

Chapter 7: Socio-economics

7. Socio-Economics

7.1. Introduction

7.1.1. Author

CBRE Ltd – Georgina Dowling MSc (Hons)

Georgina has over 16 years’ experience within the environmental consultancy sector and currently leads CBRE’s Sustainability, Impact Assessment & Social Value team. Since joining CBRE in 2016, and as a specialist in socio-economics, Georgina has successfully broadened the capabilities of the team to include socio-economic and health impact assessments and has built out the social value service line.

CBRE Ltd – Eloise Plummer BSc (Hons)

Eloise is the Social Value Analyst at CBRE. She has experience in undertaking Socio-Economic Impact Assessments, Health Impact Assessments and Social Value Assessments on both standing assets and on proposed developments. Eloise has worked on a range of asset types from Shopping Centres to the regeneration of a UK train station.

7.1.2. Chapter Purpose

This chapter of the ES reports the outcome of the assessment of the likely significant socio-economic effects of the proposed development during the demolition and construction stage and completed development stage. The chapter and its supporting appendices describe the planning policy context; the assessment methodology; the baseline conditions at the application site and surroundings; the likely significant effects; the mitigation measures required to prevent, reduce or offset any significant adverse effects; the likely residual effects after these measures have been employed; and the inter-project cumulative effects.

7.1.3. Figures

The following figures are included in this ES chapter:

- Figure 7.2.1 – Holt Ward.

7.1.4. Appendices

The chapter is supported by the following technical appendices in ES Volume IV:

- Appendix 7.1: Socio-Economic Baseline (authored by CBRE Ltd).

7.2. Methodology

7.2.1. Guidance

National guidance and industry standards:

- Homes and Community Agency (HCA), Additionality Guide (Fourth Edition, 2014) (1); and
- HCA, Employment Densities Guide (Third Edition, 2015) (2).

7.2.2. Legislation and Policy

National Legislation and Policy:

- Future Wales: The National Plan (2014) (3); and
- Planning Policy Wales (2021) (4).

Local Policy:

- Wrexham Unitary Development Plan 1996-2011 (2005) (adopted Local Plan) (5); and
- Wrexham Local Development Plan 2013-2028 (emerging Local Plan) (6) – Wrexham CBC has decided not to adopt the plan at this stage, however it remains a material consideration with significant weight, as it has been found sound by a Planning Inspector.

7.2.3. Consultation

The EIA Scoping Report (**Appendix 2.1, ES Volume IV**) was submitted to Wrexham CBC on 02 November 2022. The proposed scope of the Socioeconomics ES chapter was set out in Chapter 5: Topics with Potential for Likely Significant Effects.

Wrexham CBC provided their Scoping Opinion on 02 June 2023.

Table 7.2.1 summarises the key EIA Scoping Opinion comments with respect to the Socio-economics assessment and how and where these have been addressed in the chapter.

Table 7.2.1
Comments Provided in Scoping Opinion

Scoping Comments	How addressed in the ES chapter
Wrexham CBC (02 June 2023)	
The proposed development would be significant in terms of proposed floor space and also potential numbers of jobs created. However when the context of the site is considered, both in terms of its proximity to the Wrexham Industrial Estate as well as the wider County Borough, it is considered unlikely that the development would be significant in social or economic impacts.	As set out in the Scoping Report and based on the assessment undertaken and presented within this chapter, significant effects from the proposed development are likely to arise. As such, to ensure the requirements of the EIA Regulations 2017 are met, socio-economics has been scoped into the ES.
The development would be unlikely to have any significant effect on the demography of the County Borough. The numbers of jobs created would undoubtedly be of benefit to the economy of the County Borough. However, the types of jobs likely to be created are unlikely to significantly alter the land uses proposed types of employment available in the County Borough or the overall structure of the economy.	
In light of the above, social-economic impacts are considered unlikely to be significant in EIA terms and therefore do not need to fall within the scope of the Environmental Statement.	
Notwithstanding the above, the economic benefits of the development would be an important planning material consideration. Supporting information setting out the anticipated economic benefits of the development therefore should be submitted with a formal application, although as non-Environmental Statement document.	

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7.2.4. Assessment Scope

Technical Scope

The technical scope of the assessment reported in this ES chapter, as confirmed through the EIA Scoping process, comprises the following:

- Generation of demolition and construction employment; and
- Generation of operational employment, considering the gross employment as well as the net additional employment, above any existing employment on-site.

Spatial Scope

The following spatial designations were deemed the most appropriate for measuring the contribution of the proposed development:

- Neighbourhood: Holt Electoral Ward (as shown in **Figure 7.2.1**);
- Borough: Wrexham Local Authority District (LAD); and
- National: Wales.

