

20. Socio-Economics

- 20.1 This Chapter identifies the significant socio-economic effects likely to occur as a result of the Proposed Development, as detailed in **Chapter 5**. The assessment considers the socio-economic effects generated by investment in the construction of the proposed Main SRFI Site, and the effects resulting from its operation once completed. This includes the identification and assessment of likely direct and indirect effects relating to employment, labour force, productivity, crime and business rate revenue, with the significance of effects established relative to the existing baseline.
- 20.2 It is recognised that the Main SRFI Site could generate broader socio-economic effects resulting from the movement of road-based freight to rail, reflecting the economic costs of road congestion for example (Ref 20.1). Such effects are challenging to quantify and are therefore not considered in detail within this chapter, but are likely to benefit the national economy.
- 20.3 Socio-economic effects may also be generated by works at Junction 15a and other highways works, which are considered within this chapter where possible. These effects are expected to be primarily generated during construction, with significant socio-economic effects unlikely to be generated by these works once constructed and operational. However, the costs associated with works at Junction 15a and other highways works are not presently known, and therefore insufficient detail currently exists to fully assess the socio-economic effects generated during their construction.
- 20.4 This chapter is structured as follows:
- **Legislative and policy framework;**
 - **Scoping and consultation;**
 - **Study area;**
 - **Baseline surveys and data;**
 - **Baseline conditions** (jobs; population; housing and labour force; economic productivity; unemployment; skills; business rate revenue; and crime);
 - **Method of assessment** (overview; and assessing significance of effects);
 - **Embedded mitigation;**
 - **Assessment of construction phase effects** (jobs; housing and labour force; productivity; unemployment; skills; and summary);

- **Assessment of operational phase effects** (jobs; housing and labour force; unemployment; skills; economic productivity; business rate revenue; crime; and summary);
- **Cumulative effects** (intra-project effects; and inter-project effects);
- **Mitigation;**
- **Residual effects;**
- **Monitoring;** and
- **Limitations and assumptions.**

Legislative and Policy Framework

20.5 The following table summarises policy and good practice guidance of relevance to the assessment of socio-economic effects, which is subsequently introduced in further detail. There is no legislation of direct relevance to the assessment.

Table 20.1: Relevant Policy and Guidance

Policy/ guidance	Key provisions	Relevant section of chapter where key provisions are addressed
National Network National Policy Statement (NN NPS, Ref 20.1)	<p>No specific guidance on assessing socio-economic effects of national network infrastructure, but confirms that effects should be considered at local, regional and national levels.</p> <p>The facilitation of economic development and job creation is identified as a potential benefit. The existence of an available local workforce is described as an important consideration.</p> <p>The role of the national rail network in supporting economic growth is acknowledged, with rail freight playing an increasingly significant role in logistics.</p>	<p>Local, wider and national impact areas defined within study area section.</p> <p>Job creation established in assessment of effects.</p> <p>Labour force availability established in baseline and assessment of effects.</p>
Industrial Strategy – Building a Britain Fit for the Future (Ref 20.2)	Provides a national policy framework on the Government’s economic priorities, against which major decisions can be made with confidence.	Informs identification of national policy priorities as part of

	Identifies people, infrastructure and places amongst the attributes which are essential to successful economies and realising the Government's aim of boosting productivity and earnings power across the UK.	the method of assessment , and the subsequent assessment of effects .
National Planning Policy Framework (NPPF, Ref 20.3)	Establishes the social and economic role of sustainable development, and the requirement to respond positively to both development needs and wider opportunities for growth.	Confirms requirement for the assessment of socio-economic effects .
South East Midlands Local Enterprise Partnership – Strategic Economic Plan (SEP, Ref 20.4)	<p>Articulates the sub-regional vision and aspirations for economic growth in the South East Midlands, which includes South Northamptonshire.</p> <p>Anticipates substantive growth led by private sector investment, with new homes and infrastructure growing the labour force to support the creation of new jobs and productivity growth.</p> <p>Supports the rapid growth potential of the 'showcase' logistics sector, which requires the identification of suitable employment land.</p>	<p>Informs identification of sub-regional policy priorities as part of the method of assessment, and the subsequent assessment of effects.</p>
West Northamptonshire Joint Core Strategy Local Plan (Part 1, Ref 20.5)	<p>Acknowledges the strong demand for storage and distribution premises in West Northamptonshire (Northampton, South Northamptonshire and Daventry), resulting from its excellent central location.</p> <p>Establishes a '<i>reference value</i>' in terms of job creation over the plan period, but recognises the area's capacity to accommodate a greater number of jobs serving a wider economic catchment.</p> <p>Recognises the importance of providing new employment opportunities within South Northamptonshire.</p>	<p>Informs identification of local policy priorities as part of the method of assessment, and the subsequent assessment of effects.</p>
South Northamptonshire Local Plan Part 2 (Ref 20.6)	<p>Targets continued growth in the size and competitiveness of local businesses by encouraging inward investment and job creation.</p> <p>Aims to maintain employment at currently low levels and reduce out-commuting.</p>	<p>Informs identification of local policy priorities as part of the method of assessment, and the subsequent assessment of effects.</p>

		effects.
South Northamptonshire Economic Growth Strategy 2016 – 2019 (EGS, Ref 20.7)	<p>Recognises local economic challenges and opportunities, including historically high levels of out-commuting and low job density.</p> <p>Acknowledges recent progress and promotes further growth which is consistent with the JCS, meets the needs of residents, adds value to the district and supports its key sectors.</p> <p>Aims to improve skills and employment, provide effective business support, strengthen local economies and support the visitor economy. Recognises that increasing the take-up of local job opportunities by young people in particular is essential to retaining a future workforce.</p> <p>Aims to secure future employment opportunities for local people through inward investment, requiring the availability of sufficient premises. High performance technology (HPT) and logistics are specifically supported to capitalise on the district's locational advantage.</p>	<p>Informs identification of local policy priorities as part of the method of assessment, and the subsequent assessment of effects.</p>
Additionality Guide (Ref 20.8)	<p>Provides guidance and benchmarks on how the additional impact of local economic growth should be assessed.</p>	<p>Informs selection of economic multipliers and allowances for leakage and displacement in the assessment of effects.</p>
Employment Density Guide (Ref 20.9)	<p>Provides estimates on how commercial space is occupied for employment purposes, which are used for a range of impact assessments, appraisals, policy developments and strategies.</p>	<p>Used to estimate employment levels accommodated by new floorspace in the assessment of operational phase effects.</p>

National Network National Policy Statement

- 20.6 Section 104(3) of the Planning Act 2008 requires the Secretary of State to determine an application in accordance with the relevant National Policy Statement (NPS), save in certain specified circumstances.
- 20.7 The National Network NPS (NN NPS), published in December 2014 (Ref 20.1), recognises the significant role of the national rail network in supporting economic growth and sustaining existing economic activity and productivity. Paragraphs 2.1 and 2.2 of the NN NPS set out the need to further develop national networks:

“Well-connected and high-performing networks with sufficient capacity are vital to meet the country’s long-term needs and support a prosperous economy.

There is a critical need to improve the national networks to address road congestion and crowding on the railways to provide safe, expeditious and resilient networks that better support social and economic activity; and to provide a transport network that is capable of stimulating and supporting economic growth. Improvements may also be required to address the impact of the national networks on quality of life and environmental factors.” (Ref 20.1, para 2.1 – 2.2)

- 20.8 The NN NPS identifies that rail freight plays an increasingly significant role in logistics and has become an important driver of economic growth. It highlights that there is an increasing need for Strategic Rail Freight Interchange (SRFI) facilities due to the changing needs of the logistics sector, the high levels of forecast growth in rail freight to reduce the dependence on road haulage to serve the major markets and finally due to the considerable local economic benefits that SRFIs can provide. The NN NPS states that:

“... because many of the on-site functions of major distribution operations are relatively labour-intensive this can create many new job opportunities and contribute to the enhancement of people’s skills and use of technology, with wider longer term benefits to the economy...” (Ref 20.1, para 2.52)

- 20.9 The NN NPS confirms that socio-economic benefits and adverse impacts should be ‘considered at national, regional and local levels’ (Ref 20.1, para 4.4). The facilitation of economic development and job creation is explicitly identified as a potential benefit of national networks infrastructure (Ref 20.1, para 4.3).
- 20.10 In acknowledging the economic benefits likely to be generated by SRFIs, the NN NPS confirms that ‘the existence of an available and economic local workforce will...be an important consideration for the applicant’ (Ref 20.1, para 4.87). This forms one of the ‘assessment principles’ identified in section 4 of the NN NPS.

20.11 Section 5 of the NN NPS provides guidance on assessing specific impacts associated with national networks infrastructure, although no specific guidance on assessing socio-economic impacts is presented.

Industrial Strategy – Building a Britain Fit for the Future

20.12 The Government published its Industrial Strategy white paper in November 2017, aimed at boosting productivity and earning power throughout the UK. It is intended to provide *'a policy framework against which major private and public sector investment decisions can be made with confidence'* (Ref 20.2, p13). Decisions should therefore be cognisant of the Government's economic priorities, and the white paper provides important context for the socio-economic assessment in this regard.

20.13 The white paper seeks to build upon existing economic strengths while addressing underlying weaknesses, focusing on five *'essential attributes of every successful economy'* (Ref 20.2, p14) including:

- **People**, addressing challenges in meeting businesses' needs for talent, skills and labour. There is a stated aim of ensuring that people are capable of improving skills throughout their lives, enabling them to increase earning power and realise employment opportunities;
- **Infrastructure**, with a major upgrade sought to reflect its integral position underpinning our lives, work and future prosperity; and
- **Places**, with the aim of promoting economic prosperity in communities throughout the UK. It is acknowledged that every region has a role to play in boosting the national economy.

20.14 It is acknowledged that many places in the UK are not realising their full potential, despite possessing competitive advantages that can contribute towards the country's economic future. Local insights are sought to develop clear and long-term strategies for future growth, with collaboration across regional corridors encouraged to address shared challenges. The white paper supports a continued role for Local Enterprise Partnerships as influential local leaders and figureheads for economic success, providing a clear strategy for local and national partnership.

20.15 The white paper also identifies *'Grand Challenges'* that must be embraced and prepared for to realise the opportunities presented by prevalent changes in the global economy. For example, it acknowledges emerging changes in the movement of people, goods and services, driven by innovation in engineering, technology and business models. The Government therefore seeks to position the UK as a *'world leader in the way people, goods and services move'* (Ref 20.2, p10).

National Planning Policy Framework

20.16 The National Planning Policy Framework (NPPF) was published in March 2012 (Ref 20.3) and sets out the Government’s planning policies for England. The NN NPS confirms that the NPPF is *‘likely to be an important and relevant consideration in decisions on nationally significant infrastructure projects...to the extent relevant to that project’* (Ref 20.1, para 1.18).

20.17 The NPPF is built around a policy commitment to sustainable development, with the planning system expected to play both an economic and social role. Details of these roles are provided in paragraph 7 of the NPPF:

“an economic role – contributing to building a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places and at the right time to support growth and innovation; and by identifying and coordinating development requirements, including the provision of infrastructure”

“a social role – supporting strong, vibrant and healthy communities, by providing the supply of housing required to meet the needs of present and future generations; and by creating a high quality built environment, with accessible local services that reflect the community’s needs and support its health, social and cultural well-being” (Ref 20.3, para 7)

20.18 At the heart of the NPPF is a presumption in favour of sustainable development, which requires local authorities to adopt a positive approach in order to seek opportunities to meet the development needs of an area. Further clarification is provided through the core planning principles set out at paragraph 17 of the NPPF, which importantly includes the following requirement for planning to:

“Proactively drive and support sustainable economic development to deliver the homes, business and industrial units, infrastructure and thriving local places that the country needs. Every effort should be made objectively to identify and then meet the housing, business and other development needs of an area, and respond positively to wider opportunities for growth”
(Ref 20.3)

South East Midlands Local Enterprise Partnership – Strategic Economic Plan

20.19 The South East Midlands Local Enterprise Partnership (LEP) comprises 14 local authorities, including South Northamptonshire. A revised version of its Strategic Economic Plan (SEP) was published in November 2017 (Ref 20.4). The SEP sets the

ambition and strategic economic direction for the area to 2050, focusing particularly on the next decade.

- 20.20 Priority areas where investment and actions will be targeted are outlined in the SEP, with the aim of creating the right conditions for successful and sustainable growth. This will support its aim of doubling the gross value added (GVA) to its economy – which is currently estimated at £50 billion – by 2050.
- 20.21 Over the period to 2025, the SEP aims to grow the number of jobs in the South East Midlands by 10%. It seeks to facilitate this growth through new economic development, achieved through increased inward investment from the private sector.
- 20.22 The SEP identifies *'investment in physical capital'* as one of the key drivers of economic productivity, acknowledging that this facilitates transportation of goods and people and the labour force more generally (Ref 20.4, p13).
- 20.23 The SEP highlights logistics as one of four *'showcase sectors'*, defined as a sector in which the area has *'particular strengths in terms of wide-reaching supply chains, historic growth, and the capability and assets for rapid future growth'* (Ref 20.4, para 3.2.1.6). When compared with the rest of England, logistics represents the main area of specialism, relative to the other showcase sectors and based on analysis of location quotients (Ref 20.4, p21).
- 20.24 The SEP notes that the skills requirement for the logistics sector is modernising, with an increasing need for skilled employees in electrical and mechanical engineering, IT and analytics. It is affirmed that *'appropriate employment land and transport infrastructure is also critical for this sector'* (Ref 20.4, para 3.2.2.18).

West Northamptonshire Joint Core Strategy Local Plan (Part 1)

- 20.25 The West Northamptonshire Joint Planning Unit (JPU), comprised of Northampton Borough Council, South Northamptonshire Council, Daventry District Council and Northamptonshire County Council, set out a long-term vision for the development of the local authority areas of South Northamptonshire, Northampton and Daventry within the Joint Core Strategy (JCS), which was adopted in December 2014 (Ref 20.5).
- 20.26 The JCS acknowledges the broad economic base of West Northamptonshire, which was historically shaped by agriculture and manufacturing but is increasingly characterised by the office, technology, warehousing and service industries. The SEP recognises strong growth in the warehouse sector as a result of West Northamptonshire's central location, its excellent road and rail connectivity and the development of Daventry International Rail Freight Terminal (DIRFT). The SEP acknowledges that demand for storage and distribution premises remains high in West Northamptonshire.

20.27 The JCS is underpinned by a vision for West Northamptonshire to become ‘*an outstanding UK location of choice for diverse employment opportunities*’, with the creation of 28,500 net additional jobs across West Northamptonshire identified as a ‘*reference value*’ for monitoring and review purposes over the period from 2008 to 2029. The Inspector examining the JCS did note at adoption that the supply of employment sites was ‘*capable of delivering significantly more than the “reference value” figure in overall capacity terms, with around 40,000 new jobs in the B class uses alone*’ (Ref 20.10, para 55). It was, however, recognised that such sites could serve a wider catchment in terms of new job provision, and in finding the JCS sound the Inspector was satisfied that the ‘*reference value*’ does not constrain additional job provision in suitable locations (Ref 20.10, para 60).

20.28 The JCS recognises the importance of providing new employment opportunities across South Northamptonshire:

“South Northamptonshire, like Daventry, is a largely rural district and struggles with the level of out-commuting and has a low job density. South Northamptonshire state in their Economic Development Strategy that they wish to address the issue of out-commuting and the impact this has on the sustainability of its urban and rural settlements. South Northamptonshire therefore needs to address the level of out commuting by providing employment opportunities which meet the professional profile of their resident workforce” (Ref 20.5, para 5.59)

South Northamptonshire Local Plan Part 2

20.29 South Northamptonshire Council is currently preparing Part 2 of its Local Plan, and consultation on the pre-submission draft ran until November 2017 (Ref 20.6). Part 2 is intended to add ‘*local detail*’ to the JCS, retaining its overall requirements for housing and employment development. However, it outlines an updated vision for the district to remain ‘*an attractive and successful place where people want to live, work and visit*’, with ‘*strong business growth on a range of employment sites supporting businesses of all sizes*’ (Ref 20.6, p22 – 23). Ten key objectives to realise this vision are subsequently identified, including:

- The facilitation of economic growth by encouraging investment and job creation, aligning training with employers’ requirements to get more local people into work and reduce unemployment; and
- The delivery of appropriate new employment opportunities in rural and urban areas.

