

7 Socio-economics

7.1 Introduction

7.1.1 This chapter of the ES, prepared by Quod, presents an assessment of the likely significant socio-economic effects of the Development. 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 chapter was prepared by Quod. Quod is Institute of Environmental Management and Assessment (IEMA) accredited having been awarded the EIA Quality Mark in March 2017. Several of Quod's Socio-Economic and EIA team are also individual IEMA-accredited members.

7.1.3 The assessment was authored by Liz Cheyne, Senior Consultant at Quod. Liz has over six years' experience working on socio-economic impact assessment. She holds a BA(Hons) in Politics, Philosophy and Economics, and an MSc in Regional and Urban Planning Studies. Barney Stringer, Board Director at Quod oversaw the assessment. Barney has over 20 years' experience working on socio-economic impact assessment. He holds a BSc (Joint Hons) in Physics and Philosophy, a MSc in Politics and Government, and a PGCert in Economics. He is also a Fellow of the RSA (FRSA).

7.2 Legislation, Planning Policy and Guidance

Legislation Context

7.2.1 There is no legislation of relevance to the likely significant socio-economic effects of the Development.

Planning Policy Context

National

7.2.2 The following national planning policy is relevant to the assessment of the socio-economic effects of the Development:

- National Planning Policy Framework (NPPF) (2021)¹:
- Sets out the Government's vision for the planning system including its economic role (helping to build a strong, responsive and competitive economy).
- Paragraph 81 sets out that planning decisions should support creating the conditions in which businesses can invest, expand and adapt.

Regional

7.2.3 The following regional planning policy is relevant to the assessment of the socio-economic effects of the Development:

- Oxfordshire Plan 2050 Draft Joint Statutory Spatial Plan (JSSP) for Oxfordshire (Regulation 18 draft) (2021)²:
- Policy Option 22 "Supporting the Creation of Jobs" encourages the creation of jobs which align with the objectives of the Plan.
- Policy Option 23 "Protection of Economic Assets" supports the appropriate growth of economic assets, including new investment in the physical fabric of economic assets and their estate, and flexibility on what the future economic uses might be to support economic innovation within them.

Local

7.2.4 The following local planning policy is relevant to the assessment of the socio-economic effects of the Development:

- Cherwell Local Plan 2011 - 2031 Part 1 Partial Review, Adopted September 2020³.
- Cherwell Local Plan 2011 - 2031 Part 1, Re-adopted December 2016⁴:
- The plan sets out the following policies of relevance to this assessment:
 - 'Policy Bicester 1: North West Bicester Eco-Town' sets out specific policies in relation to the Council's vision for development of the 390ha Eco-Town which encompasses the Site. The overall Eco-Town will deliver a minimum of 10ha of employment land providing a minimum of 3,000 jobs across 35,000 sqm employment space (including approximately 700-1,000 B1, B2 and B8 jobs at the business park in the South East corner of the Eco-Town which the Site forms part of).
- North West Bicester Supplementary Planning Document, (2016)⁵. The SPD sets out a number of principles for development, including:
 - 'DP 5 – Employment' - employment opportunities should be provided on-site, meet the skills of local residents, and support local apprenticeship and training initiatives. Overall the NW Bicester area will provide 4,600 jobs, including home workers. Employment uses in the masterplan area include a proposed business park on the area that encompasses the Site. The business park should provide employment space including for high value logistics, manufacturing and low carbon companies. The SPD refers to both the Bicester masterplan Economic Strategy that estimates over 2,000 jobs could be provided on the business park site, and the Local Plan that estimates 700 to 1,000 jobs, generated early in the plan period.
- Developer Contributions Supplementary Planning Document (SPD), (2018)⁶. The SPD sets out requirements for calculating planning obligations for the following social infrastructure relevant to this assessment:
 - Apprenticeships and Skills. Non-residential development of 1,000 sqm or more will be required to provide three construction apprenticeships per 1,000 sqm floorspace as part of a required Employment, Skills and Training Plan (ESTP). Support may also be needed to provide the training and skills needed by local people to access the new job opportunities created in the operational phase. The ESTP should also address the end user phase.

Guidance

7.2.5 The following national planning guidance is relevant to the assessment of the socio-economic effects of the Development:

- Planning Practice Guidance (PPG), Ministry for Housing, Communities and Local Government (MHCLG) (Live document)⁷:
 - Provides technical guidance and further detail on the policies in the NPPF, including with respect to: identifying and planning for economic needs.

