spatial levels (i.e. study area) as defined below:
- Site level – the Site (where data is available at this spatial level);
  - Local Area – Fringford and Heyfords ward;
  - District – Cherwell;
  - County – Oxfordshire; and

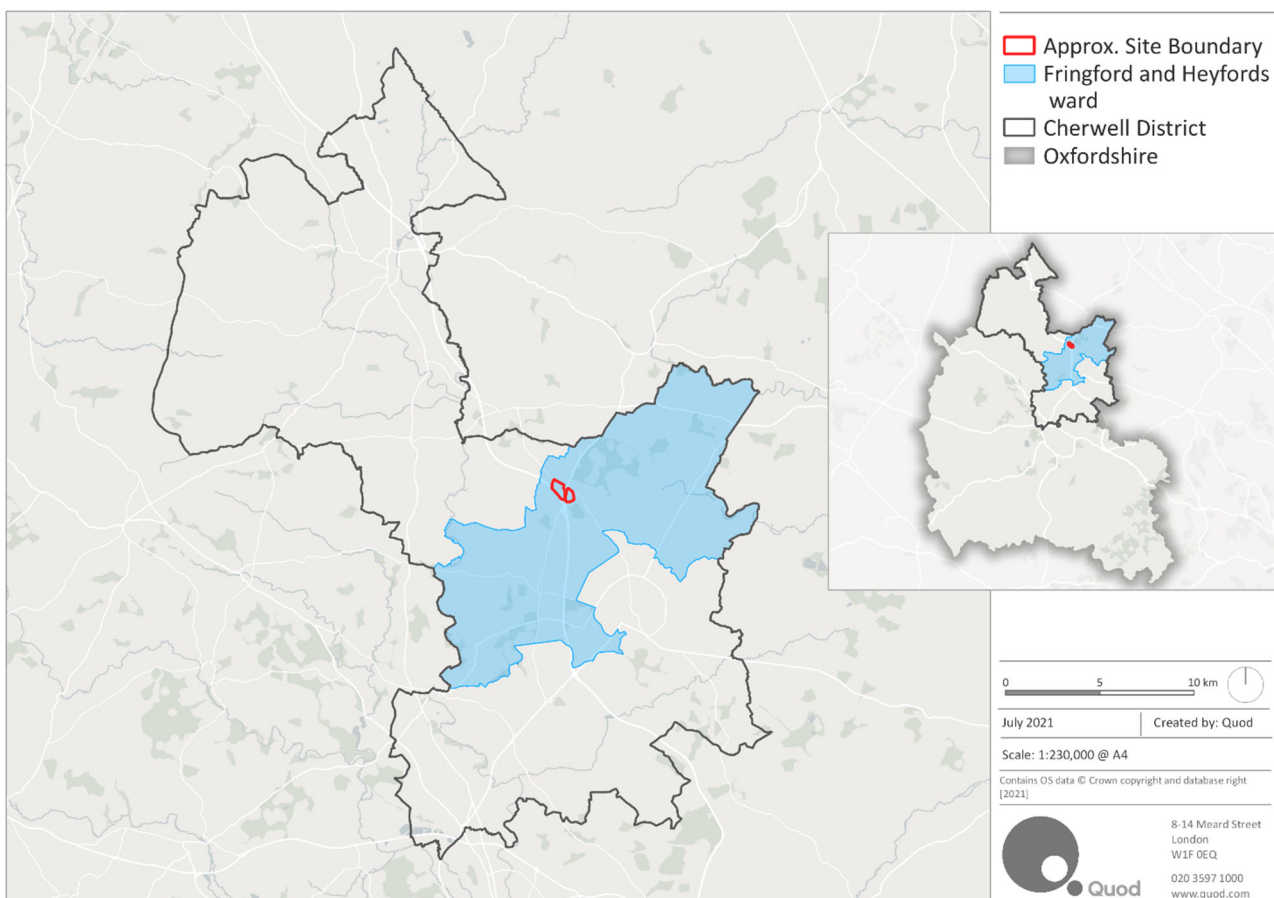
- Regional – South East of England.

7.3.4 A map showing the spatial areas is provided in Figure 7.1.

7.3.5 The scope of this chapter was limited to an assessment of the aspects where there is considered a potential for likely significant effects. Given the scale and nature of the Development, the assessment has considered direct employment effects during the construction and operations phase.

7.3.6 The Development would also generate economic benefits for the local economy through indirect spending by employees. Shops and services within the surrounding area may capture some of this spending, however given the Site is not in close proximity to a local centre, the effect is unlikely to be significant. Consideration of spending is therefore not deemed necessary.

