Calderdale Local Plan

Employment Technical Paper

August 2018

1.0 Introduction

1.1 This report presents the background information and data analysis to provide the evidence to justify the employment policies, land allocations, and designations proposed in the Publication draft Local Plan for Calderdale. The report identifies the Objectively Assessed Need for the provision of new employment land to accommodate growth in the local economy through the provision of new jobs.

1.2 The term 'employment use' in the Local Plan, and this documents refers to land , premises or floorspace which is currently in use, was last used, or is proposed for future use for activities falling within the B use Classes (Town and Country Planning Use Classes Order)

a. B1 Business – offices, research and development, and light industry appropriate to a residential area
b. B2 General Industry
c. B8 Storage and Distribution

1.3 The content of this paper is as follows:

2.0 Policy Context – Outline of relevant national, Regional and local economic policy
3.0 Calderdale Economy – overview
4.0 Assessing the land requirement for new employment
5.0 Meeting employment land requirement
6.0 Conclusions

1.4 The Council commissioned Lichfields to undertake an Employment Land Study to assess the economic development needs for the Borough, and the final report was published in 2018. The Study conforms to the National Planning Policy Framework (2012) and the Planning Practice Guidance and the main elements of the Study comprised three stages:

1. Taking stock of the Existing situation – analysis of the economic strengths and weaknesses of the local economy, Functional Economic Market area, and assessment of potential employment sites
2. Assessing future requirements - testing the implications of different growth scenarios on future employment space requirements.
3. Identifying a site Portfolio – analysing the suitability and deliverability of potential sites

2.0 Policy context

2.1 National Planning Policy Framework (2012 amend) (NPPF)

2.1.2 The Government is committed to securing economic growth in order to create jobs and prosperity, and to ensuring that the planning system supports and encourages sustainable economic growth. The NPPF indicates that local authorities should plan proactively to meet the development needs of businesses within the Local Plan. Businesses should not be over burdened by the requirements of combined planning policy expectations, and policies should seek to address potential barriers to investment (paras 18-22)

2.1.2 NPPF states that local planning authorities should:

- Set out a clear economic vision and strategy for their area which positively and proactively encourages sustainable economic growth
- Set criteria , or identify strategic sites, for local and inward investment to match the strategy and to meet the anticipated needs over the plan period
- Support existing business sectors, taking account of whether they are expanding or contracting and, where possible, identify and plan for new or emerging sectors likely to locate in their area. Policies should be flexible enough to accommodate needs not anticipated in the plan and to allow a rapid response to changes in economic circumstances
- Plan positively for the location, promotion, and expansion of clusters or networks of knowledge driven, creative or high technology industries
- Identify priority areas for economic regeneration, infrastructure provision and environmental enhancement
- Facilitate flexible working practices such as the integration of residential and commercial uses within the same unit

2.2 National Planning Policy Guidance (NPPG)

2.2.1 The National Panning Practice Guidance provides support on how to implement the National Planning Policy Framework. In regard to the assessment of economic development needs and land supply, the Guidance states that local planning authorities should

- Consider the existing stock of land, identify the demand for and supply of employment land , and determine the likely business needs and future market requirements
- Consider recent patterns of employment land supply and losses to other uses
- Analyse market intelligence form local data , discussions with developers and agents, and engagement with businesses or economic forums
- Consider locational and premises requirements of types of business
- Consider projections and forecasts to help identify where sites have been developed for a specific economic use
- Analyse supply and demand to identify whether there is a discrepancy between quantitative and qualitative supply and demand for employment sites
- Identify where gaps in employment land provision exist

2.3 Leeds City Region

2.3.1 The Leeds City Region (LCR) Local Enterprise Partnership (LEP) was formed in 2011 and comprises the local authorities in West Yorkshire (Bradford, Calderdale, Kirklees, Leeds, and Wakefield), together with others in North Yorkshire (Craven, Harrogate, Selby, York), and South Yorkshire (Barnsley).

2.3.2 The LEP is the strategic driver of growth in the Region and ambitions for growth are established in its Strategic Economic Plan (SEP) 2016 – 2036. Originally agreed in 2014 and revised in 2016 the vision of the SEP is for the Region to "be a globally recognised economy where good growth delivers high levels of prosperity, jobs and quality of life for everyone". To achieve this LEP aims to deliver an additional £3.7 bn of annual economic output and an additional 35,000 jobs whilst working towards becoming a positive and above average contributor to the UK economy.