20.30 The latest consultation document acknowledged South Northamptonshire’s strengths in sectors such as logistics, and the economic growth achieved over recent years. It aims to maintain currently low levels of unemployment and high levels of employment,

while growing the overall size of the local economy and increasing competitiveness. The latter is seen as *'fundamental'* to providing employment opportunities for local residents and reducing out-commuting.

South Northamptonshire Economic Growth Strategy

- 20.31 The Economic Growth Strategy 2016 – 2019 (EGS) (Ref 20.7) for South Northamptonshire was adopted by the Council in July 2016, within the context of a continued recognition of the challenges and opportunities in the district. It is recognised, for example, that historically high levels of out-commuting and low job density have impacted upon the sustainability of the district’s settlements, with a need for future employment opportunities to reflect the profile of the resident population.
- 20.32 The EGS acknowledges that progress has been made over recent years in supporting the local economy and promotes further planned growth which is consistent with the West Northamptonshire JCS, meets the needs of residents, adds value to the district and supports South Northamptonshire’s key sectors, which include high performance technology (HPT), logistics, food and drink and the visitor economy.
- 20.33 The EGS is structured around improving skills and employment, providing effective business support, strengthening the economies of the district’s towns and villages and supporting the visitor economy. The EGS specifically identifies the importance of increasing the take-up of local job opportunities, particularly for young people who are essential to retaining a future workforce. Future employment opportunities will be secured through inward investment, and maintaining a supply of strategic sites, rural employment sites and other local employment sites is therefore seen as vital to enable the creation of new job opportunities for local people. Ensuring that sufficient premises are available to support the growth of local businesses is also identified as a key priority, with the Council specifically seeking to support the HPT sector in partnership with the LEP and grow the logistics sector to capitalise on the district’s locational advantage.

Scoping and Consultation

- 20.34 Comments received from the Planning Inspectorate following the request for Scoping Opinion are summarised in the following table.

Table 20.2: Summary of Scoping Opinion

Scoping Opinion section/paragraph	Summary of issues raised	Where in the ES is this addressed?
Paragraph 3.122	The types of jobs generated by the Proposed Development should be considered in the context of the available workforce in the area, during both the	Fully addressed in the assessment of labour force effects during construction

	<p>construction and operational phase. It is acknowledged that the applicant anticipates that labour will need to be drawn from a wider labour force than is currently available in South Northamptonshire.</p>	<p>and operational phase, affecting local, wider and national impact areas.</p>
Paragraph 3.123	<p>Care should be taken in consistently applying the same definitions of criteria used to inform the assessment throughout the chapter</p>	<p>Fully addressed in the method of assessment (Table 20.24)</p>
Paragraph 3.124 and Appendix 3	<p>The response of Milton Keynes Council (MKC), which covers socio-economic matters, should be addressed within the ES, particularly in relation to the potential effect on employment opportunities with regard to:</p> <ul style="list-style-type: none"> • The number and type of jobs created by the Proposed Development; • The implications of the employment opportunities created by the Proposed Development, which may attract people to live and work locally; • The effects of the Proposed Development on commuting flows to and from the Proposed Development, with MKC considering that the ES should assess the likely effect on commuting flows with neighbouring authorities such as Milton Keynes, given the implications for the city's potential workforce; and • The availability of existing or proposed warehousing along the M1 corridor in order to understand the cumulative effect on the warehousing property market. 	<p>Method of assessment details approach towards estimating the number and type of jobs created, the labour force implications and the potential effects on commuting from authorities such as Milton Keynes. Property market effects are assessed within a separate market demand study commissioned by the applicant. A summary version of this document has been produced for the section 42 consultation, with a full and final version to be submitted with the DCO application. Comments have therefore been fully addressed.</p>
Paragraph 3.125 and Appendix 3	<p>Comments made by Northamptonshire Police should be addressed to understand issues associated with crime</p>	<p>Baseline conditions establish current levels of crime</p>

<p>and disorder. The response specifically states that <i>'the applicant should indicate how such adverse effects will be mitigated by the application of the principles of Crime Prevention Through Environmental Design, an adherence to the key principles contained within the SPG on Planning out Crime, a willingness to develop both the site and the HGV lorry park to independently approved secure standards such as Secured by Design and Park Mark and compliance with Policy S10 of the West Northamptonshire Joint Core Strategy'</i>.</p>	<p>proximate to the Potential Development Area, as well as DIRFT and Pineham. Assessment of operational phase effects considers potential crime and disorder issues arising from the Proposed Development. Reference is made to mitigation measures embedded in the design of the Proposed Development, drawing upon the Design and Access Statement. Comments have therefore been fully addressed.</p>
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20.35 As part of the first stage of community consultation between April and October 2016, feedback on various socio-economic matters was also provided by individuals and organisations. This is summarised in the table below.

Table 20.3: Summary of Consultations Undertaken

Consultation and date	Summary of consultation	Where in the ES is this addressed?
First stage of community consultation, April – October 2016	Concern that there is no need for new jobs, with workers unlikely to come from the local area due to the limited local supply of labour and low levels of unemployment	Assessment of labour force effects
	The implications of housing the workforce required to support the Proposed Development	Combined assessment of housing and labour force effects considers where labour required to fill employment

opportunities will live. Allowances for leakage reflect assumption that the workforce will not be housed in full in South Northamptonshire, as reflected by the Inspector examining the JCS (Ref 20.10). The chapter takes account of housing development already planned across the wider impact area, which would grow the labour force before the Proposed Development is fully operational.

Impact of the Proposed Development on the value of local homes

House prices are generally not considered to be a material consideration in planning decisions (Ref 20.11, paragraph 8). Causality between a specific development and potential house price changes cannot be reliably estimated, given that house prices are influenced by a wide range of factors including the balance between supply and demand for homes in the local and wider housing market.

Concern around the type and value of

Assessment of

jobs provided by the Proposed Development	labour force effects and effect on skills
Impact of the Proposed Development on local demographics	Assessment of labour force effects.
Recognition that the Proposed Development can deliver positive economic benefits	Assessment of jobs, labour force, economic productivity and unemployment effects
Concern around crime and policing issues	Assessment of crime effects

Study Area

- 20.36 Socio-economic effects are assessed at various spatial scales, although there is no guidance or policy available to inform the definition of appropriate study areas for the purposes of socio-economic assessments. However, the NN NPS confirms that effects should be considered at local, regional and national level (Ref 20.1, para 4.4).
- 20.37 It is reasonable to define study areas based on an understanding of relevant local and wider economic geographies, and the extent to which socio-economic effects are likely to be contained within these geographies. Consideration is also given to the availability and reliability of socio-economic data at various spatial scales, with study areas therefore defined to align with established statistical geographies.
- 20.38 A **national impact area** covering the entirety of England is considered likely to capture the socio-economic effects of the Proposed Development in full, demonstrating the impact and significance of the Proposed Development in the context of the national economy.
- 20.39 A **wider impact area** is defined to capture the majority of socio-economic effects, representing the wider area from which the Proposed Development is likely to draw the majority of its labour. As there are currently no employment uses at the Potential Development Area, there is essentially no relevant baseline position with regard to commuting to the site. The extent of the wider impact area has therefore been informed through analysis of a comparator modern logistics development at Pineham, which – though situated within the neighbouring administrative area of Northampton Borough Council – is proximate to the Potential Development Area, located within the M1 corridor and draws its labour force from a wider geographical area that spans several local authority boundaries.

20.40 The following table presents an analysis of 2011 Census data (Ref 20.12) and identifies the main local authorities of residence for people employed at the comparator site¹ in 2011. The proportion of Pineham employees accommodated within each local authority is presented, alongside a cumulative total of employees.

Table 20.4: Main Places of Residence for People Employed at Pineham 2011

	Residents employed at Pineham	Proportion of Pineham employees	Cumulative total of Pineham employees
Northampton	1,968	57.4%	57.4%
Milton Keynes	233	6.8%	64.2%
South Northamptonshire	165	4.8%	69.1%
Coventry	153	4.5%	73.5%
Wellingborough	146	4.3%	77.8%
Daventry	145	4.2%	82.0%
Kettering	78	2.3%	84.3%
East Northamptonshire	74	2.2%	86.5%
Bedford	34	1.0%	87.4%
Central Bedfordshire	31	0.9%	88.4%

Source: Ref 20.12

20.41 The definition of an appropriate wider impact area inevitably requires a degree of judgement, given that this area is not expected to capture the full socio-economic impact of the Proposed Development but rather the majority of impacts.

20.42 In identifying an appropriate threshold, it is evident that Kettering accommodates almost half the number of Pineham employees (78) accommodated by the next largest contributing authority (Daventry, 145). The comparator site draws 82% of its labour from the six local authority areas of Northampton, Milton Keynes, South Northamptonshire, Coventry, Wellingborough and Daventry, which collectively make the greatest contribution towards meeting the labour force requirements of businesses operating on the comparator site. This represents a relatively high level of containment, and it is considered that the Proposed Development – which is located close to the comparator site – will exhibit similar characteristics in terms of labour force draw and containment. For the purposes of this assessment, it is therefore considered that these local authorities (Northampton, Milton Keynes, South

¹ Pineham defined based on statistical lower level super output area (OA) geographies as follows: Northampton 029D; Northampton 029G

Northamptonshire, Coventry, Wellingborough and Daventry) form an appropriate wider impact area to capture the majority of impacts.

20.43 A **local impact area** can also be defined to understand the local socio-economic effects generated by the Proposed Development. For the purposes of this assessment, the administrative area of South Northamptonshire is defined as the local impact area.

20.44 On this basis, the study areas for the socio-economic assessment are defined as follows:

- **National impact area** – England;
- **Wider impact area** – local authority areas of Coventry, Daventry, Milton Keynes, Northampton, South Northamptonshire and Wellingborough; and
- **Local impact area** – local authority area of South Northamptonshire.

20.45 The study areas are illustrated spatially at **Figure 20.1**.

Baseline Surveys and Data

20.46 Baseline socio-economic conditions have been established through collation and analysis of nationally recognised and published research and data, including:

- Business Register and Employment Survey (BRES) (Ref 20.13);
- Mid-year Population Estimates (Ref 20.14);
- Annual Population Survey (APS) (Ref 20.15);
- Census 2011 (Ref 20.12);
- Experian Local Market Forecasts (Ref 20.16);
- Jobseekers Allowance by Occupation (Ref 20.17);
- South Northamptonshire Council Annual Financial Reports (Ref 20.18); and
- Neighbourhood statistics on Crime and Policing in England, Wales and Northern Ireland (Ref 20.19).

20.47 The baseline assessment draws upon available published data, and no primary field surveys have been undertaken to establish baseline conditions.

Baseline Conditions

- 20.48 Baseline conditions have been established using the most up-to-date available secondary data, as of December 2016 ('the 2016/17 baseline'). The baseline identifies the extent to which key indicators have changed over time, with the analysis structured to align with the national, wider and local impact areas defined for this assessment. In addition to the description of existing baseline conditions, where relevant this section also seeks to predict how the baseline may change prior to the commencement of construction ('the predicted future baseline scenario'). This predicted future baseline scenario primarily seeks to establish the future size of the labour force – influenced by known and planned housing development coming forward over the next decade – and its future skills profile, reflecting ongoing skills and training initiatives. Robust evidence is not available to accurately estimate other elements of the baseline, given their more fluid nature.
- 20.49 The NN NPS and European Union Directive 2014/52 require consideration of how baseline conditions could be affected by climate change during construction and operation. However, it is considered that climate change is unlikely to have a significant or quantifiable environmental effect on the socio-economic baseline. The socio-economic effects of climate change are therefore not considered to warrant further assessment within this chapter.
- 20.50 The extent of the study areas defined wholly captures each element of the Proposed Development. The baseline conditions outlined in this section are therefore of relevance to each element in isolation, and to the Proposed Development as a whole.

Jobs

- 20.51 Employment levels have been profiled using BRES data (Ref 20.13). This enables employment levels to be assessed over the period from 2009 to 2015 and levels of change to be observed at each impact area. It should be noted that BRES data is rounded.

Table 20.5: Change in Total Number of Employees 2009 – 2015

	2009	2015	Change	% change
Local impact area	28,000	32,000	4,000	14.3%
Wider impact area	498,000	546,000	48,000	9.6%
England	23,065,000	24,867,000	1,802,000	7.8%

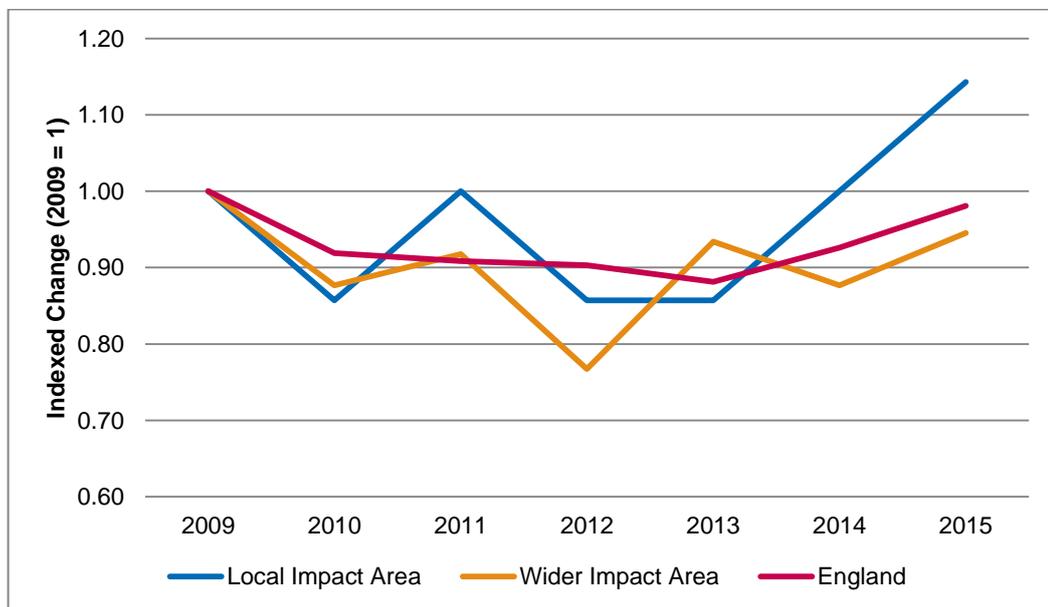
Source: Ref 20.13

- 20.52 The BRES data highlights that the local impact area has experienced relatively strong levels of employee growth over the period from 2009 to 2015 with 14.3% growth resulting in a total of 32,000 employees in 2015. Employee growth at the wider impact

area has also been strong over the period of analysis, with 9.6% growth achieved, bringing total employment to approximately 546,000 by 2015. This compares to a growth of 7.8% in employment across England.

20.53 Over the same period, the change in employee numbers in the construction industry has been more favourable in the local impact area relative to the wider impact area and England. The local impact area has experienced 3.2% growth in construction employees on average per annum, with much of this growth attributable to 2014 and 2015, where the number of employees increased by 500 people from 1,500 in 2013. On average across the wider impact area and England, construction employees declined by 0.1% and 0.2%, respectively, over the period from 2009 – 2015.

Figure 20.1: Indexed Change in Construction Employees (2009 – 2015)



Source: Ref 20.13

20.54 Given the nature of the Proposed Development, consideration has also been given to the changing profile of employment in logistics related sectors. At the local level, logistics employment has declined over the period of 2009 to 2015 by circa 100 employees, equating to a decline of 9.0%. This contrasts with the trends at the wider impact area and England levels which recorded 25.9% and 10.2% growth respectively over the same period.

Table 20.6: Change in Logistics Employees 2009 – 2015

	2009	2015	Change	% change
Local impact area	1,400	1,300	-100	-9.0%
Wider impact area	26,400	33,300	6,900	25.9%

England	644,400	710,100	65,700	10.2%
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Source: Ref 20.13

Population

- 20.55 The size of the population in mid-2015 was estimated by the Office for National Statistics (ONS, Ref 20.14), and an overview of change over the preceding decade is presented in the following table.

Table 20.7: Population Change 2005 – 2015

	2005	2015	Change	% Change
Local impact area	84,884	89,116	4,232	5.0%
Wider impact area	953,282	1,075,923	122,641	12.9%
England	50,606,034	54,786,327	4,180,293	8.3%

Source: Ref 20.14

- 20.56 It is evident that the overall population of the local impact area has increased by 5.0% over the decade to 2015. This falls below the national rate of growth, although it is notable that the 12.9% growth in the wider impact area population surpassed the national trend during this period.