Figure 7.1: Site Context Map



### Establishing Baseline Conditions

7.3.7 Baseline socio-economic conditions were established through analysis of nationally recognised research and survey information and datasets including:

- Census data (2021)<sup>8</sup>;
- Business Register and Employment Survey (BRES) data (2022)<sup>9</sup>;
- Indices of Multiple Deprivation (IMD) (2019)<sup>10</sup>; and
- Claimant Count Data (2023)<sup>11</sup>.

- 7.3.8 The Future Baseline is established using ONS 2018-based population projections data<sup>12</sup> for 2026 when the Development would be expected to be complete and operational. This data is not available at ward level.

### Identifying Likely Significant Effects

#### Construction

##### *Construction Employment*

- 7.3.9 Construction-related employment expected to be generated by the Development was assessed using the Construction Industry Training Board (CITB) Labour Forecasting Tool<sup>13</sup>. This tool computes an estimated average number of Full Time Equivalent (FTE) jobs over the duration of the construction phase based on the total construction cost, duration / start-finish dates, location and type of construction.

#### Completed Development

##### *Employment Creation*

- 7.3.10 Employment was calculated by applying the standard job density ratios from the Homes and Communities Agency (HCA) Employment Density Guide (2015)<sup>14</sup> ('HCA Guidance'). For the Use Class B8 floorspace, the job density of one employee per every 70-95 sqm GEA was applied.

#### Cumulative Effects

- 7.3.11 The assessment of cumulative effects considered the four cumulative schemes identified in Chapter 3: EIA Methodology and Appendix 3.5, by reviewing available planning application documents. Where detailed information was unavailable, professional judgement has been applied on approach to consideration of schemes.

#### Determining Effect Significance

- 7.3.12 There is no published or formalised technical guidance or criteria available relating to the assessment of socio-economic effects. Professional judgement and experience were therefore drawn upon to assess the significance of the Development's socio-economic effects.

#### Sensitivity of Receptor

- 7.3.13 Receptor sensitivity is largely driven by the baseline conditions and the extent to which socio-economic issues are present in the area. Receptor sensitivity was based on the scale set out in Table 7.1.

Table 7.1: Receptor Sensitivity Descriptors

Value (Sensitivity)	Descriptor
High	Above average levels of socio-economic deprivation, unemployment or low access to employment
Medium	Average levels of socio-economic deprivation, unemployment or access to employment
Low	Below average levels of socio-economic deprivation, unemployment or high access to employment

## Magnitude of Impact

- 7.3.14 The assessment of the magnitude of the socio-economic impact is quantified where possible and an objective qualitative assessment is made in the cases where quantification is not possible. The magnitude of impact was based on the scale set out in Table 7.2.

Table 7.2: Magnitude of Impact Descriptors

Impact Magnitude	Descriptor
High	Substantial change to one or more of the socio-economic receptors
Medium	Noticeable change to one or more of the socio-economic receptors
Low	Hardly perceptible change to one or more of the socio-economic receptors
Negligible	No perceptible change to one or more of the socio-economic receptors

## Assessing Significance

- 7.3.15 The significance of effects was determined by reference to the criteria set out in Chapter 3: EIA Methodology (Tables 3.3 and 3.4). Determining the scale of socio-economic effects requires professional judgement therefore the determination includes a degree of flexibility when considering the magnitude of an impact in the context of the sensitivity of the receptor. Effects classified as moderate or major in scale are considered 'significant'. Effects classified as minor or negligible are considered 'not significant'.

## Assumptions and Limitations

- 7.3.16 As with any dataset, baseline data will change over time. The most recent published data sources were used in this assessment; but in some instances this data may not be completely up-to-date. This is an inevitable limitation that is not considered to adversely impact the validity of the assessment undertaken to identify the likely significant socio-economic effects.
- 7.3.17 As set out in Chapter 6: Construction, there is a degree of uncertainty as to the length of the construction phase as contractors have not yet been appointed. To assess a worst-case scenario – the upper estimate of 24 months was assumed for the duration.
- 7.3.18 The parameters for the Development are for up to 270,000 sqm (GIA) of Use Class B8 floorspace. As the applications for the Eastern and Western Sites are in outline, the exact quantum of development will be determined through reserved matter applications. For the purposes of this socio-economic assessment, employment creation from the completed Development has been assessed based on the Illustrative Masterplan (see Appendix 5.1) which represents a realistic scenario for how the floorspace will come forward.

## 7.4 Baseline Conditions

### Current Baseline Conditions

- 7.4.1 The Site is adjacent to Junction 10 of the M40 motorway in Fringford and Heyford ward. The Site (Eastern and Western Sites) and surrounding area is predominantly agricultural. Cherwell Valley services are directly south of the Eastern Site. Baynards Green comprising a petrol station, takeaway restaurant and small number of industrial units and residential

units is directly north of the Site. Ardley is the closest village to the Site, approximately 700m to the south west.