2.3.3 The SEP identifies four strategic priorities and ten initiatives to support their achievement:

Fig.1 Leeds City Region Strategic Economic Plan - Priorities and Initiatives

Strategic Priority	Initiative
Priority 1- Growing Business	1. Implement coordinated and wide ranging action to radically increase innovation
	2. Become a global digital centre – with specialisms in data storage, analytics, digital heath and tech skills
	3. Boost business growth, productively, exports and investment by linking businesses to support and funding, including through the LEP growth service, skills service and trade and investment programme.
Priority 2 – Skilled people, better jobs	4. Deliver 'more jobs, better jobs' programme to widen employment, skills, apprenticeships and progression opportunities, linked to NEET – free goals
	5. Devise and deliver a programme of action to increase high level skills and close the gap to the UK average.
Priority 3 - Clean energy and environmental resilience	6. Targeted investments and innovation to make the City Region a leading edge centre for zero carbon energy.
	7. Make climate change adaptation and high quality green infrastructure integral to improving the City Region economy and its spatial priority area
Priority 4 – Infrastructure for growth	8. Deliver 30+ West Yorkshire Transport fund schemes and progress towards a single 'metro style' transport network, connected to major national/ northern schemes such as HS2 and Northern Powerhouse rail
	9. Develop and regenerate integrated Spatial Priority Areas, supporting employment, quality environments and the building of 10,000 – 13,000 new homes per year
	10. Develop and integrated flood risk reduction programme, incorporating flood defences, green infrastructure and resilient development.

2.3.4 The West Yorkshire Plus Transport Fund is part of the 'City Deal' between West Yorkshire, York and central government, and will enable some £1bn to be targeted specifically to increase housing, employment and economic growth across the region. The West Yorkshire plus Transport Fund is delivering the following projects in the Borough:

- A629 Salterhebble to Shaw Hill
- A629 Calder and Hebble junction
- A629 Halifax Town Centre
- A629 Huddersfield to Halifax
- Halifax Rail Station
- Elland Rail Station

- A641 Bradford to Huddersfield

A629 Ainley Top to Huddersfield (Kirklees Council led)

2.3.5 The largest of the nine sites comprising the Leeds City Region's Enterprise Zone for the M62 motorway corridor is located in the Borough at Clifton, Brighouse.

2.4 Calderdale Strategies and Implementation

2.4.1 The Council has assembled a wealth of statistical data around the 'state of Calderdale' in order to understand the current situation and to inform objectives and goals for the future. An economic update is provided as part Calderdale's Joint Strategic Needs Assessment[1], and further benchmarking data for the Vision 2024 and 'Inclusive growth' is presented on the Council's website.[2]

2.4.2 The Council is pursuing an ambition to 'Be the best Borough in the North' and one of its three key objectives in this respect is to 'Grow the economy: increasing GVA, jobs and skills levels sustainably'. 'Best Borough in the North' is a group of northern authorities which Calderdale Council benchmarks its corporate performance against. In the context of growth a dataset of indicators is produced comparing the Joseph Rowntree Foundation's Inclusive Growth Monitor Indicators to 'Best Borough in the North authorities and the Leeds City Region.

2.4.3 The Business and Investment Strategy 2015-20 entitled ' A Great Place to do Business'[3] highlights six themes for a focus of action:

a) **Key account management**. The Council is engaging with twenty of the businesses in the borough, to ensure that businesses can continue to have the premises, skilled workforce, training and good communication, and transport links that are needed to thrive.

b) **Site unlocking**. The Council is working with landowners to address issues that have made it difficult to bring forward sites for development, e.g. difficult site histories, abnormally high development costs, availability of affordable development finance, and the need to invest in high quality design.

c) **Enterprise culture**. There is a strong enterprise culture in the Borough and the council is committed to providing advice and help to new enterprise

d) **Employability**. A priority for the Council is to provide pathways to work for young people, and it will continue to support apprenticeships and help people into work wherever possible

e) **Financial resilience.** The Council promotes a range of loans and grant products to help business move forward when credit is not available or is only available on difficult terms.