7.2.6 There is no formal technical guidance or criteria of relevance to the assessment of socio-economic effects. Accordingly the assessment will be undertaken based on professional experience and judgement having regard to the baseline position.

7.3 Assessment Methodology

7.3.1 The following sources of information that define the Development have been reviewed and form the basis of the assessment of likely socio-economic effects:

- Development construction cost plans and construction programme; and
- Area and accommodation schedules.

Consultation

7.3.2 A request for a scoping opinion and the accompanying Scoping Report (Appendix 3.2) was submitted by the Applicant to CDC on 29th June 2021. The Scoping Opinion was issued by CDC on 3rd August 2021, which also reflected comments from statutory consultees (see Appendix 3.3). The Scoping Opinion set out that CDC noted and agreed the approach to consideration of socio-economic effects submitted in the Scoping Report. No further comments were received from statutory consultees.

7.3.3 No other topic-specific consultation was carried out for the socio-economic assessment.

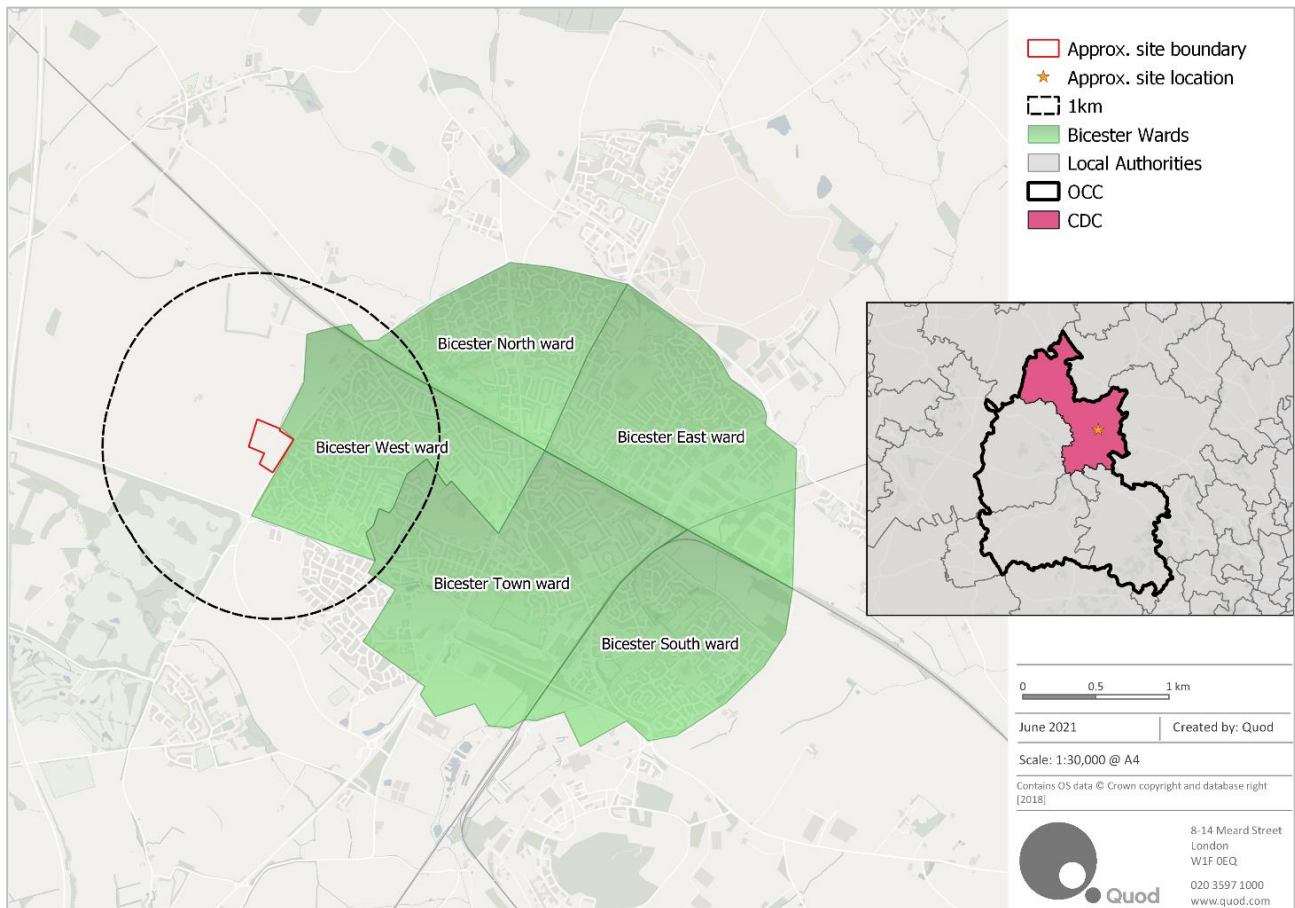
Study Area and Scope

7.3.4 The assessment is undertaken against the existing socio-economic conditions at the application site (the Site) and in the local area, and within the district, county, regional and national context where relevant. The following spatial levels are considered:

- Site level;
- Bicester wards area – (Bicester North; Bicester East; Bicester South; Bicester West; and Bicester Town (2011 Census ward areas)) – (hereafter ‘Bicester’). Bicester is considered the most appropriate local study area as the Development will form an extension to this built up area;
- District level – Cherwell District Council Local Authority area (hereafter ‘CDC’);
- County level – Oxfordshire County Council area (hereafter ‘OCC’);
- Regional level – the South East; and
- National level – England.

7.3.5 A map showing the Site, Bicester, District and County spatial study areas are shown in Figure 7.1.

Figure 7.1: Spatial Study Areas



- 7.3.6 The temporal nature of the baseline assessment is governed by the date of publication of the data used to inform the baseline; the most recently published data is used for each source as set out below.
- 7.3.7 The assessment of temporary construction employment effects is made during the estimated construction period (approximately 12 months, commencing in Q2 2022 and completing in Q2 2023).
- 7.3.8 The assessment of long-term employment and local spending effects is made once the Development is completed and fully occupied – estimated to be in 2024.

Establishing Baseline Conditions