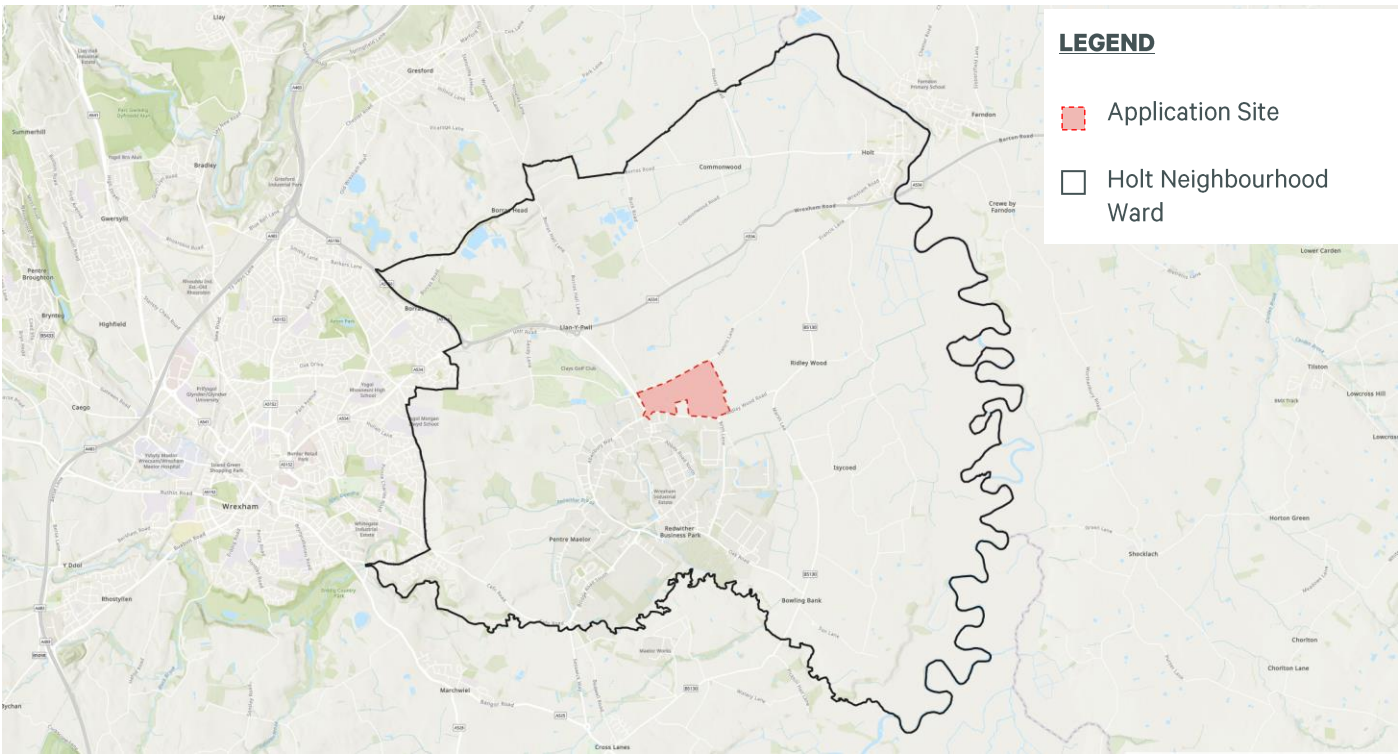


Figure 7.2.1
Site Location

7.2.5. Assessment Scenario

The following scenarios have been assessed and are reported within this Chapter of the ES:

- Scenario 1: Existing Baseline;
- Scenario 2: Existing Baseline + Proposed Development; and
- Scenario 3: Existing Baseline + Proposed Development + Cumulative Schemes.

7.2.6. Baseline Characterisation Approach

Desk Study

The existing characteristics of the local area form the baseline against which the effects of the proposed development have been considered.

Data was obtained from the following sources in order to establish the baseline conditions within the study area:

- Census Data (2021) (7);
- Welsh Indices of Multiple Deprivation (2019) (8);
- Labour Market Profile Data (2022) (9);
- Annual Surveys of Hours and Earnings (ASHE) Provisional Results (2021) (10); and
- Annual Business Survey (ABS) (2021) (11).

Field Study

No site-specific field study was undertaken at the application site as the data obtained during the desk study was deemed to be adequate and representative of the application site conditions.

7.2.7. Assessment Method

The assessment has been based on the scheme information and planning application drawings presented in ES Chapter 4: Proposed Development and the construction methodology presented in ES Chapter 6: Construction Strategy & CEMP.