f) Marketing Calderdale

[1] www.calderdale.gov.uk/residents/health-and-social-care

[2] https://dataworks.calderdale.gov.uk/dataset

[3] Calderdale : a Great Place to do Business – Business and Economy Strategy 2015-20. See www.calderdale.gov.uk/business

Key sectors for growth have been identified as:

- Creative and digital industries
- Financial land business services
- Advanced manufacturing and engineering
- Creative businesses

2.4.4 Calderdale Council launched its 'Calderdale Vision 2024' in March 2018[4], to celebrate 50 years of the District and identify its aspirations for the future. The ambition is focused o three themes: Distinctiveness, Kindness and Resilience, and Enterprising and Talented. The vision for Calderdale's economy in 2024 is for a good local economy, which is:

- **Growing** – having a diverse economy which builds healthy and sustainable growth, creates pathways for skills progression at all levels, encourages investment and links employment options across all areas of the Borough.
- **Inclusive** – delivering benefits for everyone in society, even in times of low growth
- **Sustainable financially and environmentally** - securing a prosperous and safe future for all our residents

2.4.5 'Inclusive Growth' has been defined by the OECD as "economic growth that creates opportunity for all segments of the population and distributes the dividends of increased prosperity, both in monetary and non-monetary terms, fairly across society". The Joseph Rowntree Foundation has developed an 'inclusive growth monitor', to help LEPs monitor indicators of poverty alongside indicators of growth, to understand how these aspects differ overtime and between different LEP. The Calderdale Monitor report was updated in February 2018[5]. The Council is currently preparing an Inclusive Growth Strategy for the Borough.

2.4.6 Calderdale has secured considerable financial investment through the Leeds City Region, and is seeking to build on this foundation and bring forward a number of Transformational Projects as part of the 'Next Chapter'[6], including the Halifax Town Centre Delivery Plan.

2.4.7 Funding is available through the Leeds City Region to unlock sites included in the second of its Enterprise Zones – the M62 Corridor. Finance has been secured to bring forward the employment site at Clifton, Brighouse.

3.0 Overview of the Calderdale Economy

3.1 Reference is made to the analysis of the Calderdale economy in the Employment Land Study.

[4] www.calderdale.gov.uk

[5] Inclusive Growth Calderdale project data pack, https://dataworks.calderdale.gov.uk/dataset

[6] www.calderdalenextchapter.co.uk

3.2 Functional Economic Market Area (FEMA)

3.2.1 The National Planning Policy guidance accepts that there is no standard approach in defining a FEMA, and whilst certain factors can be taken into count, including Travel to Work areas, housing market areas, commuting flows, the patterns of economic activity vary by area. The Employment Land Study considered that the administrative boundary of the Borough comprises a FEMA, on the basis that a study undertaken in 2015 by ONS concluded that Calderdale was one of the very few districts that had a Travel to Work Area (Halifax TTWA) identical to it administrative boundaries, and because the 2015 Strategic Housing Market Assessment concluded that the Borough was a self-contained housing market.

3.2.2 Commuting data is based on information from the 2011 Census. Calderdale had a net outflow of 1,903 commuters. There were 97,063 residents in work, and 28,919 people commuted outwards, with 27,016 people commuting in. This is below the general accepted level for self-containment for FEMA of 75% ,however the job density data indicates a high figure for Calderdale showing that for every person aged 16-64 living in the district, there is nearly one job available (ie 0.85 compared to 0.80 in Yorkshire and the Humber area, and 0.84 nationwide).

3.3 Economy

3.3.1 The distribution of employment floorspace is concentrated in Halifax (48%) reflecting its size and role in the Borough's economy, and to a lesser extent in Elland and Brighouse. The majority of the office space (74%) is located in Halifax, and whilst there is also a high proportion of manufacturing and warehousing in the town, the industrial estates of Elland and Brighouse accommodate some of the largest premises in the Borough. The Borough as a whole has a constrained supply of sites due the topography and the extent of the risks of flooding, and there is a sparse distribution employment floorspace in the western part of the Borough, where the demand for premises is mainly from local businesses.