- 7.3.9 The baseline socio-economic conditions are established through analysis of nationally recognised research, datasets and survey information including:
- 2011 Census data (most recently available Census data)⁸;
 - Business Register and Employment Survey (BRES) (2019)⁹;
 - Claimant Count (JSA) (2020 / 2021)¹⁰;
 - Office for National Statistics (ONS) Population Estimates (2020¹¹) ONS, Population Projections (2018-based) (2019)¹².

Identifying Likely Significant Effects

7.3.10 The assessment sets out the likely significant social and economic effects of the Development against the current baseline conditions:

- Temporary employment during construction;
- Long-term employment on the Site related to the proposed commercial uses; and
- Additional local spending generated by new employees.

Construction

Temporary Employment during Construction

7.3.11 The temporary employment effects during the construction phase of the Development are assessed using the Construction Industry Training Board (CITB) Labour Forecasting Tool¹³. This tool calculates an estimated average number of Full Time Equivalent (FTE) jobs needed over the duration of the construction phase based on the total construction cost, duration / start-finish dates, location and type of construction.

Completed Development

Long-term Employment related to the Proposed Commercial Uses

7.3.12 The long-term employment effects once the Development is complete and occupied are estimated based on standard floorspace to job ratios, as set out by the Homes and Communities Agency Employment Density Guide (2015)¹⁴.

Additional Local Spending Generated by New Employees

7.3.13 The local spending effects generated by new employees working in the completed Development is calculated using Visa Europe Worker spending data (2014)¹⁵. Data from 2014 showed workers spend on average £10.59 a day in the area local to their work, for 220 days a year. This is adjusted to account for inflation (Bank of England averaged 2.3% a year) to generate expected spending in 2021 of £12.59 per day.

Cumulative Effects

7.3.14 Cumulative socio-economic effects are assessed using information from extant planning permissions and planning application documents for cumulative schemes within and just beyond 2km of the Site, as set out in Appendix 3.4: Cumulative Schemes.

Determining Effect Significance

7.3.15 There is no published or formalised technical guidance or criteria available relating to the assessment of socio-economic effects. Professional judgement and experience are therefore drawn on to assess the significance of the potential socio-economic effects of the Development on the relevant baseline conditions. The assessment process aims to be objective and quantifies the effects as far as possible. However, some effects can only be evaluated on a qualitative basis.

