



**GERALDEVE**

## **Land at West Yarnton, Oxford**

Framework Draft Employment, Skills and Training Plan

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# 1 Introduction

- 1.1 Gerald Eve LLP ('Gerald Eve') have been instructed by Merton College Oxford ('Merton College') to provide a Framework Draft Training and Employment plan in relation to the planning allocation for the property known as land west of Yarnton, Oxford ('Subject Site').
- 1.2 This report has been commissioned to assist in the identification of a training and employment plan for the Subject Site allocated under policy allocation PR9 of the Cherwell Local Plan 2011-2031 (Part 1) Partial Review.
- 1.3 Merton College are submitting an outline planning application for the land allocated under Policy PR9 in order to deliver 540 homes (plus other infrastructure) (the 'Permission') across approximately 25 hectares of land (the 'Proposed Development').
- 1.4 Within those 540 proposed new homes, it is intended that 50% are to be provided as affordable housing as defined by the National Planning Policy Framework ('NPPF').
- 1.5 This Framework Draft Training and Employment Plan ("TEP") sets out the measures that will be implemented by Merton College and/or any prospective house builders/developers and their contractors (as appropriate) to encourage training and employment opportunities for local people during the construction phase of the development including any associated enabling works on the Subject Site pursuant to the Permission.
- 1.6 This TEP is submitted in accordance with the requirement within the Policy PR9 allocation and is designed to outline how/what the Proposed Development will provide in terms of employment and training opportunities to local residents. This is subject to a legal agreement which is to be agreed with Cherwell District Council (the 'District Council') as local planning authority for the administrative area in which the Subject Site is located.
- 1.7 Considering this, the TEP sets out the following:
  - A framework plan for the delivery of construction/trade apprentices for the employment development, delivered via the following potential arrangements:
    - Through an apprenticeship and training provider (or equivalent);
    - Advertised within the administrative area of the District Council, then people residing in Oxfordshire, then the surrounding locality.
  - How Merton College and/or the developer(s) (and its appointed contractor) (as appropriate) will work directly with local employment/training agencies to identify employment opportunities relating to the construction of the Proposed Development.
  - How Merton College and/or developer(s) (as appropriate) will deliver local supply chain events to promote opportunities for companies local to Yarnton/Oxford and how such opportunities shall be advertised.

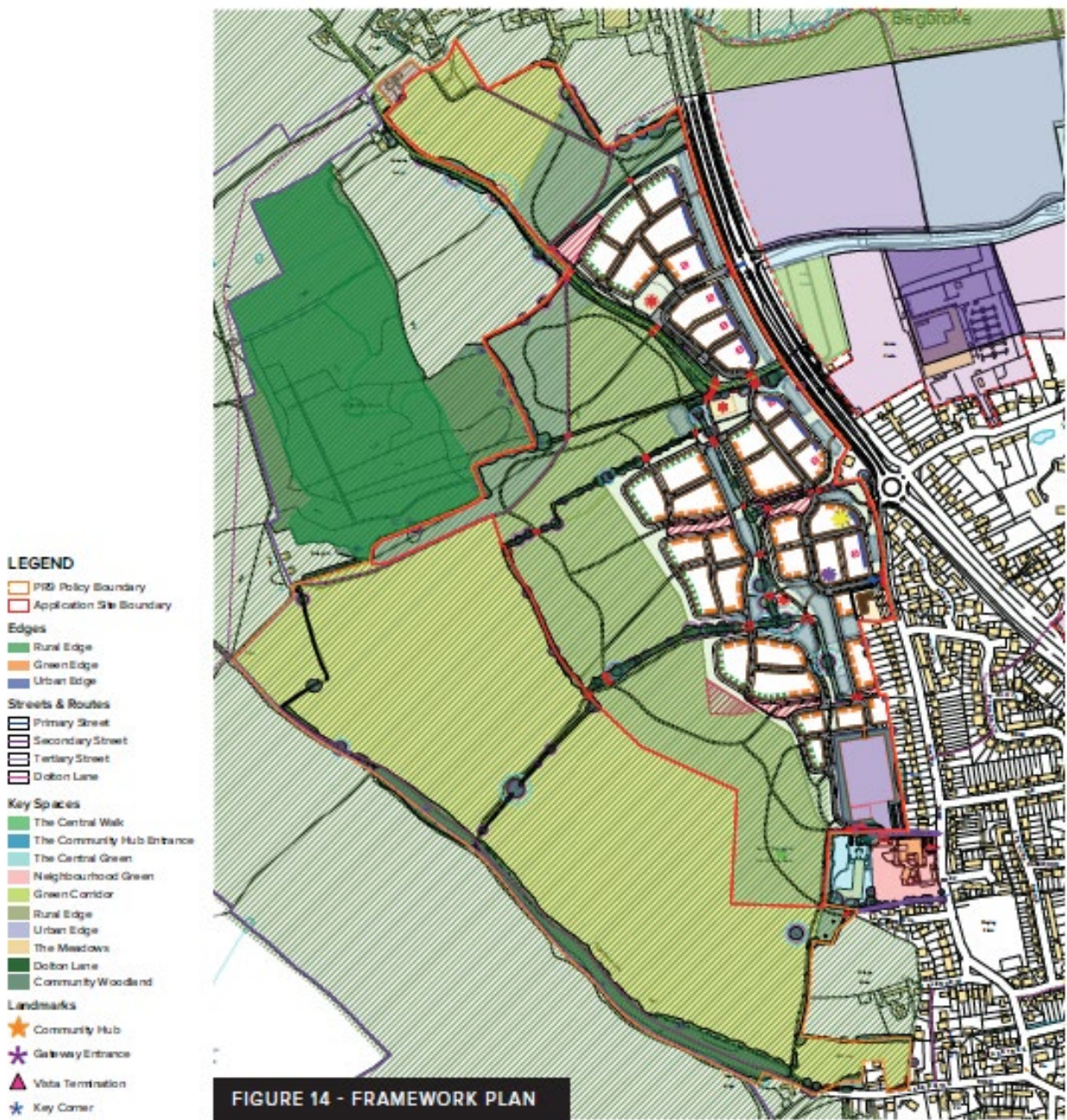
1.8 Details of how the TEP will be monitored including details of the report that shall be submitted to the District Council on an annual basis or other time period as agreed to demonstrate the progress towards achieving the targets set out in the TEP.