3.3.2 Calderdale, and Halifax in particular, is an important centre for financial services and the Borough is also home to a growing community of creative and digital start-up businesses. Manufacturing remains one of the drivers of the local economy.

3.3.3 In 2016 there were 8,110 businesses in Calderdale and Table 1 shows the distribution of floorspace by the type of employment use throughout the Borough. Nearly half the District's total is situated in Halifax, with large clusters around Brighouse and Elland in the east of the Borough. The majority are Small and Medium sized Enterprises (SME) with under 250 employees, and the proportion of businesses with less than 10 employees is 88% and similar the Region and the Uk. The number of business grew between 2009 and 2014 by 6.7% which is slightly higher than in Yorkshire and the Humber.

Table 1 Spatial Distribution of Employment floorspace

	B1a office		Factory/Industrial B1c/B2		Warehousing B8		Total	
	No.	%	No.	%	No.	%	No.	%
Brighouse	21,270	7.7	195,953	17.3	162,555	22.1	**379,777**	**17.7**
Elland	20,779	7.5	197,530	17.4	174,437	23.8	**392,747**	**18.3**
Halifax	205,451	74.4	512,776	45.3	308,139	42	**1,026,366**	**47.9**
Hebden Bridge	15,548	5.6	46,638	4.1	31,285	4.3	**93,471**	**4.4**
Sowerby Bridge	7,257	2.6	87,472	7.7	36,663	5.0	**131,391**	**6.1**
Todmorden	6,004	2.2	92,404	8.2	221,255	2.9	**119,662**	**5.6**
	276,308	100	1,132,772	100	734,334	100	**2,143,415**	**100**

Source: VOA 2016 / ELS 2018

3.3.4 The profile of workforce occupation is similar in Calderdale as in the Yorkshire and Humber and the Uk, but the Borough has a higher proportion of people employed in finance and associate professional and technical occupations. Table 2 indicates the structure of employment in Calderdale, and it can be seen that a significant proportion of jobs are in the finance and professional sectors. Although the number of jobs in manufacturing is forecast to decline the sector remains a major employer. Sectors which are forecast to grow include Accommodation and Food Services, Residential Care and Social work, Administration and Support Services and Health (see Employment Land Study section 7).

Table 2:Full time Equivalent jobs Baseline forecasts

Broad Industry Sector	2016 FTE (000s)	2032 FTE (000s)	% change
Accommodation, Food Services & Recreation	5.2	6.8	1.6
Agriculture, Forestry & Fishing	0.1	0.1	0.0
Construction	4.9	5.4	0.6
Extraction & Mining	0.1	0.1	0.0
Finance & Insurance	7.3	8.2	0.8
Information & communication	1.4	1.6	0.2
Manufacturing	14.4	12.1	-2.3
Professional & Other Private Services	12.0	13.4	1.4
Public Services	17.4	20.1	2.7
Transport & storage	3.2	3.9	0.7
Utilities	0.5	0.5	0.0
Wholesale & Retail	11.2	11.9	0.6
	77.7	**83.9**	**6.3**

Source: Region Econometric Model

3.4 Property Market

3.4.1 The current industrial stock in the Borough comprises a broad range of premises in terms of size and quality. There is however an undersupply of modern and new build units due to the short supply in recent years, and much of the existing stock is of poor quality and does not meet the requirements of modern business. Refurbishment is frequently required after premises are vacated, and whilst this is often a viable option it does not necessarily ensure that the buildings are fully able to meet modern business needs.

3.4.2 The larger industrial premises are concentrated in East Calderdale, in particular in the industrial estates at Ainleys, Lowfields and Armytage Road, which accommodate several units of 10,000 m2 or larger. Premises tend to be smaller on across the rest of the Borough and average between 1,000 and 5,000 m2.

3.4.3 The demand for premises from businesses wanting to relocate within the Borough, and from those wishing to move into the area is monitored by the Council. Additional information has been obtained through the Employment Land Study from interviews with commercial agents and a survey of businesses.

3.4.4 There are strong levels of demand for industrial premises across the Borough, especially in Elland and Brighouse, where enquiries tend to be from businesses currently located outside Calderdale. The demand for industrial premises is generally from manufacturing and light engineering businesses, together with distribution. Popular industrial estates in the east of Calderdale include Lowfields and Ainleys in Elland, and Armytage Road in Brighouse, all located in proximity of the M62 motorway. In contrast the demand in the west of the Borough, and to some degree in Halifax, is from local indigenous businesses.