Demolition and Construction Stage

- Assessment of the employment expected to be generated by the demolition and construction works has been undertaken by using the estimated capital construction cost provided by the Applicant and applying a ratio of the total value of construction work to construction labour as provided in the latest published results of the ABS (2021) (12). The scale of construction employment is a direct function of the scale and type of construction project being undertaken, which in turn is reflected in the overall capital construction costs. Thus, it is generally accepted that the scale of employment is a direct function of the overall capital construction costs. To calculate the construction employment generation, the ratio of total UK annual construction costs compared to total UK annual construction employment as provided in the ABS is applied to the development's capital construction cost. This gives total construction employment for development assuming a single year of construction which has then been pro-rated to account for the duration of the demolition and construction stage; and
- Assessment of additionality to consider the net effects of the proposed development's demolition and construction employment generation once leakage, displacement and multiplier effect has been accounted for, using the Additionality Guide (1) published by the HCA, now Homes England. The concept of 'additionality' combines the direct and indirect employment effects of a proposal against the baseline position or reference case to identify the overall 'net' effect. By undertaking an appraisal of the additional benefits using the adjustment factors from the Additionality Guide, estimations of the indirect and induced employment levels can be calculated.

Completed Development Stage

- Employment expected to be generated by the range of proposed uses during the completed development stage has been calculated by applying standard job density ratios based on the Employment Density Guide (2) published by the HCA; and
- Assessment of additionality to consider the net effects of the development's employment generation once leakage, displacement and multiplier effect has been accounted for, using the Additionality Guide (1) published by the HCA.

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Cumulative Development Stage

- In regard to the cumulative stage, consideration has been given to inter-project cumulative effects where quantitative socio-economic information is available within the public domain. None of the three sites considered had comprehensive public information about the employment opportunities brought forward by the developments, therefore inferences on the cumulative effect have been made on the information available and noted when unavailable.

7.2.8. Assessment Criteria

Receptor Sensitivity Criteria

Table 7.2.2 sets out the scale of sensitivity that has been applied to receptors identified and considered within this assessment.

Table 7.2.2
Receptor Sensitivity Criteria

Sensitivity	Description
High	Neighbourhood population and economy (especially where there is low resilience).
Medium	Borough population and economy (especially where there is medium resilience).
Low	National population and economy (especially where there is high resilience).

Magnitude of Impact Criteria

The assessment has been undertaken based on the description of development contained in Chapter 4 of this volume of the ES. **Table 7.2.3** indicates the scale of impact magnitude that has been used in undertaking the assessment. **Table 7.2.4** indicates the magnitude thresholds used to determine the scale of impact magnitude.

Table 7.2.3
Scale of Impact Magnitude

Magnitude	Description
Large	Substantial effect on receptors and high number of receptors affected.
Medium	Noticeable effect on receptors and medium number of receptors affected.
Small	Hardly perceptible effect on receptors and low number of receptors affected.

Table 7.2.4
Magnitude Thresholds

Receptor	Magnitude Thresholds
Construction Employment	Large: >250 jobs Medium: >50/≤250 jobs Small: ≤50 jobs
Operational Employment	Large: >200 jobs Medium: >50/≤200 jobs Small: ≤50 jobs

Scale of Effect Criteria

The assessment of significance within this chapter has been based on the scale of effect matrix presented in **Table 7.2.5**.

Table 7.2.5
Significance Matrix

Magnitude of Impact	Sensitivity of Receptor		
	High	Medium	Low
Large	Major	Moderate	Minor/ Moderate
Medium	Moderate	Minor/ Moderate	Minor
Small	Minor/ Moderate	Minor	Negligible
Where the effect is Negligible/Minor or Minor/Moderate, professional judgement will be applied to determine the appropriate scale of effect.			

Based on professional judgement, effects of a moderate or major scale are considered significant in EIA terms.

In determining the scale of effect and its significance, consideration has also been given to the duration of the effect, i.e. short term (0-7 years) and medium term (8-12 years) and temporary, or long term (>12 years) and permanent.

The nature of the effect has been described as either adverse or beneficial as follows:

- Beneficial – An advantageous effect to a receptor;
- Adverse – A detrimental effect to a receptor; and
- Neutral – An effect that is on balance both beneficial and adverse.

In some instances, Negligible may be used on its own without a corresponding nature of effect. This is the case when achieving an absolute value or target.

Whether the effect is direct, indirect or secondary has also been considered.

The geographic extent of the effect is identified as Neighbourhood, Borough or National level.

7.2.9. Human Health

For the socio-economic issues considered in this chapter, a range of human health benefits derive from economic participation. The health and wellbeing of users of the application site has been taken into consideration through the employment created on-site during both the construction and operational stages of the proposed development.

7.2.10. Climate Change

Climate change does not affect the assessment of socio-economics and therefore, has not been considered any further within this chapter.