Housing and Labour Force

- 20.57 The baseline analysis considers the current population of economically active residents of working age alongside the number of existing economically inactive residents. Analysis of commuting trends also provides important context on the behaviour of the resident labour force, with consideration also given to the potential future growth in the labour force as planned new housing is delivered at the level of the local and wider impact areas.

Economic Activity

- 20.58 A person is deemed economically active if they are either in employment, or not in employment but seeking work and ready to start within two weeks, or waiting to start a job already obtained. Local data on economic activity can be compared to national and regional benchmarks to determine whether there is a high or low rate of activity, highlighting the size of latent labour force either currently employed or available to start work immediately.
- 20.59 The Annual Population Survey (APS) provides an indicator of the number of economically active residents currently accommodated in the local and wider impact area (Ref 20.15). This is based on responses received during the year of July 2015 to

June 2016 and considers the economic activity rate for all residents aged 16 and over. This can be compared to equivalent data for the year from July 2005 to June 2006.

Table 20.8: Economically Active Residents Aged 16+ (2005/06 – 2015/16)

	2006	2016	Change	% Change
Local impact area	50,600	45,900	-4,700	-9.3%
Wider impact area	517,300	536,800	19,500	3.8%
England	25,538,900	27,912,800	2,373,900	9.3%

Source: Ref 20.15

20.60 In absolute terms, the local impact area has experienced a 4,700 reduction in economically active residents aged 16+ in the period 2005/06 to 2015/16. This represents a 9.3% reduction in the economically active population. This compares to a growth of 3.8% in the economically active resident population aged 16+ in the wider impact area and 9.3% growth nationally.

20.61 Examining change in economically active population over the decade of analysis (2005/06 to 2015/16) it is clear that there has been a slightly more pronounced decline in the local impact area (from 74.2% to 64.6%) than within the wider impact area (69.1% to 61.9%).

Table 20.9: Change in Economic Activity Rate Aged 16+ (2004/05 – 2015/16)

	2005/06	2015/16
Local impact area	74.2%	64.6%
Wider impact area	69.1%	61.9%
England	63.3%	63.6%

Source: Ref 20.15

Economic Inactivity

20.62 Economically inactive people are not in work, but not classified as unemployed. They are people without a job who have not recently sought work, or residents who are not able to start work imminently. A person can be economically inactive if they are retired, a student, looking after their home or family or have a long-term sickness or disability. Economic inactivity can therefore be a measure of the number of residents not in employment, or not actively looking for employment.

20.63 The APS highlights the number of economically active residents (16+) in the local and wider impact areas, based on responses received between July 2015 and June 2016 (Ref 20.15). There are 25,200 economically inactive people in the local impact area,

generating an economic activity rate of 35.5%. This is lower than the wider impact area (38.1%) and England (36.4%).

Table 20.10: Economic Inactivity (July 2015 - June 2016)

	Economically inactive residents aged 16+	Economic inactivity rate – aged 16+
Local impact area	25,200	35.5%
Wider impact area	330,000	38.1%
England	15,992,200	36.4%

Source: Ref 20.15

- 20.64 The APS also provides an indication of the proportion of economically inactive residents of working age (16 – 64) who want a job², potentially highlighting a latent labour force that might be available for employment in the future. It should be noted that this data for the local impact area of South Northamptonshire is not reported in the APS due to a small sample size, and as a result is excluded from the compiled data for the wider impact area. It is therefore assumed that there are a limited number of working age economically inactive residents in the local impact area who want a job.
- 20.65 Across the wider impact area, circa 15.6% of economically inactive working age people want a job, which represents circa 25,600 people. Additional latent labour also exists at the national level, where 24.3% of economically inactive working age people want a job (Ref 20.15).

Commuting Trends

- 20.66 Understanding labour force behaviour also provides important context in interpreting this baseline position, with analysis of commuting trends showing the tendency of residents to work within the local economy or elsewhere. The 2011 Census indicated that South Northamptonshire substantially exports labour, with 11,390 fewer people commuting into the district when compared to residents commuting out (Ref 20.12). Approximately 72% of South Northamptonshire residents commute to work outside the district, although around 67% work within the local or wider impact area.
- 20.67 Indeed, as shown in the following table, Northampton and Milton Keynes in particular recorded a sizeable net inflow of commuters from South Northamptonshire at the 2011 Census (Ref 20.12). This contrasted with Coventry and particularly Daventry, which exported more labour to South Northamptonshire than received from the district.

² The APS is a unique source of information on economic activity, separately providing information about people who want a job and those who do not (Ref 20.20). It provides an indication of broad trends amongst the economically inactive population, but cannot be directly compared with data on Jobseekers' Allowance (JSA) claimants who are actively seeking employment. This is separately presented later in this chapter

Table 20.11: Net Commuting Flow from Local Impact Area to Wider Impact Area

	Flow <i>from</i> South Northamptonshire to authority	Flow <i>to</i> South Northamptonshire from authority	Net commuting flow <i>to</i> authority
Milton Keynes	5,631	1,311	4,320
Northampton	6,275	3,727	2,548
Wellingborough	517	419	98
Coventry	167	177	-10
Daventry	1,092	1,456	-364

Source: Ref 20.12

Labour Force Accommodated by Future Housing Growth

- 20.68 The analysis above provides a current baseline of the number of economically active people residing in each impact area, their commuting behaviour and the scope for future growth, as those residents who are currently inactive but want a job join the workforce. This represents only one component of future labour supply, however, with the planned provision of new housing in the local, wider and national impact areas supporting a growth in both the population and the labour force available to take up job opportunities.
- 20.69 Following the receipt of consultation responses outlined earlier in this chapter, it is considered important to estimate the scale of future labour force growth which will be supported through planned housing provision. This assists in assessing the extent to which the Proposed Development can draw upon a local and wider labour force, providing a predicted future baseline scenario. This is initially based on housing provision expected over the next decade (2016 – 2026), but is subsequently annualised to illustrate the potential size of the labour force at construction and first operation later in this chapter. It is illustratively based on a review of adopted and emerging planning policy as of December 2016.
- 20.70 The scale of housing provision planned and the likely associated growth in labour force is estimated on the following basis:
- **South Northamptonshire, Northampton and Daventry** – collectively covered by the West Northamptonshire JCS, with the planned scale of housing provision set out in Appendix 3 (Ref 20.5). The adopted housing requirement is underpinned by demographic modelling (Ref 20.21), which shows the scale of change in the labour force under this scale of provision when taking account of changes to retirement age. This change is assumed

to be phased to reflect the timing of housing provision set out in the trajectory;

- Wellingborough** – housing provision based on the adopted requirement for 350 homes per annum in the North Northamptonshire JCS (Ref 20.22). While it is noted that the latest housing land supply statement suggests that this level of provision could be significantly exceeded (Ref 20.23), it is considered that aligning with the minimum annual requirement figure – which is underpinned by demographic modelling (Ref 20.24) – represents the most appropriate basis for the socio-economic assessment. The Councils’ Employment Background Paper (Ref 20.24) estimates the scale of labour force growth attributable to the planned level of housing provision over the plan period, based on existing economic activity rates and annualised over the period considered in this assessment;
- Milton Keynes** – the Core Strategy sets a requirement for 1,750 dwellings per annum in Milton Keynes (Ref 20.25), although it is understood that this requirement is not underpinned by population modelling. The Council’s latest housing supply statement indicates that this will be surpassed through a committed supply of new homes (Ref 20.26). The labour force yield of this new housing provision is estimated through the application of an average household size derived from the 2011 Census (Ref 20.12) and the latest economic activity rates published by the ONS (Ref 20.14, Ref 20.15); and
- Coventry** – the Council’s emerging Local Plan (Ref 20.27) confirms that the future level of housing provision in Coventry will reflect the development capacity within its boundary, with unmet needs met elsewhere in the housing market area. Any housing requirement will therefore be constrained by supply, as opposed to modelled need. Development capacity is profiled within the 2016 Strategic Housing Land Availability Assessment (SHLAA, Ref 20.28). The labour force yield of this scale of housing provision is estimated through the application of an average household size derived from the 2011 Census (Ref 20.12) and the latest economic activity rates published by the ONS (Ref 20.14, Ref 20.15).

20.71 The scale of housing provision and labour force growth expected to occur over the next decade is set out below, rounded and annualised for illustrative purposes.

Table 20.12: Estimated Change in Labour Force through New Housing Development 2016 – 2026

	Additional housing	Associated labour force	Average annual labour force
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	2016 – 2026	growth 2016 – 2026	growth 2016 – 2026
South Northamptonshire	7,560	2,630	260
Northampton and Daventry	21,920	19,420	1,940
Wellingborough	3,500	1,520	150
Milton Keynes	20,920	26,570	2,660
Coventry	14,950	16,620	1,660
Wider impact area	68,850	66,760	6,680

20.72 This analysis suggests that planned housing provision over the next decade could potentially increase the existing labour force in the local impact area by around 260 persons annually, or circa 6,680 persons per annum across the wider impact area. The growth in the labour force provides important context in considering how the baseline may have changed prior to completion of the Main SRFI Site and the occupation of premises by businesses.

Economic Productivity

20.73 Productivity – measured in GVA – provides a measure of the total value of goods and services produced. GVA data has been sourced from Experian (Ref 20.16) for each impact area to cover a ten year period from 2006 to 2016. This analysis reveals that the local impact area has experienced relatively strong levels of growth in total GVA (26.6% over 10 years) representing an additional £314 million in 2016 over that recorded in 2006. This compares to growth of approximately 19.6% in GVA levels at the wider impact area and 16.6% across England as a whole.

Table 20.13: Change in Gross Value Added 2006 – 2016 (£million)

	2006	2016	Change	% change
Local impact area	£1,179	£1,493	£314	26.6%
Wider impact area	£23,897	£28,569	£4,673	19.6%
UK	£1,192,221	£1,389,559	£197,338	16.6%

Source: Ref 20.16

Unemployment

20.74 Analysis of unemployment levels highlights potential latent capacity in the local workforce. This is relevant to the consideration of new employment generating projects which may provide job opportunities for people that are currently unemployed.

20.75 The number of residents claiming Jobseekers' Allowance (JSA) provides context on the number of unemployed residents (Ref 20.17), although as not all unemployed residents claim JSA, this may not capture all of the latent labour force in the impact areas. The following table shows the total number of claimants in November 2016, and this is also presented as a proportion of all economically active residents – based on the APS data summarised earlier in this chapter (Ref 20.15) – to illustrate the scale of unemployment relative to the overall size of the labour force.

Table 20.14: JSA Claimants (November 2016)

	Local impact area	Wider impact area	England
Total JSA claimants	190	7,785	396,240
% of economically active residents	0.4%	1.5%	1.4%

Source: Ref 20.15, Ref 20.17

20.76 This data highlights that there is relatively limited latent capacity from unemployed people in the local labour market (190 JSA claimants in total), but at a wider impact area there were almost 8,000 JSA claimants registered in November 2016. This represents 1.5% of economically active residents in the wider impact area, a level which is broadly comparable with England (1.4%).

20.77 JSA data is also broken down to identify the occupation sought by claimants, and this is summarised in the following table. It should be noted in interpreting this information that the occupation data only represents a single choice of occupation specified by JSA claimants, whereas claimants may be willing to consider a range of occupations and roles subject to the particular characteristics of these roles and their availability. On this basis, the data may not provide a true representation of the availability of labour for different types of occupations in different business sectors.

Table 20.15: Sought Occupation of JSA Claimants (November 2016)

	Local impact area	Wider impact area	England
Total	190	7,785	396,240
Occupation unknown	13.2%	5.3%	4.9%
Managers, directors and senior officials	2.6%	7.0%	7.2%
Professional occupations	0.0%	0.7%	0.8%
Associate professional and technical	0.0%	1.3%	1.5%
Administrative and secretarial	13.2%	6.9%	6.0%
Skilled trades	2.6%	2.1%	2.6%

Caring, leisure and other services	2.6%	1.5%	2.1%
Sales and customer services	47.4%	55.1%	57.8%
Process, plant and machine operatives	2.6%	2.4%	2.6%
Elementary occupations ³	18.4%	17.9%	14.4%

Source: Ref 20.17

- 20.78 A large proportion of JSA claimants are registered under the “occupation unknown” category in the local impact area (13.2% claimants which is over double the proportion in the wider impact area). Across all areas of impact the largest categories of occupation sought are “sales and customer services” followed by “elementary occupations” and “administrative and secretarial”.
- 20.79 The local impact area has a large proportion of JSA claimants seeking employment in “administrative and secretarial” occupations, at 13.2%, relative to the national average, at 6.0%. The local impact area is also over-represented when considering the proportion of JSA claimants seeking “elementary” occupations, at 18.4% compared to 14.4% nationally. The local impact area is also characterised by comparatively low levels of JSA claimants seeking occupations in “sales and customer services”, at 47.4% compared to 57.8% nationally, and “managerial, director and senior official” roles, at 2.6% compared to 7.2% at the national level.
- 20.80 Using the standard occupation classifications (SOC) that most closely match with construction trades, it has been found that there are no such JSA claimants recorded in the local impact area. There are approximately 120 claimants in the wider impact area seeking work in construction trades.
- 20.81 A similar assessment has been made of SOC codes most closely relating to the logistics sector and this reveals that there are 20 people seeking employment locally and 895 people seeking employment in the logistics sector in the wider impact area. At a national (England) level this figure rises to over 25,700 JSA claimants seeking logistics roles.

Skills

- 20.82 Skills level requirements differ by business sector and occupational groups and it is therefore important to understand the baseline skills profile of the local workforce. The following qualifications and skills levels have been profiled for the impact areas.
- **No qualifications;**

³ Occupations classified at this level will usually require a minimum level of education (that is, that which is acquired by the end of the period of compulsory education). Some occupations at this level will also have short periods of work-related training in areas such as health and safety, food hygiene and customer service requirements (Ref 20.29)

- **Level 1 qualification** – 1+ ‘O’ level passes, 1+ CSE/GCSE any grades, NVQ level 1, or Foundation level GNVQ;
- **Level 2 qualification** – 5+ ‘O’ level passes, 5+ CSE (grade 1), 5+ GCSEs (grade A – C), School Certificate, 1+ ‘A’ levels/ ‘AS’ levels, NVQ level 2, or Intermediate GNVQ;
- **Level 3 qualification** – 2+ ‘A’ levels, 4+ ‘AS’ levels, Higher School Certificate, NVQ level 3, or Advanced GNVQ; and
- **Level 4/5 qualification** – first degree, higher degree, NVQ levels 4 and 5, HNC, HND, qualified teacher, medical doctor, dentist, nurse, midwife or health visitor.

20.83 Data on the highest level of qualification held by residents of each area of impact is recorded in the following table, based on the 2011 Census (Ref 20.12). This illustrates that the local impact area contains a relatively low proportion of people (17.4%) with no qualifications compared to the England average of 22.5%. The wider impact area also performs relatively well against the national comparator with 21.4% of the population holding no qualifications.

20.84 The local impact area records relatively high Level 1 to 5 qualifications compared to national comparators, suggesting a skilled workforce particularly in relation to Level 4/5 qualifications. Apprenticeships are also relatively prevalent in the local impact area, with comparatively few residents holding no qualifications.

Table 20.16: Highest Level of Qualification 2011

	Local impact area	Wider impact area	England
No qualifications	17.4%	21.4%	22.5%
Level 1	14.0%	14.6%	13.3%
Level 2	16.7%	15.7%	15.2%
Apprenticeship	4.5%	3.9%	3.6%
Level 3	12.5%	12.6%	12.4%
Level 4/5	31.1%	25.3%	27.4%
Other	3.9%	6.5%	5.7%

Source: Ref 20.12

20.85 The occupational and industrial profile of the labour force also provides context on the suitability of the labour force to occupy different types of jobs. The APS provides a breakdown of the industry of employment for residents (Ref 20.15), as identified below.

Table 20.17: Industry of Employment (July 2015 – June 2016)

	Local impact area	Wider impact area	England
Agriculture and fishing	5.7%	0.5%	0.9%
Energy and water	2.4%	0.8%	1.5%
Manufacturing	11.3%	12.2%	9.4%
Construction	10.9%	6.8%	7.1%
Distribution, hotels and restaurants	12.6%	17.4%	18.3%
Transport and communications	13.5%	12.6%	9.3%
Banking, finance and insurance	17.0%	17.6%	17.6%
Public administration, education and health	24.0%	25.7%	29.4%
Other services	2.8%	5.3%	5.9%

Source: Ref 20.15

- 20.86 The local impact area is characterised by relatively strong employment levels in agriculture and fishing (5.7% compared to 0.9% in England), transport and communications (13.5% compared to 9.3% in England) and construction (10.9% compared to 7.1% in England). The local impact area is also characterised by a relatively low proportion of people employed in distribution, hotels and restaurants (12.6% compared to 18.3% in England) and public administration, education and health (24.0% compared to 29.4% in England).
- 20.87 The wider impact area also shows relatively stronger representations in the transport and communications sector (12.6%) in addition to the manufacturing sector (12.2%), whilst employees in administration, education and health are below average (25.7%).
- 20.88 The following table shows the occupational profile of employed residents, sourced from the APS (Ref 20.15) for the year from July 2015 to June 2016. The analysis is based upon the nine major groups of the Standard Occupational Classifications (SOC).