3.4.5 There is demand across the area for a range in the size of premises. Micro businesses require units between 93-186 m2 (1000-2000 ft2), SMEs in the larger settlements require up to 929 m2 (10,000 ft2) and there is a reported demand for larger sites with access to the motorway of over 929 m2, and for strategic sites of up to 5,574 m2 (60,000 ft2). Enquiries recorded by the Council have indicated the risk of local business leaving the borough because of difficulties in finding suitable sites/ premises. The popular estates in Elland and Brighouse are nearly fully developed.

3.4.6 Industrial rental levels in Calderdale are similar to the rest of West Yorkshire, due to the short supply of sites and high levels of demand, but increasing, especially for smaller units. There have been few cases of speculative industrial development in recent years as high construction costs mean that the yield margins are low for rental developments. A recent development of new units at Copley was dependent upon receiving public subsidy to be realised.

3.4.7 Discussions with agents indicated that the demand for office space is generally low in Calderdale, as in the rest of West Yorkshire (with the exception of Leeds). The office market is focused mainly in Halifax and also in other town centres, and is predominantly from local SMEs requiring small premises, often converted Victorian buildings in or close to the town centre. It is considered that office space in the converted mills at Dean Clough will meet the requirements for larger good quality spaces in the short term.

3.5 Past trends in the supply of employment land

3.5.1 Data showing the past trends in the provision of new employment premises and the loss of land / premises for the development of alternative uses are shown in the tables below.

Table 3: Gross employment completions in Calderdale (m2 and ha)

Year	B1a	B1b	B1c	B2	B8	Total
2002/3	6,000	0	0	1,926	1,763	9,689
2003/4	2,947	0	0	20,658	5,375	28,980
2004/5	1,255	0	0	1,850	16,806	19,911
2005/6	8,063	0	0	2,890	14,321	25,274
2006/7	5,743	0	0	9,698	12,181	27,622
2007/8	1,487	0	0	4,116	20,568	26,171
2008/9	9,962	250	0	5,100	5,179	20,221
2009/10	3,075	0	161	1,100	1,090	5,462
2010/11	863	112	224	22,921	1,760	25,880
2011/12	1,177	0	3,716	1,261	0	6,154
2012/13	7,076	0	696	2,072	5,282	15,126
2013/14	1,580	0	29	5,056	1,000	7665
2014/15	2,336	0	0	2,738	2,900	7,974
Total	51,294	362	4,826	81,386	88,225	226,093
Annual average (m2)	3,946	28	371	6,260	6,787	17,392
Annual average (ha)	0.99	0.01	0.09	1.57	1.70	4.35

Table 4 Loss of employment land (gross) (m2 and ha)

Year	B1a	B1b	B1c	B2	B8	Total
2008/9	3,145	0	0	6,139	170	9,454
2009/10	1,016	0	0	26,843	2,562	30,421
2010/11	225	0	324	3,860	265	4,674
2011/12	1,028	0	272	1,482	240	3,022
2012/13	3,249	0	996	11,715	3,551	19,511
2013/14	754	0	950	8,796	4,345	14,845
2014/15	2,652	0	746	3,101	0	6,499
Total	12,069	0	3,288	61,936	11,133	88,426
Annual average (m2)	1,724	0	470	8,848	1,590	12,632
Annual average (ha)	0.43	0	0.12	2.21	0.40	3.16

3.6 Survey of Local Businesses

3.6.1 A survey of 250 companies was conducted as part of the Employment Land Study, to obtain the views of local businesses. Responses from 43 companies have been analysed, and the results should be viewed with a degree of caution as there is an over representation of larger business, and those involved in manufacturing. When viewed in context however, the results can give insight into the needs of this particular sector of the economy.

3.6.2 The majority of respondents have occupied their current premises for more than 25 years. Just over half rated the quality of their premises to be 4/ 5 out of 5, and half consider the size of their premises to be sufficient. However 39% thought they did not have enough space, and overall half expand to expand over the next 5 to 10 years, with an even split between those which hoped to expand at their current location, and those that wished to relocate to different premises. Factors which were considered to be barriers to expansion were identified as a lack of suitable premises and skills shortages.