- 7.4.2 Whilst outside of the Local Area, the village of Fritwell is also close to the Site, approximately 1km to the west of the Site boundary. Baseline data for Fritwell (located within Deddington ward) has therefore also been considered alongside the Local Area in the economic baseline below, because employment is considered the most relevant socio-economic baseline for considering the effects of a new employment proposal.

#### Demographic Baseline

- 7.4.3 At the time of the 2021 Census, the total resident population of the Local Area was 9,570, with 161,000 residents in Cherwell as a whole.
- 7.4.4 The age structure within the Local Area is broadly in line with the age profiles of the wider spatial levels, with 72% of population of working age (age 16-74 years).
- 7.4.5 A summary of the demographic baseline is presented below in Table 7.3.

Table 7.3: Demographic Baseline Summary

Measure	Local Area	Cherwell	Oxfordshire	South East
<b>Total Population</b>				
2021 Census	9,570	161,000	725,000	9,278,000
<b>Age Profile: 2021 Census</b>				
0-15	20%	19%	18%	19%
16-74	72%	73%	73%	72%
75+	8%	8%	9%	9%

Source: 2021 Census. Note: figures may not sum due to rounding

#### Economic and Employment Baseline

- 7.4.6 Levels of economic activity are higher in the Local Area (68%) and District (66%) compared to County (61%) and Regional (60%) levels.
- 7.4.7 The unemployment rate in the Local Area was 2.7% at the time of the 2021 Census, which was lower than the averages for the District (3.3%), Oxfordshire (3.3%) and the South East (4.2%).
- 7.4.8 Claimant count provides more recent data on the proportion of working age residents claiming unemployment-related benefits in an area. It is calculated for residents aged 16-64 years. This is currently considered an experimental data set. Claimant count does not capture all unemployment in an area such as those unwilling or unable to claim Universal Credit or Job Seekers Allowance.
- 7.4.9 The most recent claimant count data available is for October 2023 which indicates a claimant rate of 1.9% in the Local Area which was slightly lower than the rates in Cherwell (2.1%), Oxfordshire (2.0%) and the South East region (2.0%).

- 7.4.10 The adjacent ward of Deddington which contains Fritwell village has a lower claimant rate compared to the Local Area – with a claimant rate of 1.3% (65 claimants) as of October 2023.

#### *Qualifications*

- 7.4.11 2021 Census data suggests that a higher proportion of residents in the Local Area hold degree-level qualifications (42%) when compared to the average for Cherwell (35%) and the South East (36%). Local Area degree-level attainment is in line with Oxfordshire however (also 42%).
- 7.4.12 Conversely, the Local Area has a lower proportion of residents with no formal qualifications (12%), compared to slightly higher rates in Cherwell (16%), Oxfordshire (14%) and the South East (15%).

#### *Occupation of Residents*

- 7.4.13 The Local Area has a higher proportion of residents employed in highly-skilled occupations (managerial, professional and technical positions) at 57%, compared to lower proportions of 47% in Cherwell, 54% in Oxfordshire and 50% in the South East.
- 7.4.14 2021 Census data also indicates that the Local Area has a lower proportion of residents working in lower-skilled roles (sales, process and elementary positions) at 17%, compared to higher proportions in Oxfordshire (20%) and the South East (21%), and a significantly higher proportion in Cherwell (26%).

#### *Business Structure*

- 7.4.15 According to 2022 BRES data, there are 5,570 jobs in the Local Area – the largest sector is retail, accounting for 13% of jobs, which is greater than proportions in Cherwell (11%), Oxfordshire (8%) and the South East (9%).
- 7.4.16 The joint second largest sectors in the Local Area are the accommodation & food services sector and professional, scientific & technical sector, which both account for 12% of Local Area jobs. There is a higher proportion of accommodation & food services jobs in the Local Area (12%) when compared to the District (6%), County (7%) and Regional (7%) levels, and a higher proportion of professional, scientific & technical jobs in the Local Area (12%) when compared to the District (9%) and Region (10%), but lower than the average for the County (14%).
- 7.4.17 Deddington ward has 2,720 jobs, with the largest sector in this ward area being accommodation and food services, accounting for 17% of jobs.
- 7.4.18 The largest sectors in Cherwell and Oxfordshire are retail and education, respectively. These two sectors account for 11% and 15% of all jobs in their respective areas. In contrast, the largest sector at the Regional level is health, accounting for 12% of jobs in the South East.
- 7.4.19 Construction jobs comprise 10% of Local Area employment, which is higher than proportions across Cherwell (5%), Oxfordshire (4%) and the South East (5%). The construction workforce is highly mobile, with workers frequently travelling regionally (and sometimes nationally and internationally) to fill vacancies. Therefore, the construction



economy is best considered at a higher spatial level – there are 233,000 construction jobs in the Region (South East).