Table 20.18: Occupational Profile (July 2015 – June 2016)

	Local impact area	Wider impact area	England
Managers, directors and senior officials	12.2%	9.3%	10.7%
Professional occupations	22.7%	17.8%	20.1%
Associate professional and technical	17.4%	14.5%	14.4%
Administrative and secretarial	10.2%	10.7%	10.5%

Skilled trades	13.5%	10.2%	10.4%
Caring, leisure and other services	4.8%	8.3%	9.0%
Sales and customer services	8.3%	7.9%	7.4%
Process, plant and machine operatives	3.9%	8.5%	6.4%
Elementary occupations	7.0%	12.6%	10.7%

Source: Ref 20.15

- 20.89 The occupational profile of the local impact area is skewed towards managerial, professional and technical occupations when compared to wider and national levels. The local impact area also exhibits a relatively strong proportion of skilled trades occupations (13.5%) compared to the wider impact area (10.2%) and England (10.4%).
- 20.90 The occupational profile of the wider impact area is generally more reflective of the national profile, albeit with higher proportions of process, plant and machine operatives, at 8.5% compared to 6.4% at national level, and elementary occupations, at 12.6% compared to 10.7% across England.

Future Skills Profile

- 20.91 The baseline provides an indication of residents' existing capacity to occupy different types of employment positions, based on their skills and qualifications. It is, however, also important to take account of changes in the skills profile which may result from targeted policy intervention in skills and training.
- 20.92 The Government has recognised the challenges often faced by businesses in recruiting skilled and talented labour, and acknowledges that this is a consequence of an historic failure to give sufficient attention to skills and training (Ref 20.2). It is committed to ensuring that people can learn and improve new skills throughout their lives, equipping residents with the skills necessary to support and adapt to a changing and growing economy. It is looking to ensure that *'the necessary connections and capacity are in place at local level to link skills provision with economic need'* (Ref 20.2, p112).
- 20.93 The South East Midlands LEP has also recognised the importance of the local population possessing the attributes and competencies required to support a modern and competitive economy. Its *'Growing People'* strategy prioritises the delivery of an integrated and employer-led approach to skills attainment, including the delivery of 170,000 apprenticeships and provision of additional opportunities for up-skilling, re-skilling and re-engagement (Ref 20.4, p41).
- 20.94 The SEP references analysis which found that logistics is one of the sectors in which a high number of vacancies are attributable to local skills shortages, alongside manufacturing, wholesale and retail, construction, information and communication, accommodation and food (Ref 20.4, p46).

20.95 To counter such skills shortages, the LEP aims to increase engagement between employers and young people through the Careers and Enterprise Company Enterprise Advisor Network. A number of projects associated with the LEP's Local Growth Fund aim to increase skills capacity and provision, with the Skills Capital Fund a further initiative which seeks to deliver skills outcomes to support employment and economic growth. Its allocation of £10 million in capital funding will be determined through a bidding process from 2019.

20.96 In South Northamptonshire, the Economic Growth Strategy similarly acknowledges that improvements in skills and employment are necessary to support development and economic growth across the district (Ref 20.7). It notes that the district currently offers few apprenticeships, relative to the other authorities in the South East Midlands. A range of skills and training priorities are therefore outlined including:

- Increasing uptake of local job opportunities through the district's Job Club and Job Match services;
- Increasing opportunities for young people, particularly through increased provision, take up and awareness of apprenticeships;
- Improving skills support for employers and local people to maximise growth opportunities through work with education and training providers and partners; and
- Overcoming skills gaps – such as those identified in the construction sector – through the securing of robustly resourced Local Labour and Training Strategies for major housing and employment development.

20.97 The strategy also outlines a specific Action Plan for the logistics sector, committing the district to:

- Working with the LEP as part of the Logistics Showcase Sector initiative in order to foster improved coordination of logistics initiatives within and beyond the district; and
- Addressing logistics skills issues through partnership with resources outside of the district, in order to increase job seekers' and existing employees' ability to gain or retain the skills required to fill logistics vacancies in the area.

20.98 The successful implementation of the policies and strategies outlined above will result in a labour force which has responsively adapted to meet businesses' changing needs and requirements. This highlights the capacity of the labour force to adapt through interventions to the skills requirements of employers and fulfil employment

opportunities created by new development, evolving the skills profile identified through the baseline.

Business Rate Revenue

20.99 South Northamptonshire Council's latest Statement of Accounts (Ref 20.18) indicates that, in 2015/16, approximately £21.4 million of Council income was collected through business rates, accounting for 18% of the Council's revenue. Over the period from 2004/05 to 2015/16, the annual income collected from business ratepayers has increased by 38.2%, equivalent to an average annual increase of 3.1%, as demonstrated in the following table.

Table 20.19: Change in Business Rate Income (2004/05 - 2015/16)

Financial Year	Business Rate Income	Change relative to previous year
2004/05	£15,517,000	–
2005/06	£17,159,000	10.6%
2006/07	£18,597,000	8.4%
2007/08	£18,771,000	0.9%
2008/09	£18,914,000	0.8%
2009/10	£19,683,000	4.1%
2010/11	£18,335,000	-6.8%
2011/12	£19,090,000	4.1%
2012/13	£20,168,000	5.6%
2013/14	£20,107,000	-0.3%
2014/15	£20,653,000	2.7%
2015/16	£21,443,000	3.8%
Change 2004/05 - 2015/16	£5,926,000	38.2%
Average annual change 2004/05 – 2015/16	£493,833	3.1%

Source: Ref 20.18

Crime

20.100 Detailed statistics on local crime are published by Northamptonshire Police (Ref 20.19), enabling an understanding of the number and type of crimes recorded. The latest available statistics cover the period from November 2015 to October 2016, and the following table summarises the number and type of crimes recorded within

approximately 1 mile of the Main SRFI Site. The table also establishes the number of crimes recorded at DIRFT and Pineham during the same period.

Table 20.20: Number and Type of Crimes Recorded (November 2015 – October 2016)

	1 mile of application site	DIRFT	Pineham
Anti-social behaviour	67	26	33
Bicycle theft	0	1	0
Burglary	21	0	0
Criminal damage and arson	14	0	1
Drugs	0	1	1
Other theft	42	4	32
Possession of weapons	2	0	1
Public order	0	0	2
Robbery	1	0	0
Shoplifting	0	0	5
Theft from the person	1	0	2
Vehicle crime	17	21	31
Violence and sexual offences	19	4	5
Total	184	57	113

Source: Ref 20.19

20.101 Crimes recorded in the area immediately local to the application site – which covers both Blisworth and Milton Malsor – are primarily related to anti-social behaviour and theft, with burglary, violence and sexual offences and vehicle crime also recorded during the period assessed. Vehicle crime and anti-social behaviour are the most prevalent categories of crime recorded at DIRFT and Pineham, with the latter also seeing a comparatively large number of thefts.

Method of Assessment

20.102 This section establishes the methodology for the socio-economic assessment, providing an overview of the socio-economic effects calculated and introducing the criteria against which significance is measured.

Overview

20.103 There is no overarching Government guidance that sets out the preferred methodology for assessing the likely socio-economic effects of development proposals. However, several methodological guides have been published which cover key elements of the assessment, which are identified and drawn upon throughout as appropriate. This includes the latest Additionality Guide (Ref 20.8) and Employment Density Guide (Ref 20.9), each produced by the Homes and Communities Agency (HCA) and identified at **Table 20.1**.

20.104 Effects are assessed using an impact model, which draws upon this guidance as well as nationally published datasets and the parameter plans included at **Appendix 5.1**. The illustrative masterplan included at **Appendix 5.2** demonstrates how the Proposed Development could be realistically delivered within those parameters, and is also drawn upon within this assessment.

20.105 An initial scoping exercise identified the likely significant socio-economic effects that may arise from the Proposed Development at the Main SRFI Site. This has been reviewed and updated to reflect feedback received during the consultation process, summarised earlier in this chapter.

20.106 ;The assessment considers the following socio-economic effects of the Proposed Development:

- **Jobs** – the total number of jobs created by the Proposed Development;
- **Housing and labour force** – the resident labour force needed to support the estimated scale of job growth generated, and the implications for existing commuting flows;
- **Economic productivity** – the result of jobs generated by the Proposed Development, measured in gross value added (GVA);
- **Unemployment** – change in levels of unemployment as new employment opportunities are taken up;
- **Skills** – the type of jobs created by the Proposed Development, within the context of residents’ skills and qualifications;
- **Business rate revenue** – associated with the creation of new business floorspace and its liability for payment of non-domestic rates (‘business rates’);
- **Crime** – potential crime and disorder issues arising at the Proposed Development.

20.107 The assessment considers the socio-economic effects generated during each phase of the Proposed Development, although it is important to recognise that not all phases will generate the effects identified above. Construction would not be expected to directly influence business rate revenue, or generate a significant impact on crime, and these receptors are therefore not considered relevant to the assessment of socio-economic effects during the construction phase.

20.108 Effects during the **construction phase** are estimated based on budget cost estimates dated January 2017, which are understood to wholly relate to development of the Main SRFI Site and associated works to provide access from the A43. Detailed estimates on the cost of construction at J15a and other highways works are not presently available, and the resultant socio-economic effects of these works therefore cannot be considered in detail within this chapter of the PEIR, with a high level assessment undertaken in lieu of such information. This process enables the estimation of relevant socio-economic effects generated during construction:

- **Jobs** – the estimated total investment in construction of the Main SRFI Site is divided by the average turnover per employee in the construction sector in the East Midlands, drawn from the 2016 Business Population Estimates (BPE) (Ref 20.30). This calculates the number of employees directly generated by the implementation of the construction programme if it were to be completed in a single year, and is divided by the length of the construction period to establish direct gross full-time equivalent (FTE) construction jobs. Drawing upon the Additionality Guide (Ref 20.8), an appropriate allowance is made for displacement, and a multiplier is applied to allow for jobs indirectly generated during the construction phase through supply chain linkages or the value of contracts to local firms. This provides a net position on the number of jobs generated across the impact areas during the construction phase;
- **Housing and labour force** – through an appropriate allowance for leakage (Ref 20.8), the extent to which labour residing in the local, wider and national impact areas is drawn upon to fill construction jobs is estimated. This provides a position on the number of additional employment opportunities which will become available for residents of each impact area throughout the construction phase. This is based on the current and future labour force, having regard to the labour force growth resulting from new housing development planned within the local and wider impact areas before construction is expected to commence;
- **Economic productivity** – the average gross value added (GVA) per FTE worker is calculated using Experian local market forecasts (Ref 20.16). This is applied to the net construction jobs estimated to be generated by investment;

- **Unemployment** – the number of additional employment opportunities generated for the local, wider and national labour force is considered in the context of the number of existing unemployed residents in each impact area, enabling an understanding of the potential effect of construction on existing levels of unemployment; and
- **Skills** – drawing upon the 2011 Census (Ref 20.12), the types of occupations in which South Northamptonshire residents are employed can be estimated, with this providing an indication of residents' skills and ability to occupy construction jobs created by the development of the Main SRFI Site. This is directly compared with the profile of the local, wider and national population – both for the overall labour force and those unemployed residents seeking employment – to estimate the likely suitability of the labour force to the type of jobs created during construction.

20.109 The significant effects generated during the **operational phase** are expected to be primarily associated with the operation of the Main SRFI Site, with works at J15a unlikely to generate a significant socio-economic effect once constructed and operational. The assessment is based on the maximum floorspace parameters for the Main SRFI Site, which includes detail on the quantum of floorspace delivered and its use. The assessment therefore considers the socio-economic effects generated following completion and full occupation of the Main SRFI Site, as follows:

- **Jobs** – the maximum floorspace parameters for the Main SRFI Site are identified to confirm the net additional floorspace proposed within the Potential Development Area. Based on a nationwide survey of employment density at comparable rail freight interchanges (Ref 20.31) and published guidance (Ref 20.9) – as well as an allowance for jobs supported by the proposed train maintenance depot – the total number of gross FTE jobs accommodated at the Main SRFI Site is calculated. An appropriate allowance is subsequently made for displacement (Ref 20.8) and a multiplier is also applied to allow for employment generated through indirect and induced effects. This provides a net position on the number of jobs generated by the operation of the Main SRFI Site;
- **Housing and labour force** – through an appropriate allowance for leakage (Ref 20.8), the extent to which labour residing in the local, wider and national impact areas is drawn upon to fill newly created jobs is estimated. This provides a position on the number of additional employment opportunities which will become available for residents of each impact area following completion of the Main SRFI Site. This is based on the current and future labour force, having regard to the labour force growth resulting from new housing development planned in the local and wider

impact areas before construction is expected to be completed. The potential implications for existing commuting flows are subsequently considered;

- **Economic productivity** – the average GVA per FTE worker is calculated using Experian local market forecasts (Ref 20.16). This is applied to the net operational jobs estimated to be generated by the Main SRFI Site;
- **Unemployment** – the number of additional employment opportunities generated for the local, wider and national labour force is considered in the context of the number of existing unemployed residents in each impact area, enabling an understanding of the effect of operation on existing unemployment levels;
- **Skills** – drawing upon the 2011 Census (Ref 20.12), the types of occupations in which South Northamptonshire residents are employed can be estimated, with this providing an indication of residents' skills and ability to occupy jobs created by operation of the Main SRFI Site. This is directly compared with the profile of the local, wider and national population – both for the overall labour force and those unemployed residents seeking employment – to estimate the likely suitability of the labour force to the type of jobs created;
- **Business rate revenue** – in order to calculate the uplift in business rates generated by the Main SRFI Site, the Valuation Office Agency (VOA) business rates valuation tool (Ref 20.32) is utilised to run comparable analysis of similar units and uses in the surrounding area. The derived indicative rates are subsequently applied to the estimated rateable floorspace within the Main SRFI Site, with a national multiplier applied to derive estimated total business rates payable to South Northamptonshire Council each year; and
- **Crime** – the potential for crime and disorder issues at the Main SRFI Site is predicted through analysis of baseline data on levels of crime at comparable sites (Ref 20.19). The potential for such issues to be replicated at the Main SRFI Site is considered relative to the baseline position, taking account of mitigation measures embedded through design.

20.110 As outlined in **Chapter 7**, the Proposed Development as a whole is expected to endure and remain operational over a significant period of time. It is not known when there will no longer be a need for the Proposed Development, and many elements of the development are unlikely to be decommissioned. Costs information relating to future decommissioning is not known and therefore it is not possible to undertake a quantified assessment. However, in the absence of such cost data it is likely that the

significance of any effect would be similar to or less than those experienced during the construction phase.

Assessing Significance of Effect

20.111 The assessment of likely significant effects refers to the change that is predicted to take place as a result of the Proposed Development, relative to the existing baseline position and, where relevant, the future baseline scenario. The assessment involves estimating the absolute change that is likely to occur in relation to the identified socio-economic receptors, contextualised by the baseline. The baseline also provides an indication of likely change if recent socio-economic trends continue, representing a “do nothing” scenario.

20.112 The significance of an effect is determined as the combination of its magnitude and the predicted sensitivity of the receptor. An overview of the framework for assessing the significance of socio-economic effects is set out below.

Magnitude of Effect

20.113 Magnitude is assessed by examining the scale of the effect that is attributable to the Proposed Development. In distinguishing between different scales of magnitude, the absolute effect attributable to the Proposed Development is benchmarked against the change in the socio-economic receptor which would be expected to occur if recent baseline trends continue.

20.114 The different magnitudes of effect that may arise during the construction and operation of the Proposed Development are defined in the following table. In the absence of published policy or guidance, the definitions draw upon previous experience and professional judgement.