3.6.3 Interestingly the survey indicated that home-working is relatively uncommon in Calderdale, but this is not surprising given the nature (size and industry sector) of the businesses that responded. A third of businesses did have up to 10 employees working from home, but no respondents were intending to introduce home working, flexitime/part time working or hot desking.

3.7 Strengths and weaknesses

3.7.1 Using statistical data and qualitative information from stakeholders and businesses the Employment Land Study presents a summary of the strengths, weaknesses, opportunities and threats to the current economic market in Calderdale, and is shown in fig.2.

Fig. 2 Strengths Weaknesses, Opportunities and Threats analysis

Source : Employment Land Study 2018

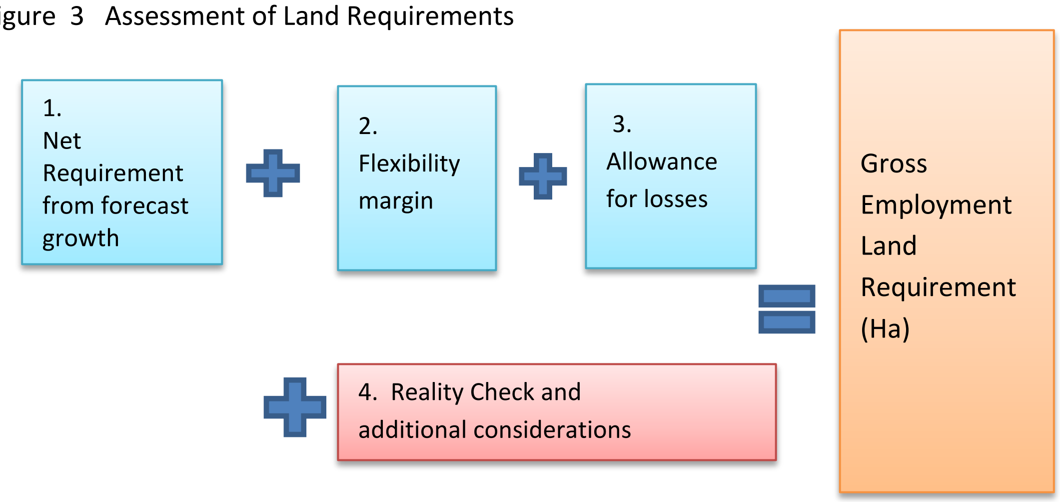
Current Strengths	Current Weaknesses
• Greater representation of financial services companies than the region or UK • Indigenous and new businesses moving to Calderdale can get 100% relief on new business rates for up to 12 months • Excellent access to the M62 Motorway • Growing visitor economy and cultural assets such as the Piece Hall and Eureka • Diverse economy well positioned to weather uncertain economic future • High proportion of SMEs with excellent potential for future growth, meaning that Calderdale is not overly dependent on large companies that could relocate elsewhere • Proximity to key growth areas of Leeds and Manchester • Lower business death rate than the region or UK • Well qualified workforce • More people working in managerial and professional occupations than region or UK • Lower workplace earnings are attractive to businesses	• Resident earnings are low compared to the UK • Hotspots of deprivation driven by lower incomes and fewer employment opportunities • Risk of ongoing job cuts and restructuring by key employers • Business and employment sectors favour other types of employment space above offices • Quality of some existing premises are unsuitable for the needs of modern businesses • Comparatively low economic activity rates of residents
Current Opportunities	**Current Threats**
• Service sector forecast to drive future job growth • Likely to benefit from overspill and multiplier effects from the M62 Corridor EZ, of which Clifton is located within Calderdale • Former mill buildings offer regeneration opportunities and could act as catalyst for wider economic growth • Strong job prospects in key service sectors forecast • Comparatively low reliance on public sector employment likely to help future resilience given ongoing austerity measures • Large base of smaller businesses means their space requirements are more flexible than a large number of large businesses • More accessible areas in the south of the Borough are driving demand for employment space	• Lack of large premises greater than 50,000 sq ft could restrict inward investment opportunities • Economic uncertainty arising from macroeconomic and political changes • Some key local businesses occupy sites which do not meet their needs • Short supply of fit-for-purpose industrial premises and oversupply of office space • Topography and flood risk limits the amount of land available for businesses and raises the risk of conflicts with neighbouring uses

4.0 Future Employment Land Requirements

4.1 Methodology

4.1.1 The methodology used in the Employment Land Study was a three stage process, which provided the basis for additional refinement. The overall approach that was adopted is summarised in Figure 3.