7.2.11. Risk of Major Accidents and / or Disasters

The major accidents and disaster types identified as being within the scope of this EIA are not considered relevant to the socio-economics technical area.

7.2.12. Relevant Associated Development

No associated development is proposed which is of relevance to this chapter.

7.2.13. Assumptions / limitations

In undertaking the socio-economic assessment of the proposed development, there have been a number of limitations and constraints affecting the outputs from this work. These include:

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- **Data Availability:** The assessment of effects has been undertaken against the most recent, publicly available data; the progress of emerging data was tracked throughout to ensure an up-to-date assessment has been presented. The spatial levels have been assessed where data has been available and/or where it has been considered most informative based on professional judgement. Where data has not been available at the identified levels, alternative spatial data deemed relevant and appropriate has been used.
- **Information Received:** The assessment has been based on information received from a number of parties including the Applicant and design team (refer to **ES Volume II, Chapter 1: Introduction, Table 1.2.1**), and it is assumed that the information is accurate. The assessment assumes that the proposed development would be delivered as per the parameter plan for the outline component and the full planning application building schedule for the detailed component, as presented within ES Chapter 4: Proposed Development.
- **Existing Operational Employment:** It is understood that there are two people employed on the existing application site, however they operate the application site as one component of a much wider network of arable land. Accordingly, for the purpose of this assessment it has been assumed that there would be no loss of existing employment on-site as a result of the proposed development.
- Proposed Operational Employment:
- The employment generating floorspace areas of the outline component of the proposed development have been derived on the basis of a 'worst-case' approach for calculating employment effects of the proposed development to avoid overstating any potential beneficial effects and provide the flexibility sought by the Applicant. As presented in ES Volume 2, Chapter 4: Proposed Development, the Applicant is seeking permission for up to 72,635 sqm GEA floorspace within the outline component, which could comprise of B1(c), B2, B8 & A1, A3, C1, *sui generis* uses, noting that the overall quantum of A1, A3, C1 or *sui generis* contributing to this total would not exceed 16,150 sqm GEA. To assess a reasonable worst-case, the assessment has been based on a total floorspace of 47,500 sqm GEA for the outline component, which is considered to be representative of a reasonable minimum floorspace that could be delivered. Given that a number of potential use classes could be brought forward under this total minimum floorspace, the calculation of employment numbers has been based on a range of the highest-employment-generating land uses and the lowest-employment generating land uses. To assess the minimal number of employment opportunities brought forward, it has been assumed that the total floorspace area (47,500 sqm GEA) would be fully utilized by Use Class B8 (Storage or distribution) including warehousing or open air storage, which represents the lowest HCA employment density. To assess the maximal number of employment generating opportunities brought forward, it has been assumed that the total area (47,500 sqm GEA) would comprise 31,350 sqm GEA of Use Class B2 (Industrial and Manufacturing) and 16,150 sqm GEA of either Use Class A1 (High street Retail) or A3 (Restaurants), which represent the highest HCA employment densities.
- In respect of the detailed component, to provide flexibility for future occupiers, the calculation of employment generation from the 63,256 sqm GEA has also been calculated as a range based on the potential for both B2 and B8 use classes. **Table 7.2.6** indicates assumed floorspace and asset unit types calculated to determine employment impact.

Table 7.2.6
Proposed Development Area Schedule

Asset Use Class	Detailed Component		Outline Component	
	Minimum	Maximum	Minimum	Maximum
B1(c), B2, B8	63,256sqm GEA (B8)	63,256 sqm GEA (B2)	47,500 sqm GEA (B8)	31,350 sqm GEA (B2)
B1(c), B2, B8 & A1, A3, C1, sui generis				16,150 sqm GEA (A1/A3)
Notes	The overall quantum of A1, A3, C1 or sui generis contributing to this total would not exceed 16,150 sqm GEA. The minimum floorspace for the outline component is considered to be representative of a reasonable minimum floorspace that could be delivered.			

7.3. Sensitive Receptors

Existing Receptors

The existing sensitive receptors that have been identified as sensitive receptors for the assessment are considered to be:

- **Local Labour Force:** The existing demographic characteristics of the local working age population form the baseline against which the effects of the proposed development have been considered.
- **Local Economic Activity:** The existing economic activity of the local area, specifically the percentage of the working age population, excluding students, that are either in employment or actively seeking employment, form the baseline against which the effects of the proposed development have been considered.

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7.4. Baseline Conditions

7.4.1. Existing Baseline

The existing baseline conditions of relevance to the existing local labour force and economic activity are presented in **Table 7.4.1**.