Sensitivity of Receptor

7.3.16 Receptor sensitivity is based on the scale in Table 7.1.

Table 7.1: Receptor Sensitivity Descriptors

Value (Sensitivity)	Descriptor
High	Local economy
Medium	District economy
Low	Regional economy

Magnitude of Impact

7.3.17 The magnitude of impact is based on the scale in Table 7.2.

Table 7.2: Magnitude of Impact Descriptors

Impact Magnitude	Descriptor
High	Substantial change to the following receptors: employment levels, the local economy
Medium	Noticeable change to the following receptors: employment levels, the local economy
Low	Hardly perceptible change to the following receptors: employment levels, the local economy
Negligible	No perceptible change to the following receptors: employment levels, the local economy

Assessing Significance

7.3.18 The significance level of assessed effects will be described as:

- Negligible - no significant effect (either adverse or beneficial) to a socio-economic resource or receptor;
- Minor Significance - slight, very short or highly localised effect of low significance;
- Moderate Significance - some effect (by extent, duration or magnitude) which may be considered of moderate significance; or
- Major Significance - considerable effect (by extent, duration or magnitude) of more than local significance or in breach of recognisable acceptability, legislation, policy or standards which may be considered of substantial significance.

7.3.19 Effects will be addressed as:

- Adverse - detrimental or negative effects to a socio-economic resource or receptor, which may be minor, moderate or substantial in effect; and
- Beneficial - advantageous or positive effects to a socio-economic resource or receptor, which may be minor, moderate or substantial in effect.

7.3.20 The following terms will be used to describe the temporal and spatial scale of effects:

- Temporary effects are considered to be those associated with the Site preparation and construction works;

- Long-term effects are those associated with the completed and operational proposed Development;
- Local effects are those affecting Bicester receptors;
- District effects are those which are likely to occur to receptors within the wider Cherwell District;
- County effects are those affecting receptors across Oxfordshire;
- National effects are those affecting receptors beyond Oxfordshire.

7.3.21 Table 7.3 summarises the approach to determining the scale of socio-economic effects. As set out in the above paragraph, determining the scale of socio-economic effects requires professional judgement, therefore a degree of flexibility is required when considering the magnitude of an impact in the context of the sensitivity of the receptor. The reasoning behind the professional judgement is set out in the assessment section of the chapter.

Table 7.3: Matrix to Determine Significance of Effect

Receptor Sensitivity	Magnitude of Impact			
	High	Medium	Low	Negligible
High	Major	Major or Moderate	Moderate or Minor	Negligible
Medium	Major or Moderate	Moderate or Minor	Minor or Negligible	Negligible
Low	Moderate or Minor	Minor or Negligible	Negligible	Negligible

7.3.22 Effects classified as Major or Moderate in scale are considered 'significant'. Effects classified as Minor or Negligible in scale are not considered to be 'significant'.

Assumptions and Limitations

7.3.23 As with any dataset, baseline data will change over time. The most recent published data sources have been used in this assessment; however, it should be noted that in some instances this data may not be up-to-date. For example, the latest Census data available is from 2011. This is an unavoidable limitation and is not considered to adversely impact the validity of the assessment undertaken to identify the likely significant socio-economic effects.

7.3.24 As set out above, the assessment is undertaken during the Covid-19 pandemic. It is not known how long the pandemic will continue, or what the potential long-term socio-economic impacts will be. The available baseline and projections data largely predate the pandemic and therefore the assessment is benchmarked against a baseline that does not reflect many effects caused by it. This is considered to be a robust approach since the baseline is not skewed by recent and potentially temporary socio-economic indicators.

7.4 Baseline Conditions

7.4.1 This section summarises the characteristics of the existing socio-economic conditions of the Site and surrounding area, and provides a baseline against which the potential impacts of the Development have been assessed.

Site Context

- 7.4.2 The Site is within the administrative boundaries of Cherwell District Council (CDC) and Oxfordshire County Council (ODC), and to the north-west of the town of Bicester. The Site is adjacent to the existing built-up area of Bicester and within the designated North West Bicester Eco-Town, which once complete will form an extension to the existing town. A map of the site showing the relevant administrative boundaries is shown in Figure 7.1 above.
- 7.4.3 Existing uses on Site comprise fields in agricultural use and there are no permanent or temporary structures.