Table 20.21: Defining Magnitude of Effect

Magnitude	Definition
High	Large scale and most likely permanent change in socio-economic baseline that would affect the provision or quality of receptors
Medium	Notable change in baseline conditions above or below that which would otherwise be expected, which is likely to affect the provision or quality of receptors in an ongoing but not necessarily permanent nature
Low	Some measurable, likely reversible, change in socio-economic characteristics which may affect the provision or quality of receptors
Negligible	Unmeasurable or negligible change in baseline conditions with no or almost no chance for knock-on effects to provision or quality of receptors

Duration of Effect

20.115 As outlined above, the duration of effects is taken into consideration when determining the magnitude of effects. The timescales used within this assessment are outlined below.

Table 20.22: Defining Duration of Effect

Duration	Definition
Short term	0 to 5 years
Medium term	5 to 10 years
Long term	10+ years

Sensitivity of Receptor

20.116 The sensitivity of receptors has been assessed in relation to the observed change in baseline conditions, relative to wider regional and national trends. Through observation of receptors' capacity for change, the sensitivity of receptors locally can be observed. The capacity of the receptor is also a factor, with its capacity to absorb additional demand an important consideration in establishing sensitivity.

20.117 Consideration is also given to the priority or weight attributed to a specific receptor in strategy and policy terms, particularly in the case of more qualitatively based receptors and those where there may be a shortage of quantitative evidence.

20.118 In the absence of published policy or guidance, the definitions presented below draw upon previous experience and professional judgement.

Table 20.23: Defining Sensitivity of Receptor

Sensitivity	Definition
Very high	Receptors that are highly sensitive to change with little or no ability to absorb change without fundamentally altering present character. Baseline performance relative to comparator areas or national standards demonstrates receptors are of very high socio-economic importance and/or a policy priority
High	Receptors that are sensitive to change with low ability to absorb change without fundamentally altering present character. Baseline performance relative to comparator areas or national standards demonstrates receptors are of high socio-economic importance and/or a policy priority
Moderate	Receptors that are moderately sensitive to change with moderate capacity to absorb change without significantly altering its present character. The present baseline position demonstrates an average or

	comparable performance with comparator areas or national standards. The receptor has some socio-economic value and/or may be referenced in policy
Low	Receptors that have a low sensitivity to change are able to absorb change without significantly altering present character. The present baseline position demonstrates an above average performance relative to comparator areas or national standards. Such receptors may be referenced in policy but may not be accorded priority
Negligible	Receptors with a very low sensitivity are resistant and fully adaptable to change. The present baseline position demonstrates a strong performance relative to comparators or national standards. The receptors may not appear in policy or be considered a priority

Significance of Effect

20.119 Magnitude and sensitivity are combined to determine the overall significance of effects. The significance of effects can be either adverse or beneficial, depending on the receptor assessed. The assessment identifies whether the effects are beneficial or adverse for each receptor, along with the significance.

20.120 The following table outlines the framework through which the overall significance of socio-economic effects is assessed. In the absence of published policy or guidance, the definitions draw upon experience and professional judgement.

Table 20.24: Defining Significance of Effect

Magnitude	Sensitivity of receptor				
	Very high	High	Moderate	Low	Negligible
High	Major	Major	Moderate	Moderate	Minor
Medium	Major	Moderate	Moderate	Minor	Negligible
Low	Moderate	Moderate	Minor	Negligible	Negligible
Negligible	Minor	Minor	Negligible	Negligible	Negligible

20.121 For the purposes of this assessment, any effect that is moderate or above is considered to be significant in EIA terms.

Embedded Mitigation

20.122 Mitigation against adverse crime effects has also been embedded through the design of the Main SRFI Site, as further detailed within the draft Design and Access Statement. Consideration has been given to layout to ensure personal safety and security as a whole, ensuring that the layout does not create an environment conducive to crime and allowing occupiers and visitors to move freely without risk of injury. In particular,

the intermodal terminal will be operated as a Restricted Zone (RZ) in line with strict Government standards governing the security of movement of freight via the Channel Tunnel. Once operational, Government officials will make random inspections to check these security arrangements, which would limit access to the RZ to approved personnel only.

20.123 Such considerations are also given to the design of public areas to ensure that:

- They are overlooked by occupied premises;
- The layout removes the risks posed by concealed entrances;
- The development is secured;
- Comprehensive management measures are installed to carefully monitor road and public routes; and
- Highway design and the layout of footpaths reduce the risk of injury to road users to a minimum.

20.124 In addition, it is anticipated that most occupiers will require CCTV coverage. The layout of car park areas and other pedestrian routes will be designed to ensure that soft landscaping in these areas do not obscure visibility and that there are no hiding places, particularly in landscaped areas adjacent to footpaths and car parking. Offices are expected to look over car park areas to provide passive surveillance, and the intermodal areas will be totally secure for safety and security purposes.

Assessment of Construction Phase Effects

20.125 The socio-economic effects that are likely to occur during construction of the Main SRFI Site are preliminarily assessed below.

20.126 As specified above, the socio-economic effects which may be generated during construction at the J15a site have not been fully assessed at this time due to the unavailability of detailed cost information. However, it is anticipated that construction at the J15a site is likely to represent only a small proportion of the overall cost of constructing the Main SRFI Site (less than 5%). Although this will modestly increase the absolute scale of effects calculated in this chapter, an increase of this scale is unlikely to change the significance of socio-economic effects concluded herein.

20.127 These effects are all short to medium-term and temporary.

Jobs

- 20.128 Preliminary estimates procured in January 2017 suggest that expenditure on construction of the Main SRFI Site and associated access from the A43 will total approximately £377 million.
- 20.129 Based on the average turnover per employee in the regional construction industry (Ref 20.30) it is estimated that investment of this scale will directly generate 2,677 person years of direct employment. Over the estimated 10 year construction period, construction of the Main SRFI Site could be expected to directly support approximately 268 FTE gross temporary construction jobs per annum. However, throughout the construction period, on-site employment can be expected to fluctuate, peaking during intense periods of activity.
- 20.130 Construction of the Main SRFI Site will also generate indirect and induced effects, beyond the direct creation of construction jobs. Investment will generate considerable expenditure on construction materials, goods and other services that will be purchased from a wide range of suppliers. This will result in an amplification of the initial investment through economic multiplier effects, which will bring indirect employment and financial benefits to individuals and firms involved in construction trades and associated professions across the impact areas defined in this assessment. Reference has been made to the Additionality Guide (Ref 20.8) in defining appropriate economic multipliers at each scale, which reflect the assumed strength of local, wider or national supply linkages:
- At local impact area level, a high neighbourhood level composite multiplier (1.15) has been applied;
 - A medium regional level composite multiplier (1.5) has been applied at wider impact area scale; and
 - A high regional level composite multiplier (1.7) has been applied at national impact area level.
- 20.131 Based on the application of these multipliers, it is anticipated that the direct creation of 268 construction jobs per annum will support a further 187 indirect and induced jobs per annum across the national impact area, of which 134 jobs would be contained within the wider impact area. Of this total, 40 jobs per annum are expected to be indirectly supported or induced within the local impact area of South Northamptonshire. This reflects the anticipated use of supply chain linkages and the subsequent flow of expenditure into the economy.
- 20.132 An allowance for displacement has also been made to recognise that construction of the Main SRFI Site may result in the displacement of existing construction jobs, particularly given the limited latent labour force capacity in the local impact area.

Within this area, a medium level of displacement (50%) has been assumed, reflecting the potential for construction to displace existing construction jobs within the local economy. Allowance for a low level of displacement (25%) has been made at the wider impact area level, with a more limited displacement effect (10%) assumed in the national economy. While it could be anticipated that some of the construction jobs generated require more specialist skills – with the more limited supply of such specialists resulting in higher levels of displacement in the wider and national economies – the majority of jobs generated relate to the construction of warehouses. These assumptions are therefore considered justified.

20.133 Collectively, these factors result in a net number of additional jobs expected to be generated during construction of the Main SRFI Site within the local, wider and national impact area. As summarised in the following table, it is estimated that 154 net additional temporary FTE jobs will be generated annually within the local impact area during construction, as part of the creation of 301 net additional FTE jobs in the wider impact area. A total of 410 net additional temporary FTE jobs are expected to be generated each year in the national economy during construction of the Main SRFI Site, when allowing for economic multiplier effects.

Table 20.25: Jobs Generated – Construction Phase

	Local impact area	Wider impact area	National impact area
Person years of employment	2,677	2,677	2,677
Construction period (years)	10	10	10
Jobs directly supported	268	268	268
Jobs indirectly supported or induced	40	134	187
Total jobs supported per annum	308	402	455
Displacement	154	100	46
Net additional jobs supported (annual)	154	301	410

20.134 The sensitivity of the economy to change in employment is assessed as **high**, with the baseline highlighting its susceptibility to ongoing change. Supporting economic growth has also been identified as a regional and national priority through policy and strategy, as outlined earlier in this chapter.

20.135 Within the local impact area, a continuation of baseline conditions would result in continued job creation, given that total employment increased by some 14% between 2009 and 2015 with an average of 667 additional jobs created annually on average. Employment in the construction industry has seen a similar increase, albeit growth has not been sustained with some volatility observed over recent years. The creation of 154 net additional jobs per annum over the construction phase will make a

contribution towards supporting growth, and while this effect is temporary, it is expected to persist over the medium term. The magnitude of the effect is therefore assessed as **medium**, indicating that construction of the Main SRFI Site will generate a medium-term temporary effect of **moderate beneficial** significance in the local impact area. This is significant in EIA terms.

20.136 The wider impact area has similarly seen significant job growth over recent years, surpassing the national rate of growth through the annual creation of 8,000 additional jobs between 2009 and 2015 on average, although the construction industry has seen a modest decline in total employment over this period. As such, reversing this trend through the creation of new temporary jobs is considered to be beneficial to the wider impact area, given that a continuation of recent trends could lead to a further reduction in the number of construction jobs. In absolute terms, however, the scale of employment supported is unlikely to perceptibly change baseline conditions, affecting a relatively small number of people and businesses. Magnitude is therefore assessed as **low**, indicating that construction of the Main SRFI Site will generate a medium-term temporary effect of **minor beneficial** significance in the wider impact area.

20.137 At national impact area level, the creation of additional temporary construction jobs is assessed as beneficial in supporting the continued growth of the construction industry, albeit the magnitude of employment generated by construction of the Main SRFI Site is considered **negligible**. As such, it is considered that a medium-term temporary effect of **minor beneficial** significance will be generated in the national impact area.

Housing and Labour Force

20.138 The creation of jobs during the construction phase will provide new employment opportunities for the local labour force, although it is expected that construction of the Main SRFI Site will also generate new employment opportunities for a wider labour force. It is therefore likely that construction will result in a leakage of employment effects beyond the local impact area.

20.139 Based on the Additionality Guide (Ref 20.8), a very high level of leakage has been assumed from the local impact area, allowing for the majority of the benefits generated being taken up by people living outside of South Northamptonshire. A medium level of leakage has been applied at wider impact area scale, recognising the potential for construction to draw upon specialised labour in the national economy. No leakage has been applied at the national impact area level.

20.140 Allowing for leakage, the following table shows that construction of the Main SRFI Site could generate 38 net additional FTE temporary employment opportunities for South Northamptonshire residents annually during the construction period. Across the wider impact area, 226 net additional employment opportunities will be generated each year,

with 410 net additional employment opportunities generated at the national impact area level.

Table 20.26: Employment Opportunities for Labour Force – Construction Phase

	Local impact area	Wider impact area	National impact area
Net additional jobs supported per annum	154	301	410
Leakage	115	75	0
Employment opportunities per annum	38	226	410

20.141 The sensitivity of the economy and the labour force to changing employment opportunities is assessed as **moderate**, with the baseline highlighting its susceptibility to – and modest ability to adapt to – ongoing change. The importance of supporting economic growth has also been articulated through national, regional and local policy and strategy, as outlined earlier in this chapter.

Local Impact

20.142 Within the local impact area, the capacity of the labour force to occupy the 38 additional temporary employment opportunities generated annually by construction of the Main SRFI Site may be currently limited. However, this should be considered in the context of the growth in labour force likely to result from the planned provision of new housing, which could grow the labour force by around 260 persons annually over the next decade (**Table 20.12**). This provides some additional labour force capacity to absorb future change locally, and the creation of new employment opportunities for residents is therefore considered likely to represent a positive socio-economic effect. The number of employment opportunities temporarily generated for residents each year throughout construction is unlikely to generate a notable change in baseline conditions, and magnitude is therefore assessed as **low**. This suggests an effect of **minor beneficial** significance within the local impact area.

Wider Impact

20.143 Based on the analysis of baseline conditions, it is considered likely that there will be a greater capacity of labour accommodated within the wider impact area to fulfil the 226 new employment opportunities generated annually through construction of the Main SRFI Site. Approximately 120 people in this wider area are unemployed and seeking employment in the construction industry, although it should be noted that this represents the current position and does not take account of the labour force growth which will occur if baseline trends continue and planned new housing is developed. Population growth will generate demand for employment in a range of sectors, including construction related jobs.

20.144 Taking the above factors in to consideration, the scale and temporary nature of employment generated in the wider economy is not considered of a magnitude to demonstrably change baseline conditions or generate long-term effects on a large number of people or businesses, with magnitude at this level therefore likely to be **low**. This suggests that construction of the Main SRFI Site will generate a **beneficial** effect of **minor** significance at the wider impact area scale.

National Impact

20.145 Within the national impact area, the creation of new employment opportunities in the construction industry is considered beneficial. However, the magnitude of the effect temporarily generated by construction of the Main SRFI Site is considered **negligible** at this scale, and this indicates a socio-economic effect of **minor beneficial** significance.

Productivity

20.146 The uplift in economic productivity generated by jobs created through investment in construction can be estimated, and measured in GVA. In the local impact area, construction of the Main SRFI Site is estimated to generate £6.7 million per annum GVA. This increases to circa £14.0 million per annum in the wider impact area, and £20.4 million at the national impact area level. Over the full construction period, construction could therefore contribute a total of £203.5 million in GVA to the national economy, inclusive of £67.0 million in the local economy of South Northamptonshire.

Table 20.27: Productivity – Construction Phase

	Local impact area	Wider impact area	National impact area
Direct	£11,400,000	£11,400,000	£11,400,000
Indirect and induced	£2,000,000	£7,300,000	£11,300,000
Displacement	£6,700,000	£4,700,000	£2,300,000
Total per annum	£6,700,000	£14,000,000	£20,400,000
Total over construction period	£67,000,000	£139,800,000	£203,500,000

20.147 The sensitivity of the economy to change in productivity is assessed as **high**, with the baseline highlighting its susceptibility to ongoing change. The Government has highlighted its commitment to increasing economic productivity (Ref 20.2), suggesting that this is an indicator of national importance and beneficial in nature.

Local Impact

20.148 Within the economy of the local impact area, productivity has significantly increased over recent years, as measured by the growth in GVA which surpassed both the wider

impact area and national economy. Construction of the Main SRFI Site can make an important contribution towards continuing this trend, with the magnitude of effect relative to the baseline trend considered **low**. Construction of the Main SRFI Site is therefore considered likely to generate a **beneficial** effect of **moderate** significance within the local impact area.

Wider and National Impact

20.149 While the Proposed Development will make a larger GVA contribution to the wider and national impact area, the magnitude of this effect is **negligible** when considered both in the context of the overall productivity levels of these economies and the growth observed in the baseline over the past ten years. On this basis, the Proposed Development is considered likely to generate a beneficial but **minor** effect on economic productivity within the wider and national impact areas.

Unemployment

20.150 During construction, the creation of temporary jobs can provide unemployed residents in the local, wider and national impact areas with new employment opportunities.

Local Impact

20.151 The local impact area is currently characterised by low levels of unemployment, with no residents currently seeking employment in the construction industry. On this basis, construction of the Main SRFI Site is considered unlikely to have a significant effect on unemployment levels in the local impact area, given the limited number of existing unemployed residents to be drawn upon to fill newly created employment opportunities. The magnitude of effect is therefore likely to be **negligible** within the local impact area, and with sensitivity considered to be no higher than **moderate** this suggests a **negligible** socio-economic effect during construction of the Main SRFI Site.

Wide and National Impact

20.152 Across the wider impact area, there are currently around 120 residents claiming JSA and seeking employment in construction trades. Construction of the Main SRFI Site can potentially make a significant contribution towards providing new employment opportunities for unemployed residents, generating an effect of slightly higher magnitude (**low**). The Main SRFI Site can therefore generate a **beneficial** effect of **minor** significance in the wider impact area.