Table 7.4.1
Existing socio-economic baseline conditions

Sensitive receptors	Description of Baseline Condition	Sensitivity	Further information
Local Labour Force Demographic Profile – Age & Ethnicity	The 2021 Census shows that, at neighbourhood level, the under 15 year olds represent 14% of the resident population, the working age residents (those aged between 15 to 64) account for 67.2% and those aged 65 and above 18.87%. There is a higher proportion of working age residents in the neighbourhood (67.2%) compared to the borough (61.3%) and national levels (62.9%). Approximately 96.5% of the residents at the neighbourhood level report themselves as being White compared to 94.8% nationally. This indicates that the neighbourhood level has a lower degree of ethnic diversity for Holt than the Welsh average.	N/A	Appendix 7.2, Volume IV
Local Labour Force Demographic Profile – Deprivation	The Indices of Multiple Deprivation (IMD) data shows that the Lower Super Output Areas (LSOA) within the Holt Ward are among the 50% least deprived nationally, with an IMD rank of 1,568 (out of a total of 1,901, with 1 being the most deprived). With regard to the indicators relevant to the assessment, the IMD data at a neighborhood level is set out below against the national average across all LSOAs: - Income is within the 50% least deprived LSOAs; - Employment is within the 50% least deprived; - Education is within the 50% least deprived ; - Health is within the 50% least deprived; - Housing is within the 50% least deprived; - Access to Services is within the 11%-20% most deprived LSOAs; - Physical Environment is within the 10% most deprived; and - Community Safety is within the 10% most deprived.	Low	Appendix 7.2, Volume IV
Local Economic Activity Economic Profile – Qualifications, Employment & Economic Activity	The percentage of adult residents (16 years and over) that are educated to degree level (or above) at the neighbourhood level is 42%, which is higher than both the borough level (29%) and national level (25%). The education level is higher in the neighbourhood than the surrounding Welsh areas, where at the neighbourhood level 16.2% have no formal qualifications, which is lower than the borough (20.9%) and national levels (19%), but it is higher than the neighboring borough of Cheshire West and Chester Borough (15.8%). Economic activity relates to the percentage of the working age population that are either in employment or actively seeking employment, excluding students. The neighbourhood level of economic activity rate of 51% is lower than both the borough average (59%) and the national average (56.5%), and it is also lower than the Cheshire West and Chester Borough (60%) and the English average (63.5%).	Low	Appendix 7.2, Volume IV
Local Economic Activity Economic Profile – Occupation & Industry	The 2021 Census data shows that a higher percentage of residents (51%) in the neighbourhood work in high-skilled occupations compared to the national level (44.7%) and the borough level (38.5%). There is a greater proportion of people who work in high skilled occupations in the neighbourhood compared to the English average (46.5%) and the neighboring borough of Cheshire West and Chester (47.7%). By contrast, 18.4% in the neighbourhood work in low-skilled occupations compared to 19% in the borough and 17.5% at the national level. The construction industry provides approximately 9% of employment in the borough. High-skilled occupations include management, professional and technical occupations; mid-skilled occupations include administration, skilled trades and services; while low-skilled occupations include sales, process and elementary occupations.	Medium	Appendix 7.2, Volume IV

7.5. Potential Impacts

The impacts considered to have the potential to result in significant effects (prior to inclusion of any embedded mitigation) are reported in Table 7.5.1.

Table 7.5.1
Potential significant Impacts

Stage	Description of Potential Impacts	Adverse/beneficial
Demolition & Construction	Employment Impact: The proposed development would support construction jobs both directly and indirectly.	Beneficial

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Stage	Description of Potential Impacts	Adverse/beneficial
Operational	Employment Impact: The proposed development would support operational jobs directly and indirectly.	Beneficial

7.6. Embedded Mitigation

No embedded mitigation is required in relation to socio-economics.

7.7. Assessment of Effects (including Embedded Mitigation)

7.7.1. Demolition and Construction Stage

The assessment of the likely socio-economic effects of the proposed development during the demolition and construction stage (including embedded mitigation) is set out in Table 7.7.1.