Demographic Baseline

- 7.4.4 The most recent ONS population estimates data indicates a resident population of 30,600 in Bicester; 150,500 in CDC; 691,700 in OCC; and 53,287,000 in England overall.
- 7.4.5 Bicester's population fell by approximately 1.5% over the 5 years 2014-2019. The population of CDC grew by 4.2%, OCC by 3.3% and England overall by 3.6% over the same time period.
- 7.4.6 The population of CDC is forecast to increase by 6.5% over the 10 years 2019-2029. This is a higher rate of growth than projected for OCC (4.5%), and England as a whole (4.7%). (Population projections are not available below local authority level).
- 7.4.7 A slightly higher proportion of residents in Bicester are working age (16-64) (65%), compared to 62% across all other spatial study areas. A higher proportion of the Bicester population are aged under 16 (20%) compared with 20% in CDC, and 19% in both ODC and across England as a whole. The proportion of residents aged 65 and over in Bicester is 15% - lower than the proportions in CDC (18%), OCC (19%) and England as a whole (also 18%).
- 7.4.8 Data from the 2011 Census shows Bicester has a relatively high proportion of white residents and a relatively low proportion of BAME (Black, Asian and Minority Ethnic) residents – 93% of Bicester residents identify as white, compared to 92% in Cherwell, 91% in Oxfordshire and 85% in England. Of Bicester residents 7% identify as BAME, with Asian/Asian British ethnic groups comprising the largest BAME group (3% of residents).
- 7.4.9 A summary of the demographic baseline is shown in Table 7.4.

Table 7.4: Demographic Baseline Summary

Measure	Bicester	CDC	OCC	England
Population				
Total Population (2019)	30,621	150,500	691,700	56,287,000
Population change 2014-2019 (%)	-1.5%	4.2%	3.3%	3.6%
Population projected	Not available	6.5%	4.5%	4.7%

Measure	Bicester	CDC	OCC	England
change 2029 (2019 base) (%)				
Age Structure				
0-15	20%	20%	19%	19%
16-64	65%	62%	62%	62%
65+	15%	18%	19%	18%
Ethnicity				
White	93%	92%	91%	85%
Mixed/multiple	2%	2%	2%	2%
Asian/Asian British	3%	4%	5%	8%
Black/Black British	1%	1%	2%	3%
Other	0%	0%	1%	1%

Sources: Census 2011; ONS Subnational Population Estimates 2014 and 2019; and Projections, 2019; Please note totals may not sum due to rounding.

Economic and Employment Baseline

- 7.4.10 Census data (2011) recording levels of economic activity among residents indicates that a higher proportion (81%) of Bicester residents aged 16-74 are economically active compared to in CDC (76%), OCC (73%) and England as a whole (70%). The proportion of residents who were economically inactive at the time of the 2011 Census (including carers, students, retirees and those who are long-term sick and disabled) is lower in Bicester (19%) compared to Cherwell (24%), Oxfordshire (27%) and England (30%).
- 7.4.11 The unemployment rate in Bicester at the time of the Census in 2011 was 3%. This was lower than the rates in CDC (4%), OCC (also 4%) and England as a whole (6%).
- 7.4.12 Claimant Count data shows the number of individuals claiming unemployment-related benefits, including Universal Credit and Jobseeker's Allowance. The count shows total claimants in an area, aged 16-64 years. The rate represents claimants as a proportion of the population aged 16-64 years. The Claimant Count may not capture all unemployment as it excludes unemployed individuals who do not to claim unemployment-related benefits.
- 7.4.13 The most recent Claimant Count data for May 2021 shows a claimant rate of 3% in Bicester which was lower than rates recorded in CDC (4%), OCC (3.7%) and England (6.1%). The Claimant Rate in January 2020 (before the Covid-19 pandemic was 1% in Bicester, 1.5% in CDC, 1.5% in OCC and 2.9% in England.
- 7.4.14 In terms of qualifications, the proportion of residents in Bicester with no qualifications (18%) is similar to the levels across OCC as a whole (17%). These rates are lower than the rates in CDC (20%) and England as a whole (22%). The rate of Bicester residents with higher qualifications (26%) is slightly lower than in CDC (28%) and OCC (36%) but broadly in line with England as a whole (27%).

7.4.15 The largest employment sector in Bicester is retail, which comprises almost one quarter (24%) of jobs in the area – a higher rate than CDC (12%), OCC (9%) and England as a whole (9%). Wholesale is the second largest sector in Bicester, representing 10% of jobs compared to 6% in CDC and 3% in OCC and 4% in England. The high rate of retail jobs likely reflects the location of the Bicester Village retail park in the town.