20.153 The creation of new employment opportunities within the national impact area can similarly be expected to have a direct and beneficial effect on unemployed residents claiming JSA as well as other residents seeking a job. However, the number of employment opportunities generated during construction is considered likely to generate an effect of **negligible** magnitude at national impact area scale. On this basis,

the Main SRFI Site is expected to generate a **negligible** effect on unemployment in the national impact area.

Skills

20.154 In order to understand the alignment between the current skills of the existing labour force and the skills required to occupy the jobs created by construction of the Main SRFI Site, it is first necessary to estimate the type of jobs which may be created. Based on 2011 Census data for people employed and working in the construction industry in South Northamptonshire (Ref 20.12), the potential occupational profile of the jobs directly generated by construction of the Main SRFI Site can be estimated.

Table 20.28: Type of Jobs Directly Generated – Construction Phase

	Proportion of construction employees at 2011 Census	Jobs directly supported by Proposed Development
Managers, directors and senior officials	11%	28
Professional occupations	6%	16
Associate professional and technical occupations	3%	9
Administrative and secretarial occupations	6%	16
Skilled trades occupations	58%	154
Caring, leisure and other service occupations	1%	2
Sales and customer service occupations	1%	3
Process, plant and machine operatives	7%	18
Elementary occupations	8%	23
Total		268

20.155 The baseline analysis indicated that the local impact area contains a strong representation of people employed in skilled trade occupations, which is expected to account for the majority of jobs created during construction of the Main SRFI Site.

20.156 In order to consider how the type of jobs directly created by construction may be taken up by available labour force in the local and wider impact area, the type of occupations sought by JSA claimants can be considered within the context of the above analysis. This excludes those claimants without a stated sought occupation.

Table 20.29: Comparing Jobs Supported by Proposed Development with Occupations Sought by JSA Claimants

	Jobs directly supported	JSA claimants seeking occupation in	
		Local impact area	Wider impact area
Managers, directors and senior officials	28	5	545
Professional occupations	16	0	55
Associate professional and technical occupations	9	0	100
Administrative and secretarial occupations	16	25	535
Skilled trades occupations	154	5	160
Caring, leisure and other service occupations	2	5	115
Sales and customer service occupations	3	90	4,290
Process, plant and machine operatives	18	5	185
Elementary occupations	23	35	1,390
Total	268	170	7,375

20.157 Within the local impact area, only a proportion of the jobs directly supported by construction of the Main SRFI Site align with the occupations sought by existing JSA claimants, with elementary occupations and administrative and secretarial trade occupations demonstrating the closest alignment. As such, it could be expected that these jobs will be filled by the local labour force in need of employment. This contrasts with skilled trades roles where a wider labour force will need to be drawn upon due to the limited available labour supply locally. The modelled leakage of employment opportunities from the local area to the wider impact area takes into account the limited available capacity of the local labour force. It should however be noted that labour availability fluctuates over time and may change by the time that construction commences.

Local Impact

20.158 It is therefore considered that the population is **moderately** sensitive to socio-economic effects relating to skills due to the importance of skills at a local and regional level in supporting economic growth and medium ability to adapt to change through mitigation such as skills training. The magnitude of the effect within the local impact area is assessed as **negligible**. Construction is therefore expected to have a **negligible** effect on skills within the local impact area.

Wider and National Impact

20.159 The number of unemployed people currently seeking employment in the wider impact area exceeds the number required to occupy jobs directly generated during construction of the Proposed Development, for all types of occupations. The labour force will also continue to grow as new housing is delivered. The future baseline is also likely to have been positively affected by sub-regional and local training strategies aimed at overcoming skills gaps in industries such as construction (Ref 20.4; Ref 20.7). As a consequence, an effect of **negligible** magnitude is considered to be likely, resulting in a **negligible** effect on skills in the wider impact area.

20.160 The type of occupations sought by people available for employment within the national impact area is considered sufficient to meet any residual labour requirement arising from construction, with any residual effect likely of **negligible** magnitude in this national context. On this basis, a **negligible** effect is anticipated at the national level.

Summary

20.161 The following table summarises the socio-economic effects generated by construction of the Main SRFI Site, confirming their assessed significance relative to the criteria introduced within the methodology. This indicates that the significant socio-economic effects generated during construction are likely to be beneficial.

Table 20.30: Summary of Construction Phase Effects

	Impact area	Effect generated	Significant?
Jobs	Local	Moderate beneficial	Yes
	Wider	Minor beneficial	No
	National	Minor beneficial	No
Housing and labour force	Local	Minor beneficial	No
	Wider	Minor beneficial	No
	National	Minor beneficial	No
Economic productivity	Local	Moderate beneficial	Yes
	Wider	Minor beneficial	No
	National	Minor beneficial	No
Unemployment	Local	Negligible	No
	Wider	Minor beneficial	No
	National	Negligible	No
Skills	Local	Negligible	No
	Wider	Negligible	No

National

Negligible

No

Assessment of Operational Phase Effects

20.162 The socio-economic effects that are likely to be generated during the operational phase of the Proposed Development are assessed below. The assessment establishes the effects generated upon completion and full occupation of the Main SRFI Site, which – as outlined earlier in this section – is considered to be the principal driver of socio-economic effects following completion of construction. The J15a works are considered unlikely to generate significant socio-economic effects once completed and operational.

Jobs

20.163 The gross number of jobs accommodated through the warehousing and maintenance floorspace proposed can be estimated through the application of appropriate employment densities. This is based on the illustrative masterplan which demonstrates how the Proposed Development could be realistically delivered within its overall parameters. The parameters plan is based on gross external area (GEA), which includes perimeter walls and other such spaces which cannot be realistically occupied for employment purposes. It is therefore appropriate to use the gross internal area (GIA) presented in the illustrative masterplan (676,068sqm) as the basis for this assessment.

20.164 The illustrative masterplan includes units which are directly connected to the railway, and those which are served by rail without a direct connection.

20.165 Without a rail connection, published estimates indicate that distribution centres' employment densities range from 70 – 95sqm GEA per FTE employee (Ref 20.9). The level of employment supported in such units depends upon their operational nature, with more intensive use of floorspace in final mile distribution centres (70sqm) and a reduced density in national distribution centres (95sqm). The rail served warehouses proposed at the Main SRFI Site are considered likely to operate as regional distribution centres, which typically employ 1 FTE employee per 77sqm GEA (Ref 20.9). This falls within the range implied by published guidance, and realistically reflects the likely operation of the Proposed Development.

20.166 When converted to GIA for consistency with the illustrative masterplan – through a 5% allowance, as suggested in guidance (Ref 20.9) – this produces an employment density of 73.15sqm GIA per FTE.

20.167 No benchmark on employment density at rail connected warehouses is published within guidance (Ref 20.9). However, there is evidence that similar facilities are occupied less intensively, accommodating 1 FTE employee per 130sqm (Ref 20.31). This

lower density figure is therefore applied for rail connected floorspace, to more realistically reflect its likely operation.

20.168 An allowance has also been made for estimated employment levels at the proposed train maintenance depot, which forms a component of the Proposed Development at the Main SRFI Site. This allowance was based on advice provided by Intermodality, which was informed by employment at a comparably sized depot at Toton. It is assumed that the terminal control building will not support permanent employment on site.

20.169 Based on the application of realistic employment densities and an allowance for the train maintenance depot, the additional floorspace proposed at the Main SRFI Site can be expected to accommodate 8,111 gross FTE jobs. This is set out in the following table.

Table 20.31: Gross FTE Jobs – Operational Phase

	Floorspace per FTE	Floorspace (GIA sqm)	Gross FTE jobs
Rail connected warehouse	130sqm	211,266	1,625
Rail served warehouse	73.15sqm	453,257	6,196
Train maintenance depot	–	10,960	290
Terminal control	–	585	0
Total		676,068	8,111

20.170 In addition to the gross jobs outlined above, additional jobs will also be indirectly generated and induced through the operation of the Main SRFI Site, based on expenditure on goods and services within the local and wider supply chain. Induced jobs will be supported and generated through employees' expenditure in local shops and on local services, as well as those businesses within the local, wider and national supply chain.

20.171 Based on appropriate multipliers drawn from the Additionality Guide (Ref 20.8) and outlined earlier in this section, it is estimated that a further 5,678 jobs will be generated indirectly or induced within the national impact area, inclusive of 4,056 jobs in the wider impact area and 1,217 in the local impact area. This is in addition to the gross FTE jobs directly created on the Main SRFI Site following completion and full occupation.

20.172 The total number of jobs generated by the Main SRFI Site is, however, likely to be at least partially offset by displacement effects, given that there is some potential for localised displacement of staff within the logistics industry and movement of staff between sectors. The greatest potential for displacement is expected to exist within

the local impact area, and – with reference to available guidance (Ref 20.8) – the assessment has therefore allowed for a medium level of displacement (50%) at this level. A low level of displacement (25%) has been assumed at the wider impact area level, with a displacement effect of 10% in the national economy.

20.173 Taking account of these factors, it is estimated that the Proposed Development can support – through the operation of the Main SRFI Site – an estimated 12,410 net additional jobs across the national impact area, of which 9,125 jobs will be within the economy of the wider impact area. A total of 4,664 net additional jobs are expected to be created within the local impact area.

Table 20.32: Jobs Generated – Operational Phase

	Local impact area	Wider impact area	National impact area
Jobs accommodated on site	8,111	8,111	8,111
Jobs indirectly supported or induced	1,217	4,056	5,678
Total jobs supported	9,328	12,167	13,789
Displacement	4,664	3,042	1,379
Net additional jobs supported	4,664	9,125	12,410

20.174 The sensitivity of the economy to change in employment is assessed as **high**, with the baseline highlighting its susceptibility to ongoing change. The importance of supporting economic growth has also been identified as a local, regional and national priority through policy and strategy, as outlined earlier in this chapter. The importance of supporting future economic growth in key sectors such as logistics has also been identified as a regional priority in the South East Midlands (Ref 20.4).

Local Impact

20.175 The baseline highlighted that the local impact area has seen sustained job growth over recent years, with an average of 667 additional jobs created annually between 2009 and 2015. The creation of 4,664 net additional jobs in the local impact area – even allowing for its likely phasing over time – would be likely to significantly increase this rate of economic growth, gradually increasing the total number of jobs in South Northamptonshire by approximately 15%. This suggests an effect of **high** magnitude, which is considered beneficial to the local impact area given that the creation of new jobs will contribute towards maintaining the health of and growing the local economy. On this basis, operation of the Main SRFI Site is expected to generate a permanent, long-term effect of **major beneficial** significance in relation to total employment in the local impact area.

Wider Impact

20.176 At wider impact area level, operation of the Main SRFI Site is expected to generate a 2% increase in total employment levels, enabling a continuation of the recent growth which has seen approximately 8,000 jobs created annually over the past six years (2009 – 2015). The scale of effect generated by the Proposed Development is therefore proportionate to the baseline level of annual change. The magnitude of the effect is assessed as **high**. On this basis, it is considered that a permanent, long-term and beneficial effect of **major** significance will be generated by employment growth within the wider impact area during the operational phase.

National Impact

20.177 The sensitivity of the employment receptor at a national level is **high**. The creation of operational employment at the Proposed Development is considered to be beneficial effect of **negligible** magnitude. On this basis operational employment is assessed to be a permanent, beneficial and long-term effect of **negligible** significance.

Housing and Labour Force

20.178 The assessment estimates the extent to which the local, wider and national labour force will be drawn upon to occupy newly created jobs. As set out earlier in this chapter, this assumes that commuting trends will be comparable to that seen at a local comparator site (Pineham). As such, it is assumed that the Main SRFI Site will draw the majority (82%) of its labour from the wider impact area, in line with the analysis presented at **Table 20.4**.

20.179 A proportion of the labour force working at the Proposed Development will reside in the local impact area. In order to understand likely proportions of local labour that will arise, consideration has been given to labour force containment within South Northamptonshire.

20.180 The 2011 Census indicates that 42% of all jobs in the local impact area are taken by South Northamptonshire residents (Ref 20.12). As such, it is expected that at least some of the employment opportunities generated by the Proposed Development would be taken up by South Northamptonshire residents. However, consideration needs to be given to the structure of the local economy and thus the labour force that currently exists. The baseline illustrates that employment in the logistics sector in South Northamptonshire is relatively small compared to employment in logistics in the wider and national impact areas (**Table 20.17**). The Proposed Development will therefore provide a scale of logistics related employment that is not currently reflected in the baseline and it is therefore likely that a different commuting profile to the baseline will occur as a result.

20.181 This assessment concludes that labour force containment within the local impact area is likely to be lower than the baseline position.

20.182 Taking these factors into account and with reference to the Additionality Guide (Ref 20.8), a very high level of leakage (75%) has therefore been applied at the local impact area level. The assessment therefore assumes that around one quarter of operational jobs could potentially be taken up by residents of the local impact area.

20.183 No leakage is assumed at the national impact area level, with all employment opportunities expected to be taken up by people living in England.

20.184 On this basis, the Main SRFI Site is expected to generate 1,166 net additional FTE jobs for people living in the local impact area, with this forming a component of the 7,485 net additional employment opportunities taken up by people living in the wider impact area. At the national impact area level, the Proposed Development is estimated to generate 12,410 net additional employment opportunities. The creation of these new jobs would be phased over time as the Proposed Development is completed and properties are subsequently occupied by businesses.

Table 20.33: Employment Opportunities for Labour Force – Operational Phase

	Local impact area	Wider impact area	National impact area
Net jobs created	4,664	9,125	12,410
Leakage	3,498	1,641	0
Employment opportunities	1,166	7,485	12,410

20.185 The sensitivity of the economy and the labour force to the creation of new employment opportunities is assessed as **moderate**.

Local Impact

20.186 The scale of employment at the Main SRFI Site is likely to create additional employment demands on the local labour force, with the potential for 1,166 employment opportunities after allowing for leakage to the wider and national impact areas. The labour force baseline highlights that limited labour force capacity is currently available based on unemployment levels and people actively seeking work.

20.187 Unemployment fluctuates over time, including the volume of job seekers in the labour market and the type of occupations sought. It is very likely that the unemployment profile will have changed by the time that the Proposed Development is first occupied, with the potential for more people to be available seeking work within the local and wider impact areas, taking in to account planned growth in housing and as a result population.

20.188 For example, based on occupation of planned new homes an additional 1,300 economically active residents could be available for work by the point of first occupation of the Proposed Development **Table 20.12**. Further housing delivery after 2021 would continue to increase the size of the local labour force and potentially add to available labour force.

20.189 While the local population and labour force is likely to grow, it is likely that a proportion of new jobs will be taken up by people choosing to move from an existing job in the area. Reflecting the potential for staff moves within South Northamptonshire, a medium level of displacement is included in the employment additionality calculation.

20.190 In summary, the baseline highlights a current position of limited local labour capacity and it is likely that the Proposed Development will lead to some local job moves between companies. This is set in the context of an increase in the size of the local labour force by the time of first occupation of the Proposed Development. Taking these factors in to consideration the labour force effect is assessed as being of **low** magnitude. An effect of **minor adverse** significance within the local impact area is concluded.

Wider Impact

20.191 There are currently 7,785 claimants seeking employment in the wider impact area (**Table 20.14**), highlighting available capacity in the labour force. In headline terms the supply of potentially available labour aligns relatively closely with the 7,485 net additional jobs to within the wider impact area.

20.192 Within the wider impact area substantial labour force growth – in excess of 66,000 persons, or circa 6,700 persons per annum – is expected to result from the delivery of planned new housing over the next decade. It is considered that there is sufficient labour force currently and in future years within the wider impact area to meet the labour requirements of the proposed development.

20.193 The Proposed Development will provide a source of employment for economically active people residing within the wider impact area.

20.194 A further consideration is the potential additional labour force capacity that could be available if economically inactive people who would like a job are able to access employment within the Proposed Development. Within the wider impact area there are 25,600 working age economically inactive people who would like a job (Ref 20.15). However it should be noted that these people are not currently in the labour force and may require training and skills development to ensure work readiness and suitability for the jobs to be created at the Proposed Development.

20.195 The labour market effect is assessed as being beneficial and of **low** magnitude in the wider impact area. The Main SRFI Site is therefore expected to generate a long-term and permanent beneficial effect of **minor** significance at the wider impact area scale.

National Impact

20.196 At the national impact area level, the change resulting from the creation of operational employment opportunities at the Proposed Development is considered to be of **negligible** magnitude. A long term, permanent and beneficial effect of **negligible** significance is concluded.