Table 7.7.1
Demolition and Construction Stage Assessment

Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information
Local labour force and economic activity	Low to Medium	Generation of Construction Employment Construction employment is important as it represents part of the continual supply of work that construction firms, and local tradesmen, rely upon. Without such schemes, construction and related employment opportunities can be substantially reduced. The scale of construction employment is a direct function of the scale and type of construction project being undertaken, which in turn is reflected in the overall capital construction costs. Thus, it is generally accepted that the scale of employment is a direct function of the overall capital construction costs. To calculate construction period figures, data from the ABS has been used. The build out period for the proposed development has been identified as commencing in Q3 2023 and ending in Q4 2030, totaling approximately 88 months (382 weeks). The total employment over a 12-month term would be for approximately 656 construction jobs based on the capital construction costs. Based on a total construction period of approximately 88 months (dependent on the market requirements at the time of construction); the total average employment generated would be approximately 90 construction jobs over the duration of the construction phase. Indirect and Induced Construction Employment Further to the direct employment generated from the construction of the proposed development, additional benefits will result from the construction phase. These secondary effects will arise from the need to purchase supplies for the proposed development (indirect employment), and from the increased expenditure in the locality by the construction workers (induced employment). Together this beneficial economic multiplier effect will sustain and generate further economic activity in the area boosting the local economy. By undertaking an appraisal of the additional benefits using the adjustment factors from the Additionality Guide, estimations of indirect and induced employment levels can be calculated. Three adjustment factors (leakage, displacement and multiplier) have been applied to understand the employment arising from the demolition and construction stage. <i>Leakage</i> First, a leakage factor is applied; this estimates the proportion of outputs that benefit those outside the target area, which is the Borough. In this case, in accordance with guidance, a high level of leakage has been assumed at 50%, i.e. 50% of benefits will be retained within the local authority. This has been informed by the average level of construction employment in the local authority compared to the national average. This level of leakage is also due to the high accessibility of the application site to Northern Wales and surrounding English Boroughs. This level of leakage is considered to be a reasonable conservative assumption and, as confirmed above, has been based on guidance in the Additionality Guide. <i>Displacement</i> A displacement adjustment factor is applied. Displacement takes into account the proportion of development outputs accounted for by reduced outputs elsewhere. In respect to construction, this may result in competition for construction staff that could result in delays and increased costs. Given there are not many pull factors relating to the proposed development, as it is at regional level, it is considered that displacement would be medium; therefore, for the purposes of this assessment this has been estimated to be 50%.	Medium	Minor Beneficial	Yes	Appendix 7.1

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Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information																
		<i>Multiplier</i> The third adjustment factor is a multiplier; this calculates the secondary (indirect and induced) benefits as a result of the demolition and construction stage, as previously discussed. The multiplier adjustment factor varies according to the project size and geographic area; the larger the project and geographic area under construction, the greater the multiplier factor. Due to the proposed development’s size and the duration of the construction programme, it is considered to be at a neighbourhood level of influence. Therefore, a neighbourhood composite multiplier of 1.05 has been applied. Thus, as set out in Table 7.7.1.2 below, the adjustment factors have been applied and the net additional employment generated during the construction phase works arising as a consequence of the proposed development is an estimated total of 24 Full-Time Equivalent (FTE) over 88 months. Table 7.7.1.2 Additionality Assessment – Annual Construction Employment over Construction Duration <table><tr><th>Additionality Steps</th><th>Additionality Application</th></tr><tr><td>Gross direct construction employment</td><td>90</td></tr><tr><td>Estimated leakage</td><td>45</td></tr><tr><td>Gross direct construction employment to a target area</td><td>45</td></tr><tr><td>Less displacement</td><td>22</td></tr><tr><td>Net direct construction employment to target area</td><td>22</td></tr><tr><td>Plus multiplier effects</td><td>1</td></tr><tr><td>Net construction employment to target area</td><td>24</td></tr></table>	Additionality Steps	Additionality Application	Gross direct construction employment	90	Estimated leakage	45	Gross direct construction employment to a target area	45	Less displacement	22	Net direct construction employment to target area	22	Plus multiplier effects	1	Net construction employment to target area	24				
Additionality Steps	Additionality Application																					
Gross direct construction employment	90																					
Estimated leakage	45																					
Gross direct construction employment to a target area	45																					
Less displacement	22																					
Net direct construction employment to target area	22																					
Plus multiplier effects	1																					
Net construction employment to target area	24																					
		Therefore, it is considered that the proposed development will result in a temporary Minor Beneficial effect for employment during the construction phase at a Borough level.																				

7.7.2. Completed Development Stage

The assessment of the likely socio-economic effects of the proposed development during the completed development stage (including embedded mitigation) is set out in **Table 7.7.2**.

Table 7.7.2
Completed Development Stage Assessment

Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information
Local labour force and economic activity	Low to Medium	Generation of New Operational Employment There are currently no existing jobs on-site that would be lost as part of the proposed development. There is the potential for 135,891 sqm GEA non-residential floorspace to be delivered by the proposed development, comprising 63,256 sqm GEA within the detailed component and up to 72,635 sqm GEA within the outline component. However, as set out in Section 7.2.12, to avoid overstating the potential beneficial employment effects, this assessment has been based on a worst-case using a reasonable minimum floorspace for the outline component (47,500 sqm GEA). In respect of the range of floorspace use classes proposed and to provide the flexibility sought by the Applicant, a range of the minimal number of FTE jobs (based on the lowest employment-generating use classes) to the maximal number of FTE jobs (based on the highest employment-generating use classes) have been determined using the assumptions set out in Section 7.2.12. Based on the figures provided by the Applicant and the standard employment densities for the proposed uses, the proposed development would create an estimated 1,166 to 3352 FTE jobs.	Large	Moderate Beneficial	No	Appendix 7.1

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Table 7.7.2.1 presents the assumed floorspace and asset unit types used to calculate the employment impact.