7.4.16 The Health sector is relatively small in Bicester and in CDC comprising 9% of jobs – lower than proportions in both OCC (12%) and England (12%).

7.4.17 A summary of the economic and employment baseline is shown in Table 7.5.

Table 7.5: Economic and Employment Baseline Summary

Measure	Bicester	CDC	OCC	England
Economic Activity				
Economically active	81%	76%	73%	70%
Economically inactive	19%	24%	27%	30%
Unemployed	3%	4%	4%	6%
Claimant count				
Claimant rate (January 2020)	1%	1.5%	1.5%	2.9%
Total claimants (January 2020)	215	1,355	6,415	1,014,875
Claimant rate (May 2021)	3%	4%	3.7%	6.1%
Total claimants (May 2021)	655	3,710	15,930	2,148,130
Qualifications				
No qualifications	18%	20%	17%	22%
GCSE's	34%	31%	26%	29%
A levels / Apprenticeships	17%	16%	17%	16%
Degree	26%	28%	36%	27%
Other	6%	5%	5%	6%
Occupation (Residents)				
Management/Professional/Technical	40%	41%	48%	41%
Admin/Skilled trades/Services	31%	31%	29%	32%
Sales/Process/Elementary	28%	27%	22%	27%
Key employment sectors (jobs)				
Retail	4,460 (24%)	10,500 (12%)	35,000 (9%)	2,500,000 (9%)
Wholesale	1,870 (10%)	5,000 (6%)	13,500 (3%)	1,070,000 (4%)
Health	1,680 (9%)	8,000 (9%)	45,500 (12%)	3,370,000 (12%)
Business administration & support services	1,615 (9%)	10,500 (7%)	27,500 (7%)	2,410,000 (9%)

Source: Census 2011; ONS Claimant Count, January 2020 – May 2021; Business Register and Employment Survey, 2019. Please note totals may not sum due to rounding.

Summary of Receptors and Sensitivity

7.4.18 A number of sensitive receptors were identified based on the baseline assessment, as set out in Table 7.6.

Table 7.6: Summary of Receptor Sensitivity

Receptor	Description	Sensitivity (Value)
Existing		
Demolition and construction industry, its employees and supply chain	The construction industry is assessed at a regional level due to the mobility of the construction workforce. The regional construction workforce is very large relative to the number of workers required for the build of the Proposed Development	Low
Local economy and employment	Accessibility of employment is key to the success of a population. Baseline analysis shows the rates of unemployment lower than District and County averages, however jobs growth is a significant policy objective for the Site and wider Eco-town	Medium
Future		
New businesses and employees accommodated by the Proposed Development	New businesses will generate employment and skill development opportunities, and local spending	High

7.5 Scheme Design and Management

- 7.5.1 The Development would be built out to a high quality, modern standard and include areas of open space and green infrastructure.
- 7.5.2 There are no further environmental design and management issues of relevance to the assessment of socio-economic effects.

7.6 Construction

Assessment of Effects

Construction Employment

- 7.6.1 The construction activities associated with the Proposed Development would create temporary construction related employment, the level of which can be estimated using CITB's Labour Forecasting Tool based on the expected type, duration and cost of construction. The assessment provides an estimate of the average number of workers expected to be generated across the duration of the construction. In practice, this number will vary across the construction period.

- 7.6.2 An average of 110 construction workers would be needed to construct the Development, over the construction period of approximately 12 months. In practice the number of jobs accommodated on site each month will vary over the duration of the construction.
- 7.6.3 Due nature of the construction industry, construction related employment is relatively mobile. It is therefore not considered appropriate to consider the employment effects associated with the construction works at the local level and the assessment has been undertaken considering the effect at the broader county, regional and country levels. The construction industry and its workforce is very large and mobile, and is a low sensitivity receptor.
- 7.6.4 Based on the level of employment and the mobile nature of the construction workforce as set out above, the likely effect of the employment associated with the construction works would be expected to be direct, temporary and negligible (not significant) at all spatial scales.

Mitigation, Monitoring and Residual Effects

Construction Employment

- 7.6.5 No mitigation measures are required since no significant socio-economic effects are expected as a result of the construction works associated with the Development. However, the benefits of the construction works with respect to employment could be maximised through the implementation of an Employment, Skills and Training Plan (ESTP), with agreement between the developer and the Council – as set out by CDC's Developer Contributions SPD.