Unemployment

Local Impact

20.197 The baseline identified low existing levels of unemployment in the local impact area, with approximately 190 residents currently claiming JSA (**Table 20.14**). Twenty JSA claimants are specifically seeking employment in process, plant and machinery jobs which are a prominent feature of employment in the logistics sector. Based on these baseline levels, the Proposed Development could help to reduce unemployment locally by at least 10% specifically in relation to process, plant and machinery roles sought. The positive effect on reducing unemployment could be even greater, taking in to account the range of jobs that are likely to be created at the Proposed Development and the diversity of roles that are sought by JSA claimants locally. As such, the Proposed Development could potentially create opportunities for people seeking managerial, professional, administrative and skilled trades roles among others. The type of skilled roles to be created by the Proposed Development is fully set out at **Table 20.34**.

20.198 Operation of the Main SRFI Site is considered likely to generate a beneficial effect of **medium** magnitude on current unemployment levels, contributing to the Council's aim of maintaining low levels of unemployment (Ref 20.6) by providing existing unemployed residents and new residents with job opportunities. With a **low** sensitivity to change – the effect on unemployment is assessed as being long term, permanent and beneficial and of **minor** significance.

Wider Impact

20.199 Across the wider impact area, there are currently around 7,785 unemployed residents claiming JSA, of which 895 are seeking jobs in process, plant and machinery roles that align with the type of opportunities typically provided by the logistics sector (although do not represent all potential roles). Operation of the Main SRFI Site is expected to provide employment opportunities for these existing unemployed residents, while contributing towards reducing future levels of unemployment by providing residents with the opportunity to work at the site and within the supply chain of businesses.

20.200 This suggests an effect of **medium** magnitude with the potential to positively affect a moderate number of people (over 10% of total unemployed and seeking process, plant and machinery roles). With a **low** sensitivity to change, it is therefore considered that the Main SRFI Site can generate a long term, permanent and beneficial effect of **minor** significance.

National Impact

20.201 At the national impact area level, the role of the SRFI site in generating new employment opportunities – both directly and indirectly – could support the return to work of existing unemployed people. This would be beneficial. The ability of people to access the jobs created is however related to their proximity to the Main SRFI Site and companies within its supply chain. The effect is assessed as being of **negligible** magnitude at a national level. The assessment therefore concludes a beneficial, long term and permanent effect of **negligible** significance.

Skills

20.202 The Proposed Development is expected to accommodate 8,111 gross FTE jobs, and the types of jobs that could be created on site can be illustrated with reference to the occupational profile of the South Northamptonshire workforce employed in the transport and storage sector at the time of the 2011 Census (Ref 20.12). This is presented in the following table. It should be noted that this provides only an indication of the occupational profile of this broad sector and may not fully capture the potential for specialist jobs linked to the rail elements of the Proposed Development.

Table 20.34: Type of Jobs Directly Generated – Operational Phase

	Proportion of transport and storage employees at 2011 Census	Jobs directly supported by Proposed Development
Managers, directors and senior officials	13%	1,070
Professional occupations	18%	1,498
Associate professional and technical occupations	12%	975
Administrative and secretarial occupations	10%	839
Skilled trades occupations	4%	362
Caring, leisure and other service occupations	1%	95
Sales and customer service occupations	3%	221
Process, plant and machine operatives	20%	1,627
Elementary occupations	18%	1,425

Total	8,111
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20.203 Based on the occupational profile set out above, the Proposed Development is expected to support jobs across a wide range of occupations, including professional, senior and managerial occupations, which are currently prevalent within the local impact area. The Proposed Development could support a relatively large number of process, plant and machine operative roles and other elementary occupations, which are relatively prevalent in the wider impact area but underrepresented in the local impact area.

20.204 While the implied mix of occupations created can be compared with the existing occupational profile of employed residents, skills can also be considered in the context of the currently available labour force. One such measure is residents currently claiming JSA. The following table compares the type of jobs created at the Main SRFI Site with the sought occupation stated by those currently claiming JSA in the local and wider impact areas.

Table 20.35: Comparing Jobs Supported by Proposed Development with Occupations Sought by JSA Claimants

	Jobs directly supported	JSA claimants seeking occupation in	
		Local impact area	Wider impact area
Managers, directors and senior officials	1,070	5	545
Professional occupations	1,498	0	55
Associate professional and technical occupations	975	0	100
Administrative and secretarial occupations	839	25	535
Skilled trades occupations	362	5	160
Caring, leisure and other service occupations	95	5	115
Sales and customer service occupations	221	90	4,290
Process, plant and machine operatives	1,627	5	185
Elementary occupations	1,425	35	1,390
Total	8,111	170	7,375

20.205 JSA data suggests that there is currently a limited supply of labour to fill all types of skilled roles created by the Proposed Development, with the exception of Sales and Customer Service Occupations. There are limitations in the current supply of available skilled labour to fill process, plant and machine operatives, professional, associate

professional and technical occupations and managers, directors and senior official roles.

20.206 However, the following points should be noted in the interpretation of this data and assessment of effects:

- JSA data only provides a “point in time” illustration of labour availability and suitability for different roles. It is also important to note for contextual purposes that unemployment levels are currently at a 20 year historic low level.
- The unemployment profile is highly likely to have changed by the time that the SRFI is operational, both in terms of the number of people seeking employment and the occupations sought. It is likely that there will be additional economically active people within the labour force seeking a job by the time of first occupation of the Proposed Development, taking in to account factors such as planned housing supply and population growth locally and within the wider impact area.
- JSA data only captures those people registered to claim Job Seekers Allowance benefits. There may be additional people, not claiming JSA but actively seeking work that are not reflected in the available data. These people would potentially be available to work at the Proposed Development in a range of roles.
- JSA data only reflects a “single preference” for an occupation, whereas claimants may be willing to consider alternative occupations and roles where these are available. Therefore there may be fluidity between a stated preference for an occupation and the range of occupations which would realistically be accepted by someone seeking work. For example current JSA claimant data highlights a relatively large supply of people seeking work in Elementary Occupations (1,390 people) and Sales and Customer Service Occupations (4,290 people). People expressing a single preference for these occupations and roles may be an additional source of skilled labour that could be available to work at the Proposed Development.
- It is also important to note that the requirement for skilled people working in specific roles in the Proposed Development will be phased over time and will not occur at a single point. The construction period for the Proposed Development spans 10 years and the date of first potential occupation of a building is 2021. Therefore there is a lead-in period to the point at which first occupation occurs over which the labour force will be growing, and skills and training initiatives will be delivered locally and

within the wider impact area. Thereafter the requirement for skilled labour will be phased according to the completion and take up of buildings by companies.

20.207 In summary, while the current snapshot of available local labour suggests limited capacity to meet the full skills needs of the Proposed Development, there is evidence of available capacity within the wider labour market. The labour force is also growing and will be enhanced by the time of first occupation at the Proposed Development. Taking in to consideration the timing and phased nature of skill requirements, the assessment concludes that the labour market will have sufficient time to adapt and provide the requisite skilled labour for the Proposed Development.

20.208 Furthermore, the Government has acknowledged a need for responsiveness in linking skills provision to changing economic needs, with national, sub-regional and local interventions therefore aiming to more closely align businesses' skills requirements with the skills and capabilities of available labour (Ref 20.2; Ref 20.4; Ref 20.7). Residents currently unemployed and searching for another type of employment may therefore benefit from such intervention, and acquire the skills necessary to fulfil employment opportunities created by operation of the Main SRFI Site.

20.209 The applicant is also committed to investing in skills and training delivering and preparing a Local Employment Scheme as detailed under the "Other Measures" heading in the Mitigation section. This Local Employment Scheme will include employment, skills and training measures designed to be implemented at the construction and operational stages of the Proposed Development.

Local and Wider Impacts

20.210 The skills receptor is **low** in its sensitivity, given the existing and future characteristics of the workforce and its capacity to adapt to change through planned growth in the labour force and planned skills and training initiatives.

20.211 The magnitude of the effect on skills is assessed as low. As such, the Proposed Development could generate a **negligible** effect in relation to skills at both the local and wider impact area level that is long term and permanent.

National Impact

20.212 There is sufficient supply of skilled labour at a national level. The effects of the Proposed Development are assessed to be **negligible** within the national impact area.

Commuting

20.213 Commuting is a relevant socio economic consideration in so far as it influences the supply of labour available within an economy. The Main SRFI Site may generate

changes in absolute commuting flows by attracting people to work in South Northamptonshire. An allowance has been applied within the assessment for containment and also leakage of employment to account for likely in-commuting to fill jobs.

20.214 The assessment assumes 25% containment at a local level and 82% containment at the wider impact area, with the residual labour force assumed to be drawn from elsewhere outside this wider area.

20.215 Commuting is a dynamic process that is sensitive to the supply of labour and available employment opportunities at a given moment in time. Commuting therefore continuously evolves as the labour force and employment base of an area changes.

20.216 The baseline highlights that there will be 67,000 additional people resident and in the labour force of the wider impact area as a result of 69,000 new homes being delivered in this area over the next decade (**Table 20.12**). This growth in labour force across the wider impact area will in turn lead to commuting patterns changing over the period in which the Main SRFI Site is delivered.

20.217 The pattern of commuting to existing developments can provide an illustration of where labour may be drawn from. A comparator logistics development (Pineham), which is located close to the Main SRFI Site has been examined at **Table 20.4** to provide an illustration of absolute commuting flows and origin points (by local authority). This development attracts relatively large commuting flows from Northampton (57%), Milton Keynes (7%) and South Northamptonshire (5%). It should be noted that these are absolute flows that only reflect the scale of labour drawn to the site from originating local authorities, and do not take account of all commuting flows occurring in the economy. For example, while Pineham draws 7% of its labour from Milton Keynes, other developments in Milton Keynes may in turn attract workforce from Northampton Borough (where Pineham is located).

20.218 Taking the above points into consideration, the assessment concludes that potential changes in commuting levels (and hence labour supply) are likely to be compensated by the substantial level of planned growth in the economically active population requiring work.

20.219 Significant socio economic effects associated with commuting are therefore not considered to be likely.

Productivity

20.220 The operation of the Proposed Development will generate a lasting uplift in the economic productivity at the level of the local, wider and national economy. Based on the methodology outlined in this chapter, it is estimated that the Proposed Development will generate an annual contribution of £169.1 million in GVA to the

economy of the local impact area, with this effect increasing to £372.6 million at the wider impact area and £555.6 million in the national economy.

Table 20.36: Economic Productivity – Operational Phase

	Local impact area	Wider impact area	National impact area
Direct	£276,100,000	£276,100,000	£276,100,000
Indirect and induced	£62,100,000	£220,700,000	£341,200,000
Displacement	£169,100,000	£124,200,000	£61,700,000
Total per annum	£169,100,000	£372,600,000	£555,600,000

20.221 The sensitivity of the economy to change in productivity is assessed as **high**, with the baseline highlighting its susceptibility to ongoing change. The NN NPS (Ref 20.1) and the Industrial Strategy white paper (Ref 20.2) clearly articulate the Government’s ambitions to increase economic productivity, highlighting that this is an indicator of national economic importance. The South East Midlands LEP has also targeted a long-term doubling in the size of the sub-regional economy, as measured by GVA (Ref 20.4).

Local Impact

20.222 Within the local impact area, the productivity uplift generated by operation of the Main SRFI Site represents an increase of approximately 11% on current baseline levels. This exceeds the baseline trend observed over recent years (an average of 3% growth per annum), suggesting that the GVA growth generated by the Proposed Development could deliver a significant and lasting change to the baseline position. This is considered beneficial to the local economy and of **high** magnitude. On this basis, operation of the SRFI site is expected to generate a long-term and permanent and beneficial effect of **major** significance in the local impact area.

Wider Impact

20.223 The scale of productivity growth is more modest relative to the wider impact area baseline, with the annual GVA effect generated by the Proposed Development falling below the annual average growth level over the past decade. Growth in GVA is also proportionate to the significant long-term doubling of GVA targeted by the South East Midlands LEP (Ref 20.4). On this basis, magnitude is assessed as **medium**. The Proposed Development will therefore produce a long term, permanent beneficial effect of **moderate** significance in the wider impact area.

National Impact

20.224 Productivity enhancements generated by the Main SRFI Site will also generate a beneficial effect in the national impact area, albeit the magnitude of effect is considered **negligible** in the context of current levels of productivity in the national economy and likely further growth if baseline trends continue. This suggests a long term, permanent and beneficial effect of **minor** significance.

Business Rate Revenue

20.225 Commercial operators at the Main SRFI Site will be liable for payment of business rates. A review of the business rates paid by occupiers (for example those occupying premises at Pineham and DIRFT, Ref 20.32) enables the identification of an average rateable value per square metre. This suggests that the Main SRFI Site could generate circa £14.8 million in business rate revenue annually, with current arrangements enabling at least half of the growth in rates (£7.4 million) to be retained by South Northamptonshire Council. In future years, however, the Government has indicated that local authorities will retain all of the additional business rate revenue generated, and completion and full occupation of the Proposed Development in 2027 is therefore likely to generate additional revenue of £14.8 million per annum for South Northamptonshire Council.

20.226 Relative to the existing level of business rate revenue retained by the Council – set out within the baseline – retaining even half the growth attributable to the Main SRFI Site would increase the baseline by over one third (35%). This increases to circa 69% when the full additional revenue is assumed to be retained, which significantly surpasses the 3% annual growth in revenue that has been seen on average over the period assessed within the baseline.

20.227 The sensitivity of this receptor is assessed as **high**, reflecting the baseline position that business rate revenue accounts for around 18% of the Council's revenue (**Table 20.19**). The effect is considered beneficial in nature, given its potential to increase local authority revenues enabling investment to be made in services and amenities locally. The magnitude of the effect is assessed as **high**, given that it is likely to generate an effect which substantially exceeds baseline trends. This indicates that the Proposed Development is likely to generate a long-term and permanent beneficial effect of **major** significance. This is limited to the local impact area, with no direct effect generated within the wider impact area.

Crime

20.228 The baseline analysis identified instances of crime at the comparator logistics developments of Pineham and DIRFT (Ref 20.19). Based on evidence of crimes at these comparator sites, it is considered that the Proposed Development could potentially

generate some incidences of anti-social behaviour and vehicle crimes, although such crime may be displaced from elsewhere within the local area and may therefore not be additional.

20.229 This could potentially add to the baseline level of crimes recorded in the local area, albeit it is important to note that the overall number of crimes recorded at Pineham and DIRFT is not uniform and is therefore likely to be influenced by a range of factors. This includes embedded mitigation measures, such as those summarised within this chapter and detailed in the Design and Access Statement.

20.230 When assessing the significance of such an effect, it is considered that the local population has a **moderate** sensitivity to change in crime, with a capacity to absorb change through mitigation. The magnitude of the effect generated by the Main SRFI Site is considered to be **negligible**, given the comparatively small number of crimes recorded at comparator sites and the incorporation of embedded mitigation measures designed to reduce the incidence of crime. On this basis, while crime is assessed as an adverse effect, the effect of the Proposed Development is considered to be of **negligible** significance.

20.231 The sensitivity of the population in the wider and national impact area to changing levels of crime at the Main SRFI Site is assessed as **negligible**, given that it represents a local issue. The magnitude of the effect at these scales is also assessed as **negligible**. There is therefore likely to be an effect of **negligible** significance on crime at the wider and national impact area levels.

Summary

20.232 The following table summarises the socio-economic effects expected to be generated during the operation of the Proposed Development, based on the occupation of the Main SRFI Site. The assessed significance of effects is also confirmed, highlighting significant beneficial effects relating to jobs, productivity and business rate revenue but significant adverse effects relating to skills.

Table 20.37: Summary of Operational Phase Effects

	Impact area	Effect generated	Significant?
Jobs	Local	Major beneficial	Yes
	Wider	Major beneficial	Yes
	National	Negligible	No
Housing and labour force	Local	Minor adverse	No
	Wider	Minor beneficial	No
	National	Negligible	No

Unemployment	Local	Minor beneficial	No
	Wider	Minor beneficial	No
	National	Negligible	No
Skills	Local	Negligible	No
	Wider	Negligible	No
	National	Negligible	No
Economic productivity	Local	Major beneficial	Yes
	Wider	Moderate beneficial	Yes
	National	Minor beneficial	No
Business rate revenue	Local	Major beneficial	Yes
	Wider	Negligible	No
	National	Negligible	No
Crime	Local	Negligible	No
	Wider	Negligible	No
	National	Negligible	No

Cumulative Effects

Cumulative Assessment: Intra-Project Effects

20.233 From a socio-economic perspective, it is acknowledged that the population can be cumulatively affected by:

- Noise effects;
- Lighting effects; and
- Air quality effects.