Table 7.7.2.1
Proposed Development Gross Direct Employment

Employment Use	Area (sqm)	Minimal Number of FTE Jobs	Maximal Number of FTE Jobs
Detailed Component (B1(c), B2, B8)	63,256 GEA	666*	2,391**
Outline Component (B1(c), B2, B8 & A1, A3, C1, <i>sui generis</i> uses)	47,500 GEA	500*	960**
Total		1,166	3,352

*This is based on the worst case scenario where it has been assumed that all the floorspace will be assigned B8 Use Class which has the lowest HCA employment density.
** This is based on the assumption that the total floorspace will remain the same as the worst-case scenario but the floorspace will be assigned with the asset use classes with the highest HCA employment density.

GENERATION OF NET DIRECT AND INDIRECT EMPLOYMENT

To ascertain the net direct and indirect employment benefits to the target area of the Borough, an additionality assessment has been undertaken. The three adjustment factors applied to understand employment arising from the demolition and construction stage (leakage, displacement and multiplier) will also be applied to understand indirect and induced operational employment levels. As shown in **Table 7.7.2.2** the proposed development is considered to result in 306 to 880 net operational employment opportunities.

Table 7.7.2.2
Additionality Assessment – Annual Operational Employment over Operational Duration

Additionality Steps	Additionality Application	
	Minimal	Maximum
Gross direct operational employment	1166	3352
Estimated leakage	583	1676
Gross direct operational employment to a target area	583	1676
Less displacement	291	838
Net direct operational employment to target area	291	838
Plus multiplier effects	15	42
Net operational employment to target area	306	880

Therefore, it is considered that the proposed development will result in a Large Beneficial effect for employment during the operational stage at a Borough level.

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7.8. Additional Mitigation & Enhancement Measures

Table 7.8.1 identifies the additional mitigation measures that have been proposed in order to address the effects identified in Section 7.7, as well as the effectiveness of those measures, and how they would be secured. Possible enhancement measures have also been identified where relevant.

Table 7.8.1
Proposed Mitigation & Enhancement Measures

Stage	Receptor(s) affected	Possible effect being mitigated	Mitigation measure	How secured / trigger	Further information
Construction	Employment	Generation of construction employment	To maximise local recruitment, enhancement measures would include commitment to advertise job vacancies in local job agencies and newspapers in accordance with ‘local and relevant postcodes’ to maximise those employed locally. The contractor would be required to work with local education and training centres, and industry bodies, to provide apprenticeships and training opportunities, particularly for those in the NEET category (not in employment, education or training). Given the duration of the construction phase, the proposed development offers opportunity for prolonged training.	Planning condition	N/A
Operation	Employment	Generation of new operational employment	None required.	N/A	N/A

7.9. Residual Effects

Table 7.9.1 provides a tabulated summary of the outcomes of the (socio-economic) assessment of the proposed development.

Table 7.9.1
Residual Effects

Stage	Receptor (sensitivity)	Description of Residual Effect and Any Additional Mitigation	Residual Effect						
			Magnitude post- mitigation	Scale of Effect and Significance	ADV / BEN	ST / MT/ LT	D/IND	P/T	R/IRR
Key: ADV/BEN= Adverse/Beneficial; ST/MT/LT = Short-term/Medium-term/Long-term; D/IND = Direct/Indirect; P/T = Permanent/Temporary; R/IRR = Reversible/Irreversible									
Construction	Local labour force and economic activity (Low to Medium)	Generation of construction employment – In addition to the benefit of direct employment of up to 24 employees (net) from the local authority area, there would also be those who would benefit from skills training, resident employment opportunities and secondary effects.	Medium	Minor	Beneficial	ST	D&IND	T	IRR
Operation	Local labour force and economic activity (Low to Medium)	Generation of new operational employment - As previously stated, the operational employment will provide a range of job types across engineering, technicians, managers and administrative and support Staff. The total net number of new operational jobs is between 306 and 880 on-site. No additional mitigation measures are proposed and therefore, the residual effect is as per that shown adjacent.	Large	Moderate	Beneficial	LT	D&IND	P	IRR

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7.10. Socio-economic: Inter-Development Cumulative Effects

The assessment of inter-development cumulative effects broadly takes place over two stages, the first of which is screening. The screening exercise undertaken for the cumulative schemes identified in Chapter 2: EIA Methodology of this volume of the ES is included in **Table 7.10.1**. Those identified to have the potential to result in cumulative effects with the proposed development have been assessed in Section 7.10.2.