## 2 Training and Employment for Local People

### The Development

2.1 The Subject Site as noted in allocation PR9, is shown below:

Source: Define



## Construction Phase

2.2 Where possible Merton and/or the chosen developer(s) will seek to source labour for the construction of the proposed scheme from the local workforce so far as practicable when considering the necessary skills and whether the costs of doing so reflect best value for the project.

### Apprentices

2.3 Working with the chosen developer(s), Merton College will use reasonable endeavours to seek to procure that the chosen developer(s) provide a minimum number construction/trades apprenticeships during construction of the development, to be agreed.

2.4 A local Oxfordshire based skills, funding and training agency will be contacted in the first instance for assistance with the recruitment, selection and training of apprentices, or such other approach as to be agreed.

2.5 Apprenticeship opportunities will be advertised using appropriate means, with assistance from an agency, targeting applicants in the local area, in the following sequential order of preference:

- Within the administrative area of Cherwell District;
- Within Oxfordshire; or
- Within the surrounding locality.

### Training

2.6 Merton College will use reasonable endeavours to seek to procure that the chosen developer(s) commit to working with appropriate partners who are committed to providing its staff with the skills and training that are necessary for them to undertake their duties efficiently and safely.

2.7 This training is to include a minimum of all necessary statutory training required for the team to competently fulfil their respective roles along with any ad hoc training that may be required from time to time as the requirements arise.

2.8 Merton College will use reasonable endeavours to seek to procure that the chosen contractors and/or sub-contractors work directly with local employment/training agencies; including Job Centre Plus ("JCP") to advertise job opportunities, which people (residing in a 10-mile radius of Yarnton) can access.

2.9 Merton College will use reasonable endeavours to seek to collaborate with partners and providers to ensure that effective training is provided to selected apprentices both prior and during their employment.

### Goods and Services

2.10 Where economically and practically feasible, Merton College and chosen developer(s) will use reasonable endeavours to procure goods and services from local contractors, sub-contractors and suppliers to support the employment of the local community.

- 2.11 The process for selecting contractors, sub-contractors and suppliers involves due consideration of the company's location, with a preference for local companies where economically viable.
- 2.12 Merton College their chosen developer(s) will use reasonable endeavours to promote opportunities for companies based locally through engagement to be agreed prior to construction of the Proposed Development commencing.
- 2.13 Any events will be advertised through suitable channels.

Sustainable Commuting

- 2.14 The Subject Site is within an accessible location that is well integrated with Yarnton. In particular, the Subject Site offers good accessibility to existing and proposed public transport nodes and routes.
- 2.15 Merton College and/or its chosen developer(s) will use reasonable endeavours to ensure the promotion of sustainable modes of travel to its staff and its suppliers where economically and practically feasible.

### 3 Monitoring

3.1 Merton College and/or its chosen developer(s) will monitor the TEP on an annual basis, unless otherwise agreed, through the submission of an annual progress report (or reports) to the District Council throughout the construction of the Proposed Development.

3.2 The TEP annual progress report will include:

- Labour – Details of collaboration with JCP;
- Apprentices (i.e. progress update of amount recruited, advertisements/marketing, details of collaboration); and
- Supply Chain – Details of event(s) organised to promote local supply chain and the local suppliers used.

3.3 Where the Proposed Development is brought forward in phases, it would be the intention to implement and monitor TEPs for each individual phase of the Proposed Development.