20.234 These individual effects are included within the scope of the relevant topic chapters. Their cumulative effect upon the amenity and wellbeing of the local population is considered in the Human Health chapter (**Chapter 24**).

Cumulative Assessment: Inter-Project Effects

20.235 The list of developments to be cumulatively assessed has been agreed with South Northamptonshire Council through scoping. In addition, a long list of identified future development within 5km has been reviewed to identify other relevant developments for the purposes of this cumulative assessment. This has sought to identify developments of a comparable scale or nature to the Main SRFI Site and has scoped out smaller residential developments or smaller commercial developments serving

local markets. This has resulted in the identification of 19 cumulative developments, summarised below.

Table 20.38: Projects Identified for Socio-Economic Cumulative Assessment

Site	ID
Proposal for employment uses (B1/B2/B8) at Northampton Junction 16 Strategic Employment Site	CI.1
Proposed SRFI at land west of M1 Junction 15 and west of A508, south of Collingtree ('Northampton Gateway') consisting of 468,000sqm of warehousing with a mezzanine of 155,000sqm providing additional floorspace	CI.2
Construction and operation of new rail link with up to 731,000sqm of rail served storage and operational facilities at DIRFT	CI.3
Provision of 1,000 dwellings at Northampton South sustainable urban extension (SUE)	CI.4
Provision of up to 1,000 dwellings and employment uses (retail, food and drink, school and community facilities) at Northampton South of Brackmills SUE	CI.5
Outline application for 2,750 homes, a local centre and employment land (B1/B2/B8) at Towcester South SUE	CI.6
Outline application for mixed use development comprising offices, light industrial, general industrial and storage and distribution (B1a/B1c/B2/B8) at Silverstone Circuit	CI.7
2,000 homes with school(s) and local centre at Northampton West SUE	CI.8
Up to 1,000 homes, primary school and local centre at Northampton Upton Park SUE	CI.9
Up to 1,900 dwellings, primary school and mixed use local centre at Northampton Norwood Farm/Upton Lodge SUE	CI.10
Change of use of units at Weedon Depot for retail and gym use	CI.11
Intermodal freight terminal at East Midlands Gateway SRFI with up to 557,414sqm of serviced warehousing	CI.12
Intermodal terminal at East Midlands Intermodal Park to move goods between road and rail, with up to 557,400sqm of units provided for the distribution industry	CI.13
Erection of two B8 use class distribution warehouses at Grange Park Zone C, Saxon Avenue	CI.16
Development of land for employment uses (B1/B2/B8) at Grange Park Park Zone F, off Saxon Way	CI.17
Proposed new B8 warehouse at The Wharf, Bugbrooke	CI.74

Extension of Pineham Business Park through new B8 distribution unit (43,469sqm) at Upton Valley Way, North Kislingbury	CI.80
Construction of two warehouse and distribution units (B8) with ancillary office accommodation, at Bedford Road (off Liliput Road), Northampton	CI.97
Construction of warehousing and distribution units (B8) with ancillary office space, at Nectar Way, Zone E, Northampton	CI.98

20.236 Of the projects identified within this assessment, several are expected to be primarily residential in nature, with only small scale employment effects generated. The provision of housing at these sites – in combination with employment cumulatively generated by the Proposed Development and other employment-generating projects – can be expected to positively contribute towards accommodating the additional labour force required to support employment. The assessment presented within this chapter acknowledges and allows for the growth in labour force resulting from planned new housing development, including those identified within this cumulative assessment. The creation of employment opportunities for residents living at new residential developments can therefore be considered beneficial, with no adverse effect requiring mitigation.

20.237 Several sites are expected to generate relatively substantial levels of employment once operational, including:

- 7,544 FTE jobs directly created at Northampton Gateway (CI.2), based on employment densities and accounting for the implementation of the proposed mezzanine floorspace. Documentation published to date indicates that this will generate 7,332 net additional employment opportunities within the study area which formed the basis for its assessment, assuming that operation commences in 2021 with construction completed over a five year period (Ref 20.33);
- 4,556 employed at Northampton Junction 16 Strategic Employment Site (CI.1) by 2021, assumed within the transport model developed by WSP and Northamptonshire County Council (NCC);
- 2,700 employed at DIRFT (CI.3) by 2021 – increasing to 9,000 by 2031 – based on the transport model developed by WSP and NCC;
- 1,102 employed at Towcester South SUE (CI.6) by 2031, based on the transport model developed by WSP and NCC;
- 2,683 employed at Silverstone Circuit (CI.7), based on the transport model developed by WSP and NCC;

- 6,688 net additional FTE jobs at East Midlands Gateway (CI.12), based on the socio-economic ES chapter produced for this development (Ref 20.34); and
- Up to 7,000 jobs at East Midlands Intermodal Park (CI.13), based on estimates produced to date (Ref 20.35).

20.238 In total, the schemes identified above could create around 38,500 jobs once fully constructed, occupied and operational, which – in combination with the Proposed Development – would result in the creation of around 46,500 jobs. There is also potential for further indirect and induced employment effects, although these could be at least partially offset by displacement.

20.239 The creation of jobs within the local and wider economy is beneficial and reflective of national, regional and local policy objectives. Employment growth of the scale implied above is not disproportionate to the stated aim of the South East Midlands LEP to grow the number of jobs in the area by 2025 (Ref 20.4). Furthermore, this level of employment growth is equivalent to growing current levels of employment in the wider impact area (**Table 20.5**) by around 9%. This represents a comparable level of growth to that seen over recent years (9.6% between 2009 and 2015), and – when considering its likely phased nature over more than a decade – employment growth of this scale is not considered disproportionate to the baseline. The creation of new jobs through cumulative schemes is therefore considered beneficial and unlikely to result in significant adverse effects in the local and wider economy. Accordingly, the cumulative development of the Main SRFI Site and Northampton Gateway in particular would be unlikely to generate significant adverse employment effects in the local and wider economy.

20.240 The current labour force capacity in South Northamptonshire is limited as set out in the baseline. The cumulative schemes will draw upon a wider labour force beyond the district's boundary. The labour force of the wider area is expected to grow and provide capacity to support over 66,000 new jobs over the next decade as planned new housing is delivered and occupied (**Table 20.12**) and as a consequence the labour force grows.

20.241 There are also 7,800 existing residents currently claiming JSA and seeking employment in the wider impact area (**Table 20.14**), that could potentially take up roles in the cumulative schemes assessed.

20.242 The scale of growth in the labour force (supporting over 66,000 jobs) and available capacity available unemployed people finding work (7,800 people) exceeds job creation in cumulative projects including the Proposed Development (46,500 jobs). In headline terms there is labour force capacity within the wider impact area and there will not be an adverse labour force effect generated by cumulative projects.

20.243 In terms of cumulative skills effects, the workforce of the local and wider impact areas has capacity to adapt to change. This is linked to the increase in the labour force that will occur as new homes are delivered as well as enhancements to the skills base of residents associated with delivery of planned skills and training initiatives. The cumulative projects have also been reviewed and found to incorporate measures in relation to skills and training provision which will also contribute to workforce skills and suitability. The magnitude of the cumulative effect on skills will be greater than that of the Proposed Development in isolation, but will not generate a significant effect.

Mitigation

20.244 Based on the conclusions of this chapter, no significant adverse socio-economic effects will be generated during the operation of the Proposed Development or cumulatively with other assessed projects. Consequently no mitigation measures are proposed.

Other Measures

20.245 The applicant is committed to ensuring that a skilled workforce is available to serve the Proposed Development and the labour force requirements of occupiers. Gazeley is currently in the process of establishing a Logistics Institute of Technology (LIT) based in the East Midlands which will operate on a “hub and spoke” model. The LIT comprises a partnership between Gazeley, Aston University, North Warwickshire & South Leicestershire College and HoloVis (designer of sensory experiences). The Hub location for the LIT is proposed to be Magna Park Lutterworth (MPL), with training “spokes” being established in other locations such as East Midlands Airport. The main aim of the LIT is to attract, develop and retain the workforce that the logistics sector requires both now and in the future.

20.246 This hub and spoke model provides a good level of geographical coverage with the potential to outreach and engage more businesses and employees.

20.247 As part of its commitment to investment in skills the applicant proposes to establish a training “spoke” based at the Proposed Development. This would provide an onsite facility for delivery of training and the development of a skilled workforce to service the Proposed Development.

20.248 A **Local Employment Scheme** will also be developed which will ensure that employment, skills and training benefits are delivered at key milestones, inclusive of investment in a training “spoke” as part of Gazeley’s proposed MPL LIT.

20.249 The Local Employment Scheme will include measures covering activities at the construction and operational stages of the Proposed Development, and will specifically:

Partnership Measures

- Detail how the Applicant will engage with the local authority and skills and training providers to implement the Local Employment Scheme. This will include composition of a Local Employment Partnership (including named partners), frequency of meetings and roles and responsibilities of named partners;
- Provide information on a suite of local employment, skills and training Key Performance Indicators (KPIs) against which progress can be monitored and the local impact of the Local Employment Scheme measured;
- Confirm the frequency of monitoring and reporting to the Local Employment Partnership;
- Provide a timetable for implementation of the Local Employment Scheme;

Pre-construction Measures

- Detail how any initial employment opportunities at the Main SRFI Site will be advertised locally and how prospective candidates will be screened for suitability for vacant positions;
- Detail the type of training to be provided for initial recruits (pre-construction), including opportunities for provision of apprenticeships at the Main SRFI Site;

Construction Measures

- Detail how local employment, skills and training measures will be embedded within the procurement of a contractor and implemented through the construction phase of development;
- Specifically detail how the appointed contracting firm will be engaged to ensure opportunities to use locally available labour for specialist skills and trades in the construction process;
- Provide details of measures to offer apprenticeships and college / work placements to students within the local area during the construction phase;
- Set out measures for encouraging contractors to make purchases from local businesses providing goods and services. Confirm opportunities for local businesses to engage and compete for contracts effectively (for example “meet the buyer” events);

Operational Phase Measures

- Detail how the Local Employment Scheme will be promoted to tenants of the completed development and the frequency with which tenants will be engaged;
- Detail how KPI data will be gathered from tenants to support reporting of progress and evaluation of local impact; and
- Detail how tenants will be engaged to raise awareness of the availability of relevant training courses with skills and education providers and to encourage funding and take up of places on relevant courses.
- Detail how the applicant will operate a training “spoke” as part of Gazeley’s proposed MPL LIT.

20.250 The Local Employment Scheme will be agreed with South Northamptonshire District Council.

20.251 These other measures have not been included within the assessment of residual effects.

Residual Effects

20.252 There are no residual socio economic effects that are likely to be significant in EIA terms.

Table 20.39: Residual Effects

Description of impact	Significance of effect	Possible mitigation measures	Residual effect
Construction			
Jobs	Minor to moderate beneficial	None required	Minor to moderate beneficial
Labour force	Minor beneficial	None required	Minor beneficial
Economic productivity	Minor to moderate beneficial	None required	Minor to moderate beneficial
Unemployment	Negligible to minor beneficial	None required	Negligible to minor beneficial
Skills	Negligible	None required	Negligible
Operation			
Jobs	Negligible to major beneficial	None required	Negligible to major beneficial

Labour force	Minor beneficial to minor adverse	None required	Minor beneficial to minor adverse
Economic productivity	Minor to major beneficial	None required	Minor to major beneficial
Unemployment	Negligible to minor beneficial	None required	Negligible to minor beneficial
Skills	Negligible	None required	Negligible
Business rate revenue	Negligible to major beneficial	None required	Negligible to major beneficial
Crime	Negligible	None required	Negligible
Cumulative			
Jobs	Beneficial	None required	Beneficial
Labour force	No significant adverse effect	None required	No significant adverse effect
Skills	No significant adverse effect	None required	No significant adverse effect

Monitoring

20.253 The applicant is committed to investing in training and skills development. As part of the proposed Local Employment Scheme the frequency of monitoring and selection of Key Performance Indicators will be agreed with South Northamptonshire Council.

20.254 Beyond this, it is not anticipated that any socio-economic monitoring procedures are necessary, as no mitigation measures are deemed required to resolve any significant adverse socio-economic effects arising from the Proposed Development.

Limitations and Assumptions

20.255 It is necessary to apply a number of evidence-based assumptions in estimating the likely socio-economic effects generated by the Proposed Development. These assumptions are made based on robust secondary data and in line with published guidance identified throughout the chapter. Secondary data enables the collection of socio-economic evidence based on the largest practical sample size, and is favoured over primary data collection which is more limited in scope for assessments of this nature.

References

- Ref 20.1 Department for Transport (2014) National Policy Statement for National Networks
- Ref 20.2 HM Government (2017) Industrial Strategy – Building a Britain Fit for the Future
- Ref 20.3 Department for Communities and Local Government (2012) National Planning Policy Framework
- Ref 20.4 South East Midlands Local Enterprise Partnership (2017) South East Midlands: Where Innovation Fuels Growth – Strategic Economic Plan
- Ref 20.5 West Northamptonshire Joint Planning Unit (2014) Joint Core Strategy Local Plan Part 1
- Ref 20.6 South Northamptonshire Council (2017) Local Plan Part 2: Pre Submission Draft for Consultation – Draft Policies and Proposals excluding Settlement Confines
- Ref 20.7 South Northamptonshire Council (2016) Economic Growth Strategy
- Ref 20.8 Homes and Communities Agency (2014) Additionality Guide, fourth edition
- Ref 20.9 Homes and Communities Agency (2015) Employment Density Guide, third edition
- Ref 20.10 Planning Inspectorate (2014) Report on the Examination into the West Northamptonshire Joint Core Strategy Local Plan
- Ref 20.11 Planning Practice Guidance (2014) Determining a planning application [online] <https://www.gov.uk/guidance/determining-a-planning-application>
- Ref 20.12 ONS (2011) Census
- Ref 20.13 ONS (2016) Business Register and Employment Survey
- Ref 20.14 ONS (2016) Population Estimates, mid-2015
- Ref 20.15 ONS (2016) Annual Population Survey (July 2015 – June 2016)
- Ref 20.16 Experian (2016) Local Market Forecasts Quarterly
- Ref 20.17 ONS (November 2016) Jobseekers Allowance by Occupation
- Ref 20.18 South Northamptonshire Council (2016) Statement of Accounts 2015/16

- Ref 20.19 Northamptonshire Police (2016) Neighbourhood statistics on Crime and Policing in England, Wales and Northern Ireland (November 2015 – October 2016) [online] <https://www.police.uk/>
- Ref 20.20 ONS (2012) Quality and Methodology Information – Annual Population Survey
- Ref 20.21 West Northamptonshire Joint Planning Unit (2013) Population, Households and Labour Force Technical Paper Second Update – to inform main modifications and additional work requested by the Inspector
- Ref 20.22 North Northamptonshire Joint Planning Unit (2016) Joint Core Strategy
- Ref 20.23 North Northamptonshire Joint Planning Unit (2015) Authorities' Monitoring Report 1st April 2014 – 31st March 2015
- Ref 20.24 North Northamptonshire Joint Planning Unit (2015) Joint Core Strategy Employment Background Paper
- Ref 20.25 Milton Keynes Council (2013) Core Strategy
- Ref 20.26 Milton Keynes Council (2016) Assessment of Five Year Land Supply 2016 – 2021
- Ref 20.27 Coventry City Council (2016) Coventry Local Plan (publication draft)
- Ref 20.28 Coventry City Council (2016) Strategic Housing Land Availability Assessment
- Ref 20.29 ONS (2010) SOC2010 volume 1: structure and descriptions of unit groups [online] <https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassificationsoc/soc2010/soc2010volume1structureanddescriptionsofunitgroups>
- Ref 20.30 Department for Business, Energy and Industrial Strategy (2016) Business Population Estimates
- Ref 20.31 DIRFT (2013) DIRFT III Environment Statement Appendix L1 Socio-Economic Indicators
- Ref 20.32 Valuation Office Agency (2017) Find and check your business rates valuation [online] <https://www.gov.uk/correct-your-business-rates>
- Ref 20.33 Roxhill (2017) Draft Environmental Statement, Socio-Economic Aspects
- Ref 20.34 Roxhill (2014) East Midlands Gateway Environmental Statement – Chapter 4 Socio-Economic Aspects (Document 5.2)

Ref 20.35 Goodman and Shepherd Group (2014) East Midlands Intermodal Park consultation boards [online] <http://www.emipark.co.uk/assets/Uploads/EMIP-Boards-Website-Version.pdf>