7.7 Completed Development

Assessment of Effects

Employment Generation

- 7.7.1 The Development would deliver up to 17,785m² (GEA) net new employment generating floorspace, across 11 employment units. The proposed uses would comprise E(g)(iii) Industrial Processes, and/or Storage and Distribution (B8), and/or General Industrial (B2) uses.
- 7.7.2 The use classes associated with the space would be flexible, and therefore the final use of spaces would be determined by market demand and the final occupiers that take up the space. A range of employment densities is applied to the space to show the range of jobs numbers that could be accommodated on the Site, as shown in Table 7.7.

Table 7.7: Employment Generation – potential uses on Site

Use	Floorspace	Job Density (HCA, 2015) (floorspace per FTE job)	Jobs scenarios on the site (FTEs)
Small Business Studios (eg. Light industrial start-up space)	17,785 GEA 16,901 GIA	20 – 40 (NIA)	360 - 720

Use	Floorspace	Job Density (HCA, 2015) (floorspace per FTE job)	Jobs scenarios on the site (FTEs)
Industrial and Manufacturing		36 (GEA)	495
Light Industrial		47 (NIA)	305
Final mile distribution centre		70 (GEA)	255

- 7.7.3 Based on the types of uses that could occupy space on the Site, the Development could accommodate between 255 and 720 FTE jobs. The lower end of this range represents the worst case employment generation associated with the Development, and has been used to assess the scale and significance of impacts.
- 7.7.4 In practice, given the range of unit sizes proposed, the Site is likely to attract a range of occupiers across the types of uses in Table 7.7, therefore employment on site is likely to be well above this worst case scenario.
- 7.7.5 This employment would contribute to the target for delivery of jobs on the business park site of which the Site forms a part (in addition to completed Appeal Application Phases 1 and 2) as set out in the Cherwell Local Plan (Part 1) of 700-1,000 jobs to be delivered within the Plan period (up to 2031).
- 7.7.6 Given this policy priority, access to local employment is considered to be a medium sensitivity receptor, taking into account the lower than average rates of unemployment locally.
- 7.7.7 The employment generated on the Site would therefore be a direct, permanent effect of moderate beneficial significance (significant) at the local level, minor beneficial significance (not significant) at the district level, and negligible significance (not significant) at all other spatial scales.

Additional Local Spending Effects

- 7.7.8 Increased levels of spending locally would be expected as a result of the new employees working in the completed Development.
- 7.7.9 A survey undertaken by Visa on average daily spending by workers in the UK found that on average employees spend £10.59 per day on food and drink in the local area around their place of work. Adjusted for inflation, this represents £12.59 per day in 2021. The worst case employment scenario 255 FTE net new employees would be expected to generate approximately £705,000 local spending per year. A higher number of employees on site would generate a level of local spending in excess of this.
- 7.7.10 This additional spending would be expected to support the generation of more employment in the local and wider area.
- 7.7.11 Increased local expenditure as a result of the Development is assessed to be an indirect, permanent effect of minor beneficial significance (not significant) at the local level, and a negligible (not significant) effect at all other spatial scales.

Mitigation, Monitoring and Residual Effects

Employment Generation

- 7.7.12 No mitigation required. Therefore the residual effect of employment generation remains a direct, permanent effect of moderate beneficial significance (significant) at the local level, minor beneficial significance (not significant) at the District level, and negligible (not significant) at all other spatial scales.
- 7.7.13 The benefits of the end-use employment on Site could be maximised through the implementation of an Employment, Skills and Training Plan (ESTP), with agreement between the developer and the Council – as set out by CDC’s Developer Contributions SPD.

Additional Local Spending Effects

- 7.7.14 No mitigation measures required. Therefore the residual effect of employee spending would be expected to remain an indirect, permanent effect of minor beneficial significance (not significant) at the local level, and negligible (not significant) at all other spatial scales.