7.4.20 A summary of the economic and employment baseline is presented below in Table 7.4.

Table 7.4: Economic and Employment Baseline

Measure	Local Area	Cherwell	Oxfordshire	South East
Residents aged 16+	7,610	131,000	595,000	7,550,000
<i>Economic Activity (residents aged 16+)</i>				
Economically Active (excluding full time students)	68%	66%	61%	60%
Unemployed	2.7%	3.3%	3.3%	4.2%
<i>Claimant Count (residents)</i>				
Claimants (October 2023)	130	2,160	9,470	164,000
Claimant Rate (%)	1.9%	2.1%	2.0%	2.0%
<i>Highest Level of Qualification (residents aged 16-64 years)</i>				
No formal qualifications	12%	16%	14%	15%
GCSEs and A Level equivalent	44%	46%	42%	46%
Further and higher education	42%	35%	42%	36%
Other qualifications	2%	3%	2%	3%
<i>Occupation (residents aged 16+)</i>				
Management/ professional/ technical	57%	47%	54%	50%
Admin/skilled trades/ services	26%	27%	26%	28%
Sales/ process/ elementary	17%	26%	20%	21%
<i>Key Employment Sectors (jobs)</i>				
Total Jobs	5,570	87,500	399,000	410,000
Retail	750 (13%)	10,000 (11%)	31,000 (8%)	377,000 (9%)
Accommodation and food services	650 (12%)	5,500 (6%)	28,000 (7%)	326,000 (7%)
Professional, scientific & technical	650 (12%)	8,000 (9%)	54,000 (14%)	420,00 (10%)
Construction sector	550 (10%)	4,250 (5%)	17,000 (4%)	233,000 (5%)

Source: 2021 Census, ONS Claimant Count, October 2023; Business Register and Employment Survey, 2022. Note: figures may not sum due to rounding

### Indices of Multiple Deprivation

7.4.21 The Government's Indices of Multiple Deprivation<sup>15</sup> measures deprivation by combining a number of indicators, including social, economic and housing factors, to give a single

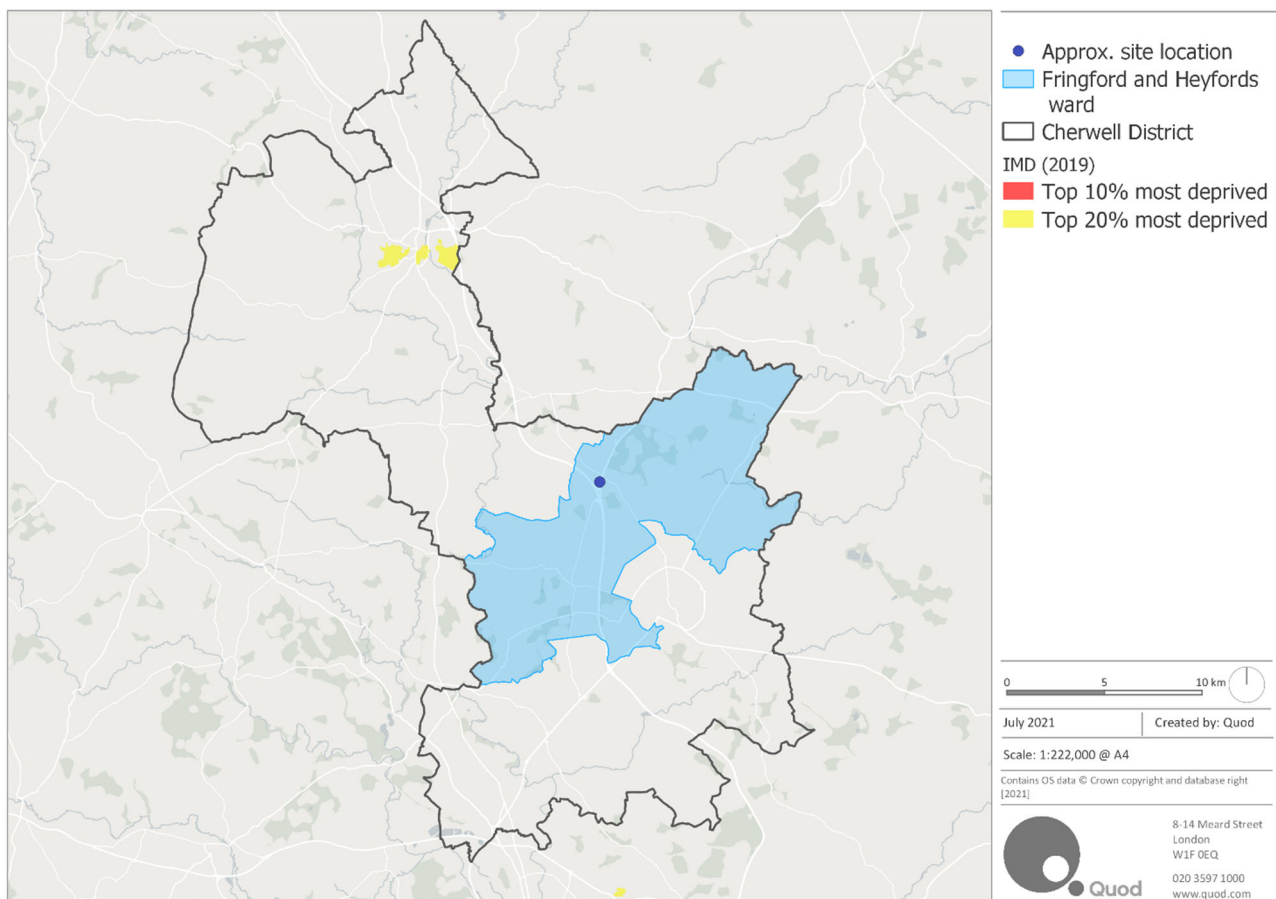
deprivation score for each small area (Lower-layer Super Output Area (LSOA)) across England. These factors are divided into seven domains as listed below:

- Income Deprivation;
- Employment Deprivation;
- Education, Skills and Training Deprivation;
- Health Deprivation and Disability;
- Crime;
- Barrers to Housing and Services; and
- Living Environment Deprivation

7.4.22 All areas across England are then ranked relative to one another according to their level of deprivation. Figure 7.2 presents the relative levels of deprivation within Cherwell, with areas shown in yellow being within the top 20% most deprived in England.

7.4.23 As shown in Figure 7.2, Cherwell does not suffer from high levels of deprivation, although there are some areas in Banbury in the north of the District which fall within the top 20% most deprived in England.

Figure 7.2: Indices of Multiple Deprivation (2019)



### Future Baseline

7.4.24 Table 7.5 sets out the projected population for 2026, and growth over the 2021 base presented in Baseline Conditions – Demographic Baseline Summary (Table 7.3). This

shows that the District population is projected to increase by 3.3% by 2026, which is a greater rate of growth compared to the County and Regional projections (2.2% and 2.1%, respectively).

Table 7.5: Future Baseline Population

Measure	Cherwell	Oxfordshire	South East
<i>Population Growth</i>			
2026 Total Population (growth over 2021 base)	166,000 (3.3%)	741,000 (2.2%)	9,471,000 (2.1%)

Source: ONS, Growth rate from 2018-based population projections applied to 2021 Census base

### Summary of Receptors and Sensitivity

7.4.25 Table 7.6 sets out existing receptors and their sensitivity.

Table 7.6: Summary of Receptor Sensitivity

Receptor	Sensitivity (Value)	Rationale
Construction industry and its employees	Low (Region)	Effects on the construction industry are assessed at a Regional level due to the mobility of the construction workforce. There are 233,000 construction workers in the South East (regional economy).
Local economy and labour market	Low (Local and District)	Accessibility of employment is key to the success of a population. Equally so, businesses are sensitive to access to the labour market. Baseline analysis shows that unemployment is relatively low in the local area surrounding the Site and the District.

## 7.5 Scheme Design and Management

7.5.1 The ways in which socio-economic effects have been or will be avoided, prevented, reduced or offset through design and/or management of the Development are outlined below. These are inherent to the scheme and as such are taken into account as part of the assessment of the potential effects. Proposed enhancements are also described where relevant.

### Construction

7.5.2 Measures will be implemented to minimise disruption to neighbouring areas, as outlined in Chapter 6: Construction, including:

- A CEMP will be prepared and implemented that will seek to avoid or mitigate effects on the local residents and community (see Appendices 6.1 and 6.2). Noise, vibration and dust will be controlled through measures including acoustic hoarding barriers, dust minimisation measures, and the setting of vibration limits. The CEMPs will also include a Construction Traffic Management Plan that will seek to minimise disruption to existing transport routes;
- The Site will be registered with the 'Considerate Constructors Scheme' which seeks to ensure construction is carried out in a safe and considerate manner.

- 7.5.3 Whilst these tertiary interventions do not directly relate to socio-economics, they indirectly affect socio-economic receptors, including local businesses, employees, the local economy and community. The management of the construction site to minimise noise, dust, air pollution and safety risks will help to reduce potential amenity and disruption effects on receptors in the Local Area.

### Completed Development

- 7.5.4 There is no primary mitigation of relevance to the operational phase of the socio-economic assessment.

## 7.6 Construction

### Assessment of Effects

#### Construction Employment

- 7.6.1 The construction of the Development would generate employment within the construction industry.