Figure 3 Assessment of Land Requirements



4.1.2 The **first stage** assessed the net requirement for land arising from forecast economic growth in existing and new businesses in the Borough. It is important to recognise that there are both quantitative and qualitative elements to the assessment of the amount of land needed to accommodate new growth in business and industry. Current National Planning Policy Guidance states that "local authorities should develop an idea of future needs based on a range of data which is current and robust" and suggests four main areas that should be considered.

a. Sectoral employment forecasts and projects (labour demand)
b. Demographically derived assessments of future employment land needs (labour supply)
c. Analysis based on the past take up of employment land an property and/or future property market requirements
d. Consultation with relevant organisations, studies of business trends, and monitoring of business, employment and economic statistics.

4.1.3 The Employment and Study (Section 7) considered a number of scenarios of future requirements in accordance with the above criteria recognising the strengths and limitations of each approach, and each is outlined in para 4.2

a. **Labour demand**
The assessment uses baseline forecasts of employment growth and various modelled 'policy on' scenarios provided by the West Yorkshire Combined Authority from the Regional Econometric Model for the Leeds City Region

b. **Labour supply** – (demographic base)
Estimated growth in the local labour supply has been assessed with reference to the Council's Strategic Housing Market Assessment (2015 and 2018 update)

c. Analysis based on **past take up rates**
Previous trends in take up rates have been identified using the Council's monitoring information. Future property market requirements are taken into account under the qualitative considerations

d. **Consultation** with relevant organisations, **Studies** of business trends, and **monitoring** of business statistics.
Specific and focused consultation with local businesses, commercial agents, and business organisations was undertaken as part of the Employment Land Study. This has informed the qualitative assessment of business needs together with qualitative knowledge and intelligence acquired by the Council (Business and Skills).

4.1.4 The **second stage** within the Employment Land Study assessment was the identification of a **flexibility margin.** To provide some flexibility of provision a modest allowance is added to the net requirement as a contingency factor. This way the supply is not too tightly matched to estimated demand so that shortages of land do not arise if either there are delays in sites coming forward, or if future demand is greater than forecast and a margin of choice is provided.

4.1.5 The **third stage** of the Study assessment was to identify the requirement for new land that arises from the need to replace existing employment land and premises that may be developed for other uses in the future.

4.1.6 The Employment Land Study highlighted the fact that the future demand projected by the various employment based projections differed. The report recommended that a series of reality checks be applied, and suggested that adjustments to the plot ratios or margin of choice could be made.

4.1.7 A final step has been introduced at this stage to enhance to quality of the assessment, taking into account the condition of premises/sites and location, which is linked to choice, and other characteristics of the current commercial and industrial provision. These aspects are not quantifiable for the Plan period as they reflect needs that evolve over time, and an allowance has therefore been included in the assessment. This reflects:

a) *The suitability of existing employment land and premises for continued employment use.* Although the number of jobs in industry and manufacturing is forecast to decrease over the plan period there is still a need to provide new development opportunities for B1c/B2 uses. These should be of the size and scale necessary to enable existing businesses to expand, or optimise the benefits of consolidating operations on one site. The potential growth of existing businesses in the borough is often hampered by constraints of location and limited accessibility, the poor condition and unsuitability of buildings to accommodate modern technology, and the lack of adjacent land for expansion.

b) *The nature, in terms of size, type and location, of future requirements to relocate or rationalise premises into one location.* The Employment Land Study has considered the future demand for relocation of businesses but as the majority of companies in the Borough is small, their future requirement over the plan period is difficult to forecast.

c) *The suitability of current industrial land and premises for alternative development as warehousing/distribution.* In calculating the net requirement (Fig.3) for all B uses there is an in-built assumption that land that is no longer required for B1c/B2 because of its unsuitability, is suitable and developable for new warehousing. As it is not possible to anticipate the sites where current industrial uses may cease, it is difficult to assess the extent to which existing sites will be suitable in terms of size, location and deliverability.