7.8 Cumulative Effects

Construction

Assessment

- 7.8.1 The construction works associated with the cumulative schemes would be expected to generate construction related employment opportunities, supply chain spending and local spending.
- 7.8.2 In the absence of detailed, commercially sensitive information it is not possible to make a quantitative assessment of the employment and spending generated from the construction stage of the cumulative schemes. However, it is expected that the effects of the cumulative schemes, together with the Proposed Development, on construction employment would be direct, temporary, short-term and of minor beneficial significance (not significant) at the regional level. Due to the mobility of the construction workforce and in the context of the size of the construction workforce at a regional level, it is not appropriate to assess this effect at the local level.

Mitigation, Monitoring and Residual Effects

- 7.8.3 The benefits of the construction works for the cumulative schemes with respect to employment could be maximised through Employment, Skills and Training Plans (ESTPs), with agreement between the developer and the Council – as set out by CDC’s Developer Contributions SPD.

Completed Development

Assessment

Employment Generation and Local Spending Effects

- 7.8.4 Cumulative effects on employment are assessed by reviewing the planning applications relating to the cumulative schemes that include end-use employment space. Where an

employment figure is not available within planning application documentation, standard assumptions in terms of job densities associated with different employment uses are applied.

- 7.8.5 Should all schemes assessed come forward as planned, together with the Development they would generate between approximately 8,025 - 9,225 net full-time equivalent jobs. These jobs would be expected to offer employment opportunities for local people and would generate spending effects. Both employment and associated spending from employees is assessed to be a direct, permanent effect of major beneficial significance (significant) at the local and district levels. The employment would be moderate beneficial effect (significant) at the county scale and negligible at all other scales. Local spending would be a minor beneficial effect at the county scale and negligible at all other scales.

Mitigation, Monitoring and Residual Effects

- 7.8.6 No mitigation is required with respect to the cumulative employment generation and local spending effects generated by the cumulative schemes.
- 7.8.7 The benefits of the end-use employment on Site could be maximised through the implementation of Employment, Skills and Training Plans (ESTPs) – as set out by CDC's Developer Contributions SPD.

Table 7.8: Summary of Residual Effects

Effect	Receptor (Sensitivity)	Geographic Scale	Temporal Scale	Magnitude of Impact	Mitigation and Monitoring	Residual Effect
<i>Construction</i>						
Construction Employment	Demolition and construction industry, its employees and supply chain (Low sensitivity)	Regional	Temporary	Negligible	Implementation of an Employment, Skills and Training Plan	Negligible
<i>Completed Development</i>						
Employment accommodated within the completed Development	Access to local employment (Medium sensitivity)	Local, District, County, Regional, National	Long-term	Moderate beneficial (significant) (local scale), minor beneficial (district), negligible at all other scales	Implementation of an Employment, Skills and Training Plan	Moderate beneficial (significant) (local scale), minor beneficial (district), negligible at all other scales
Additional Local Spending Effects	Local economy (High sensitivity)	Local, District, County, Regional, National	Long-term	Minor beneficial (local scale), negligible at all other scales	Not applicable	Minor beneficial (local scale), negligible at all other scales
<i>Cumulative Effects</i>						
Construction Employment	Demolition and construction industry, its employees and supply chain (Low sensitivity)	Regional	Temporary	Negligible	Implementation of Employment, Skills and Training Plans	Negligible

Effect	Receptor (Sensitivity)	Geographic Scale	Temporal Scale	Magnitude of Impact	Mitigation and Monitoring	Residual Effect
End-use Employment	Access to local employment (Medium sensitivity)	Local, District, County, Regional, National	Long-term	Major beneficial (significant) (local and district scales), moderate beneficial (significant) (county), and negligible at all other scales	Implementation of Employment, Skills and Training Plans	Major beneficial (significant) (local and district scales), moderate beneficial (significant) (county), and negligible at all other scales
Local Spending Effects	Local economy (High sensitivity)	Local, District, County, Regional, National	Long-term	Major beneficial (significant) (local and district scales), negligible at all other scales	Not applicable	Major beneficial (significant) (local and district scales), negligible at all other scales

7.9 Climate Change

- 7.9.1 Several environmental factors are considered to experience potential variations in the future due to climate change:
- The mean average air temperature is projected to increase;
 - Annual average precipitation is likely to increase; and
 - Wind speed and total cloud cover are expected to slightly decrease.
- 7.9.2 These changes to future climatic conditions are not considered to have a significant effect on the sensitive receptors within the socio-economic assessment with respect to the Proposed Development.
- 7.9.3 Therefore, potential effects related to climate change are not relevant to the assessment of socio-economic effects.

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