Policy Title:

LP20 - Employment and Skills Development

Existing Policies Which adopted Core Strategy or Policies Sites and Places (PSP) policy would eventually be replaced	**New Policy**
Non-Strategic / Strategic	**Non-Strategic**

Purpose

This policy is to enable local residents to benefit from employment and training opportunities arising from new major developments, particularly where development is proposed in or near to areas of deprivation, priority neighbourhoods and where opportunities would benefit people in disadvantaged or vulnerable groups including those with learning disability.

Opportunities for local employment and training may arise during construction for a wide range of major developments. For Economic Development proposals, opportunities may also arise during operation of the completed development.

Where new development would result in larger losses of employment uses, the policy places requirements on developers to mitigate the impacts of these.

Policy wording

1. **Major Development proposals should contribute, proportionate to their scale, to enabling local residents to access employment and training. Such contribution should include, but not be limited to, supporting employment initiatives and skills development during construction and through the supply chain, and where relevant within the completed development.**
2. **Employment and Skills Plans will be required from all Major Development which comprises:**
    a. **10 or more residential dwellings;**
    b. **1,000m² or more Economic Development floorspace; or**
    c. **Loss of 1,000m² or more Economic Development floorspace**

Supporting text

Definitions

1. **Major Development** is as defined in The Town and Country Planning (Development Management Procedure) (England) Order 2015 (as amended), or any future equivalent provision.
2. **Economic Development** includes:
    a. Business, Industrial and Distribution uses falling within Use Classes E(g)(i) - Office, E(g)(ii) - Research and Development, E(g)(iii) - Light Industrial, B2 - General Industry, and B8 - Storage and Distribution of the Use Classes Order 1987 (as amended), or any future equivalent provision;
    b. Local Community uses falling within Use Class F2 of the Use Classes Order 1987 (as amended), or any future equivalent provision;
    c. Main Town Centre uses as defined in the National Planning Policy Framework; and
    d. Other development which achieves at least one of the following objectives:
        i. Provides employment opportunities;
        ii. Generates wealth; and/or
        iii. Produces or generates an economic output or product.

    While the definition is broad, not all uses will be appropriate in all locations.

The definition of Economic Development uses does not include residential developments falling within Use Classes C2 and C3 of the Use Classes Order 1987 (as amended), or any future equivalent provision. These will be assessed as non-Economic Development uses.

3. An Employment and Skills Plan is a document which promotes local employment and training associated with a proposed development. It may comprise a range of measures, including as a minimum:

   a. apprenticeships, training schemes, and/or job shops; and

   b. promoting employment within the locality such as nearby schools and colleges, commitments to recruiting a proportion of new employees from the local area, commitments to placing work with local suppliers; and

   c. travel measures which would assist local residents to access employment and/or training opportunities created.

   The opportunities promoted should be local to the proposed development, reducing the need and distance to commute, and encouraging access by Active Travel means and public transport. This is particularly important where the proposal, and/or the neighbourhoods local to it, are in areas identified as having lower numbers of jobs than resident workers.

   Where losses of Economic Development floorspace take place, the Employment and Skills Plan should support people impacted to gain alternative employment within the new development or elsewhere, including provision of training and skills development to support this.

Application of the Policy

4. It is anticipated that requirements for an Employment and Skills Plan would be secured as a planning condition for new developments which meet the policy criteria.

5. The requirement to prepare an Employment and Skills Plan should not be subject to viability since the contribution sought is proportionate to the proposal's scale and would be reflected as such within initiatives put forward in the document.

6. Local employment and training opportunities during construction, and for losses of employment, should be approved prior to commencement of development to ensure commitments made for these can effectively be put into place.

7. Local employment and training opportunities within the completed development apply to relevant proposals i.e. those in which jobs would be created in its operational phase. Details of these should be approved at an early stage depending upon specific circumstances such as the proposed phasing/build out of the proposal.

8. The Council will work with its partners to prepare a planning obligations SPD supporting the approach to realising the economic benefits of new development for local residents. Once adopted, proposals meeting the policy criteria should comply with the SPD requirements.

Additions	
Key evidence	N/A
Other relevant policies to cross-reference?	LPS7 - Safeguarded Employment Areas LP20 - Employment and Skills Development