

# **EMPLOYMENT, SKILLS AND TRAINING PLAN**

## **LAND AT GOSFORD – PART OF ALLOCATION PR7A**

### **FOR BARWOOD DEVELOPMENT SECURITIES LIMITED AND THE TRUSTEES OF THE PHILIP KING HOMES TRUST**



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## 1.0 INTRODUCTION

- 1.1 The Employment, Skills and Training Plan has been prepared on behalf of Barwood Development Securities Limited (the **Promoter**) and the Trustees of the Philip King Homes Trust.
- 1.2 It is submitted as part of the outline planning application for the development of up to 370 homes, public open space (including play areas and woodland planting), sports pitches and pavilion, drainage and engineering works, with all matters reserved (appearance, landscaping, layout and scale) except for vehicular and emergency accesses to Bicester Road, at Land at Gosford.
- 1.3 This Employment, Skills and Training Plan (ESTP) sets out the measures that will be implemented by Barwood Development Securities Ltd or their preferred development partner (the **Developer**), to encourage the training and employment of local people during the construction of development.
- 1.4 The aims of the ESTP are to achieve as a minimum, the following aims and objectives;
- A minimum of 5 construction (and related trades) apprenticeship starts.
  - Apprenticeships to be delivered through the Apprenticeship & Training Ltd or the Developer's apprenticeship programme or other equivalent approach.
  - All apprenticeship opportunities to be initially advertised within the area of Cherwell District Council, if no suitable applications are received this shall be widened to Oxfordshire and then the surrounding locality.
  - Detail of how the Developer will work with local employment/training agencies including Job Centre Plus and Bicester Job Club or any other successor initiatives.
  - Detail of how the Developer will deliver local supply chain events to promote opportunities for companies local to Bicester and how such opportunities shall be advertised.
  - Detail of how the TEMP will be reviewed and progress made.

## **2.0 THE DEVELOPMENT**

- 2.1 Barwood Development Securities Ltd are seeking outline planning approval for 370 homes, on land at Gosford, subject to Local Plan Partial Review allocation, reference site PR7a, as outlined by the plan edged red attached (the Site). There is a policy requirement that half the homes will be affordable. The application will reserve all matters for future consideration, save the detailed points of access. Barwood Development Securities Ltd are not a housebuilder and will not therefore be responsible for delivering the homes themselves. Once outline permission is granted, Barwood will seek a residential developer to build out the new homes.
- 2.2 This ESTP has been drafted to be sufficiently robust that it's content can be incorporated via a compliance condition on any outline planning permission granted, and to reflect that ultimately, the obligations contained herein, will fall upon a housebuilder (Developer) who has yet to be identified.

## **3.0 APPRENTICIES**

- 3.1 The Promoter/Developer will provide 5 construction and/or construction related trades apprentices during the construction of the development. These will be provided through both the wider Supply Chain and the Developer/Promoter will work with an Apprentice Training Agency (such Agency to be agreed with Cherwell District Council, whose approval shall not be unreasonably withheld) and to offer formal apprenticeship framework contracts.
- 3.2 The requirement for apprentices to be provided within the wider Supply Chain will be written into Sub-contractor tender documentation.
- 3.3 Apprenticeship opportunities will be advertised locally including Job Centre Plus and Bicester Job Club and other local employment agencies, (such agencies to be agreed with Cherwell District Council, whose approval shall not be unreasonably withheld). Suitable Applicants will be targeted in the following order of priority:

- 1) Those living within Cherwell District Council administrative area,
- 2) Those living within Oxfordshire
- 3) Those living within the locality i.e. Milton Keynes, Northamptonshire, Aylesbury.

## **4.0 TRAINING**

- 4.1 The Developer will be committed to providing the on-site staff with the skills and training that are necessary to undertake their duties safely and efficiently, during the exercise of all construction trades and activities.
- 4.2 The Developer will work alongside the Construction Skills Centre in Bicester (part of Abingdon and Witney College), or such other suitable organisation as agreed in writing by Cherwell District Council, to provide the necessary support required to train apprentices employed on site, during their employment period on site.

## **5.0 MONITORING**

- 5.1 Throughout the construction of the development the Developer will submit a report detailing the progress in meeting the aims of this ESTP to Cherwell District Council. The report will be submitted annually on the anniversary of the implementation of development on the site until the final dwelling has reached practical completion. The report will include the following:
  - The number of apprentices hired.
  - Details of the apprenticeships provided both through the supply chain and by the Developer/Promoter
  - Details of marketing and advertisements for the apprenticeship scheme.