#### Enabling Works

- 7.6.2 It is estimated that the Enabling Works will take 14 months (worst-case) and that there would be an average of 27 FTE jobs over this duration (30 person years' worth of labour).
- 7.6.3 Construction employment is highly mobile and therefore assessment of the construction works is best considered at the Regional level. In a regional context (there are 233,000 jobs in the construction sector in the South East), the impacts of the construction jobs associated with the Enabling Works is considered to be 'negligible' magnitude of impact on the construction industry (low sensitivity). The scale and significance of the effect in the case of the Enabling Works would be negligible (not significant) at the Regional level.

#### Eastern Development

- 7.6.4 It is estimated that the construction of the Eastern Development will take 18 months (worst-case) and that there would be an average of approximately 280 FTE jobs over the duration of this construction period (415 person years' worth of labour).
- 7.6.5 In a regional context, the impacts of the construction jobs associated with the Eastern Development is considered to be 'low' magnitude of impact on the construction industry (low sensitivity). Whilst additional employment generated within the construction sector will be beneficial, the scale and significance of the effect in the case of the Eastern Development would be negligible (not significant) at the Regional level.

#### Western Development

- 7.6.6 It is estimated that the construction of the Western Development will also take 18 months (worst-case) and that there would be an average of approximately 490 FTE jobs over the duration of this construction period (740 person years' worth of labour).
- 7.6.7 In a regional context, the impacts of the construction jobs associated with the Western Development is considered to be 'low' magnitude of impact on the construction industry (low sensitivity). Whilst additional employment generated within the construction sector will

be beneficial, the scale and significance of the effect in the case of the Western Development would be negligible (not significant) at the Regional level.

### *The Development*

- 7.6.8 Construction of the Development as a whole, including Enabling Works, is estimated to take approximately 24 months (worst-case), with an overlap between the construction of the Eastern and Western Developments (See Chapter 6: Construction for further details). Labour demands will vary between the different phases and as trades move on and off-site.
- 7.6.9 Overall, it is estimated that construction of the Development would require 1,185 person years' worth of labour which would equate to 590 FTE jobs averaged over the duration of the 24 month construction period.
- 7.6.10 Construction employment is highly mobile and therefore assessment of the construction works is best considered at the Regional level. In a regional context (there are 233,000 jobs in the construction sector in the South East), the impacts of the construction jobs associated with the Development is considered to be 'low' magnitude of impact on the construction industry (low sensitivity). Whilst additional employment generated within the construction sector will be beneficial, the scale and significance of the effect in the case of the Development would be negligible (not significant) at the Regional level.

### **Mitigation, Monitoring and Residual Effects**

- 7.6.11 The likely socio-economic effects of the Enabling Works, Eastern Development, Western Development and the Development as a whole during the construction phase are considered to be negligible beneficial (not significant). As no adverse effects are identified, no additional mitigation is required beyond implementation of the CEMPs.
- 7.6.12 CDC's Developer Contributions SPD (2018)<sup>5</sup> requires an Employment, Skills and Training Plan (ESTP) to be secured by Section 106 Agreement. The ESTP would enhance beneficial effects of employment creation, through helping local people better access job opportunities arising from the Development, including through providing construction apprenticeships.
- 7.6.13 All residual effects remain as the potential effects stated. No monitoring is considered necessary as no adverse effects are identified.

## **7.7 Completed Development**

### **Assessment of Effects**

#### **Employment Creation**

- 7.7.1 The Development will deliver up to 270,000 sqm GIA of warehousing floorspace (Use Class B8). The assessment of employment creation is based on the indicative masterplan which comprises 269,096sqm GEA / 265,542sqm GIA of warehousing floorspace – this represents a realistic scenario for how the Development will come forward.
- 7.7.2 The number of jobs that would be accommodated by this floorspace has been calculated by applying standard job density ratio from the HCA Guidance as set out in the Assessment Methodology (Para. 7.3.11).

7.7.3 As set out in the Baseline Conditions section, unemployment is relatively low in the Local Area as well as the District as a whole (low sensitivity receptor). As of October 2023, there were 130 residents claiming unemployment related benefits in the Local Area and 65 residents in adjacent Deddington ward which contains Fritwell.

7.7.4 Whilst the Development will provide new employment opportunities for working age residents living in the local settlements surrounding the Site, for a scheme of this scale and nature the workforce will be drawn from a wider catchment - therefore the effect of employment creation has been assessed at District level.

#### *Enabling Works*

7.7.5 The Enabling Works will not generate any end-use employment.

#### *Eastern Development*

7.7.6 The indicative masterplan for the Eastern Development comprises 99,390 sqm GEA / 97,795 sqm GIA of warehousing floorspace which would accommodate 1,050 to 1,420 direct gross FTE jobs.