7.10.1. Screening of Cumulative Schemes

Table 7.10.1
Socio-Economic Inter-development Cumulative Effects Assessment: Cumulative Scheme Screening

Cumulative scheme	Scheme Description	Potential for cumulative effects?	Considered within assessment?
Land South of Ridley wood (Ref: P/2020/0167)	Erection of a storage and distribution warehouse. The site is also owned by the Applicant and the development is intended to increase Net World Sports space from 11,148 sqm (120,000 sq. ft.) to 38,183 sqm (411,000 sq. ft.), having a net uplift of 27,035 sqm, comprising primarily B8 floorspace.	Yes – whilst this scheme was completed and occupied in 2022, it has been considered as part of the cumulative effects assessment for the completed development stage as the population data to determine baseline employment was published prior to the development construction completion. The cumulative scheme will result in the employment of staff on-site however no known employment details are available. Using the Employment Density Guide (2), the projected employment during the completed development stage can be calculated by applying standard job density ratios. Assuming the 38,183 sqm of floor space would be fully utilised by Use Class B8 (Storage or distribution) including warehousing or open air storage which represents the lowest HCA employment density, the gross direct operational employment would be 402 jobs. Given that the development has already been constructed, cumulative effects resulting from the demolition and construction stage have not been considered.	Yes – the potential for cumulative effects during the operational stage have been considered within Table 7.10.2 .
Unit 6 Pacific Park (Ref: P/2020/0603)	Erection of 2 new storage and warehousing industrial units	Currently under construction, the proposed site includes 2,406 sqm of internal floorspace assigned to B8 Storage or Warehouse distribution. The proposed development will require the employment of staff on-site however no known employment details are available. Using the Employment Density Guide (2), the projected employment during the completed development stage can be calculated by applying standard job density ratios. Assuming the 2,406 sqm of floor space would be fully utilised by Use Class B8 (Storage or distribution) including warehousing or open air storage which represents the lowest HCA employment density, the gross direct operational employment would be 24 jobs. Despite the creation of employment opportunities from the proposed scheme, the number of jobs created is anticipated to be small and therefore, any cumulative effect would be negligible. Accordingly, in-combination effects with this development have not been considered further. Given that the development is already under construction and will likely be completed prior to the commencement of construction works for the proposed development, cumulative effects resulting from the demolition and construction stage have not been considered.	No
Land Off, Ash Road South (Ref: P/2015/0843)	Erection of industrial unit comprising two storey office and warehouse accommodation and single storey dust extraction building and associated car parking and storage area.	Currently under construction, the proposed development includes 2,985 sqm of internal floorspace providing modern office, warehousing and parking. Within the proposed development there will be small scale employment and training development through the expansion of existing space. No known specific employment details are available. Using the Employment Density Guide (2), the projected employment during the completed development stage can be calculated by applying standard job density ratios. Assuming the 2,985 sqm of floor space would be fully utilised by Use Class B8 (Storage or distribution) including warehousing or open air storage which represents the lowest HCA employment density, the gross direct operational employment would be 31 jobs. Despite the creation of employment opportunities from the proposed scheme, the number of jobs created is anticipated to be small and therefore any cumulative effect would be negligible. Accordingly, in-combination effects with this development have not been considered further. Given that the development is already under construction and will likely be completed prior to the commencement of construction works for the proposed development, cumulative effects resulting from the demolition and construction stage have not been considered.	No

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7.10.2. Inter-Development Cumulative Effects Assessment

Table 7.10.2
Socio-Economic Inter-development Cumulative Effects Assessment

Stage	Receptor	Potential Cumulative effect	Additional Mitigation (if Required)	Cumulative Residual Effect					
				Scale of Effect and Significance	ADV/BEN	ST/MT/LT	D/IND	P/T	R/IRR
Key: ADV/BEN= Adverse/Beneficial; ST/MT/LT = Short-term/Medium-term/Long-term; D/IND = Direct/Indirect; P/T = Permanent/Temporary; R/IRR = Reversible/Irreversible									
Operation	Local labour force and economic activity	Generation of new operational employment - In addition to the operational jobs to be generated by the proposed development, the selected cumulative scheme would bring forward at least an additional 306 net operational employment opportunities. It is considered that the schemes bringing forward operational employment opportunities, through commercial space, would deliver beneficial effects for the borough. Therefore, it is considered that this would be a Moderate Beneficial cumulative effect, which is considered significant.	None Required	Moderate	Beneficial	LT	D&IND	T	IRR

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