7.7.7 To assess a worst-case scenario, the assessment of effects has been based on the lower range of employment (i.e. 1,050 FTE jobs). There are currently 5,570 jobs in the Local Area and 87,500 jobs in the District – in this context, 1,050 FTE jobs is considered a high magnitude impact. The effect on the local and district economy (low sensitivity receptor) would be direct, permanent, moderate beneficial at the Local and District level, and negligible at all other spatial scales.

#### *Western Development*

7.7.8 The indicative masterplan for the Western Development comprises 169,706 sqm GEA / 167,747 sqm GIA of warehousing floorspace which would accommodate 1,790 to 2,420 direct gross FTE jobs. Assessed against the lower range of employment (worst-case scenario), the effect of 1,790 FTE jobs (high magnitude impact) on the local and district economy (low sensitivity receptor) would be direct, permanent, moderate beneficial at the Local and District level, and negligible at all other spatial scales.

#### *The Development*

7.7.9 The Development as a whole is likely to accommodate 2,840 to 3,840 direct gross FTE jobs. Assessed against the lower range of employment (worst-case scenario), the effect of 2,840 FTE jobs (high magnitude impact) on the local and district economy (low sensitivity receptor) would be direct, permanent, moderate beneficial at the Local level and District level, and negligible at all other spatial scales.

#### **Mitigation, Monitoring and Residual Effects**

7.7.10 The likely effects of the Eastern Development, Western Development and the Development as a whole once completed and operational are considered to be moderate beneficial. As no adverse effects are identified, no additional mitigation is required beyond that inherent to the scheme.

7.7.11 CDC's Developer Contributions SPD (2018)<sup>5</sup> requires an Employment, Skills and Training Plan (ESTP) to be secured by Section 106 Agreement. The ESTP would enhance the

beneficial effects of employment creation, through helping local people better access job opportunities arising from the Development.

- 7.7.12 All residual effects remain as stated for the potential effects. No monitoring is considered necessary.

## 7.8 Cumulative Effects

### Cumulative Scenario 1

- 7.8.1 Cumulative Scenario 1 considers the Development in combination with the neighbouring Tritax Scheme.

#### Construction

##### *Assessment*

- 7.8.2 The Development, together with the Tritax Scheme, would be expected to generate employment opportunities during construction. The socio-economic assessment for the Tritax Scheme application estimates that there would be an average of 500 construction jobs on-site over the three-year construction period.
- 7.8.3 Slightly different methodologies have been applied to calculate construction jobs – they yield broadly similar results, but cannot be directly summed due to the different approaches.
- 7.8.4 Additionally, there could be overlap between the construction programmes. Fluctuation in the intensity of labour demand could enable contractors to move between the sites therefore, the employment generated through the construction of the Development and the Tritax Scheme may not occur at the same time in a cumulative manner.
- 7.8.5 Given the size and mobility of the regional construction labour market, it is not expected that the cumulative construction effects would generate any adverse effects with respect to socio-economics. All effects are likely to be negligible and beneficial (not significant).
- 7.8.6 Given that all cumulative construction effects are likely to be negligible and beneficial no further mitigation is required. The residual effects will remain as stated above.

#### Completed Development

##### *Assessment*

- 7.8.7 The socio-economic assessment for the Tritax Scheme estimates that the scheme would accommodate 3,060 to 3,775 direct gross FTE jobs on-site.

#### *Eastern Development*

- 7.8.8 The Tritax Scheme alongside the Eastern Development would generate a minimum of 4,110 direct gross FTE jobs (worst-case scenario) (high magnitude impact). The cumulative effect of these schemes is considered to be direct, permanent, moderate beneficial at the Local and District level (significant), and negligible at the Regional level.

#### *Western Development*

- 7.8.9 The Tritax Scheme alongside the Western Development would generate a minimum of 4,850 direct gross FTE jobs (worst-case scenario) (high magnitude impact). The cumulative effect of these schemes is considered to be direct, permanent, moderate beneficial at the Local and District level (significant), and negligible at the Regional level.

#### *The Development*

- 7.8.10 The Tritax Scheme alongside the Development would generate a minimum of 5,900 direct gross FTE jobs (worst-case scenario) (high magnitude impact). The cumulative effect of these schemes on the local and district economy (low sensitivity receptor) is considered to be direct, permanent, moderate beneficial at the Local and District level (significant), and negligible at the Regional level.

#### *Mitigation, Monitoring and Residual Effects*

- 7.8.11 The cumulative assessment has identified beneficial effects with respect to employment creation, therefore no mitigation is necessary. The residual effects will remain as stated above.

#### **Cumulative Scenario 2**

- 7.8.12 Cumulative Scenario 2 considers the Development, the Tritax Scheme and the other cumulative schemes identified in Chapter 3: EIA Methodology and Appendix 3.5.

#### *Construction*

##### *Assessment*

- 7.8.13 The Development, together with the cumulative schemes, would be expected to generate employment opportunities during construction. However, it is not possible to make a quantitative assessment of this level of employment. Variance in methodologies between projects for calculating construction jobs means that inaccuracies would arise from summing available figures.
- 7.8.14 In addition, construction projects do not always occur concurrently due to variance in commencement date and programme length. Fluctuation in the intensity of labour demand on construction sites can also enable contractors to move around between sites. Therefore, the employment generated through the construction of the Development and the cumulative schemes may not occur at the same time in a cumulative manner.
- 7.8.15 Given the size and mobility of the regional construction labour market, it is not expected that the cumulative construction effects would generate any adverse effects with respect to socio-economics. All effects are likely to be negligible and beneficial (not significant).
- 7.8.16 Given that all cumulative construction effects are likely to be negligible and beneficial no further mitigation is required. The residual effects will remain as stated above.

#### *Completed Development*

##### *Assessment*

- 7.8.17 The cumulative effects on employment have been assessed by identifying the estimated employment set out within the planning applications of the relevant schemes.



- 7.8.18 Should the identified cumulative schemes come forward, they would generate 5,600 direct gross FTE jobs (worst-case).

*Eastern Development*

- 7.8.19 The cumulative schemes alongside the Eastern Development would generate a minimum of 6,650 direct gross FTE jobs (worst-case scenario) (high magnitude impact). The cumulative effect of these schemes is considered to be direct, permanent, moderate beneficial at the Local and District level (significant), and negligible at the Regional level.

*Western Development*

- 7.8.20 The cumulative schemes alongside the Western Development would generate a minimum of 7,390 direct gross FTE jobs (worst-case scenario) (high magnitude impact). The cumulative effect of these schemes is considered to be direct, permanent, moderate beneficial at the Local and District level (significant), and negligible at the Regional level.

*The Development*

- 7.8.21 The cumulative schemes alongside the Development would generate a minimum of 8,440 direct gross FTE jobs (worst-case scenario) (high magnitude impact). The cumulative effect of these schemes on the local and district economy (low sensitivity receptor) is considered to be direct, permanent, moderate beneficial at the Local and District level (significant), and negligible at the Regional level.
- 7.8.22 The cumulative assessment has identified beneficial effects with respect to employment creation, therefore no mitigation is necessary. The residential effects will remain as stated above.

Table 7.7: Summary of Residual Effects

Effect	Receptor (Sensitivity)	Geographic Scale	Temporal Scale	Parcel	Magnitude of Impact	Mitigation and Monitoring	Residual Effect
<i>Construction</i>							
Construction employment	Construction industry (low)	Region	Temporary	Enabling Works	Negligible	None required	Negligible
				Eastern Development	Low	None required	Negligible (Beneficial)
				Western Development	Low	None required	Negligible (Beneficial)
				The Development	Low	None required	Negligible (Beneficial)
<i>Completed Development</i>							
Provision of employment floorspace	Local & District economy (low)	Local, District	Permanent	Eastern Development	High	None required	Moderate Beneficial
				Western Development	High	None required	Moderate Beneficial
				The Development	High	None required	Moderate Beneficial
<i>Cumulative Effects – Scenario 1</i>							
Construction Employment	Construction industry (low)	Region	Temporary	Enabling Works	Not quantified	None required	Negligible (Beneficial)
				Eastern Development		None required	Negligible (Beneficial)
				Western Development		None required	Negligible (Beneficial)
				The Development		None required	Negligible (Beneficial)
Provision of employment floorspace	Local & District economy (low)	Local, District, Region	Permanent	Eastern Development	High	None required	Moderate Beneficial at the Local and District level, Negligible at the Regional level
				Western Development	High	None required	Moderate Beneficial at the Local and District level, Negligible at the Regional level
				The Development	High	None required	Moderate Beneficial at the Local and District level, Negligible at the Regional level
<i>Cumulative Effects – Scenario 2</i>							
Construction Employment	Construction industry (low)	Region	Temporary	Enabling Works	Not quantified	None required	Negligible (Beneficial)
				Eastern Development		None required	Negligible (Beneficial)
				Western Development		None required	Negligible (Beneficial)
				The Development		None required	Negligible (Beneficial)
Provision of employment floorspace	Local & District economy (low)	Local, District, Region	Permanent	Eastern Development	High	None required	Moderate Beneficial at the Local and District level, Negligible at the Regional level
				Western Development	High	None required	Moderate Beneficial at the Local and District level, Negligible at the Regional level
				The Development	High	None required	Moderate Beneficial at the Local and District level, Negligible at the Regional level

## References

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