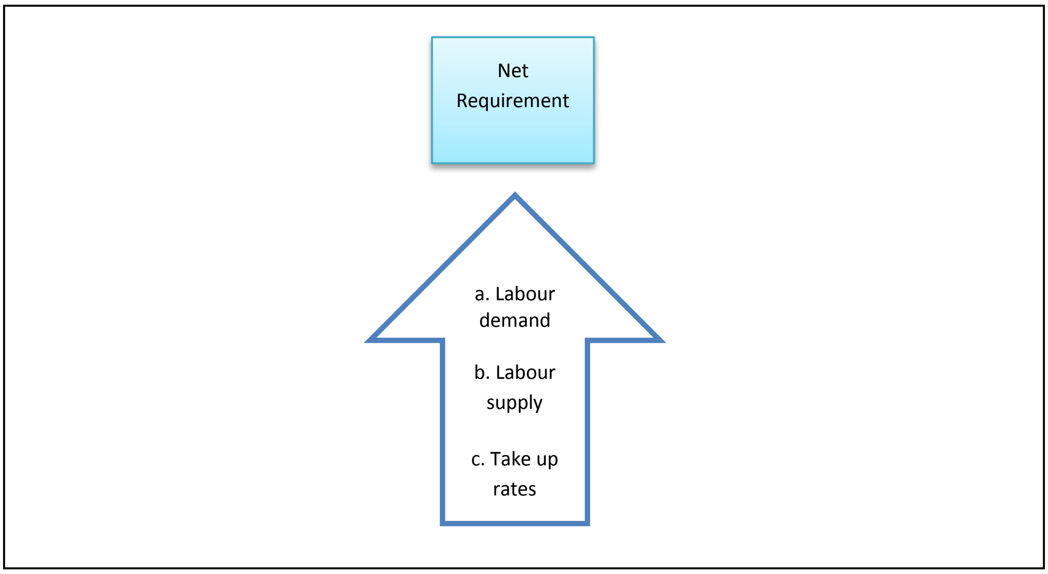
d) *The rate of future loss and nature of employment land which will be developed for other uses, e.g. housing or leisure.* The assessment of the land requirement includes an assumption that the trends in the rate of loss of existing land will continue. However this will be affected by the strength of the economy over the plan period.

e) *Provision of land for B8 uses.* There is a need to provide land for B8 storage uses that do require premises, and have a very low employment density (i.e. few employees), e.g. storage of vehicles caravans, building materials

4.1.8 The land requirement has been assessed over a period of 16 years, to allow for the period between the assembly of the evidence and the submission of the plan. Regular monitoring of employment land availability will enable any adjustments to be made under a Review.

4.2 Net requirement for Land from future growth - Stage 1

Fig. 4 Stage 1 Land assessment



4.2.1 The first technique for assessing the net requirement for land relates to the **demand for labour** (see para. 4.1.3 above).

4.2.2 The West Yorkshire Combined Authority (WYCA) operates the Regional Econometric Model (REM) which is an economic database and impact model for Yorkshire and the Humber created by Experian. The data in the model consists of historical employment, output, productivity, population estimates and forecasts, and other labour market and environmental information, and data is available at local authority level. Calderdale subscribes to the Model receiving annual updates, and this is considered to be an essential source of information and data particularly in regard to the job forecasts. In using this Model it is also possible to identify the role of the Borough within the wider areas of West Yorkshire, the Leeds City Region and Yorkshire and the Humber by comparing and contrasting data at different geographical levels on a consistent basis.

4.2.3 The Regional Economic Intelligence Unit at WYCA worked closely with the consultants undertaking the Employment Land Study for Calderdale, and the collaboration enabled bespoke scenarios of a change in job numbers over the plan period to be created. This was also beneficial as an underlying error in the data was identified which overestimated the current number of jobs in the Borough and it was possible to rectify the data quickly. In addition to the baseline forecast two 'policy on' scenarios were created which reflected the policies and programmes of the Local Economic Partnership's Strategic Employment Plan. One of these included the additional number of new jobs created because of the investment in transport infrastructure through the West Yorkshire + Transport fund.

a. Scenario 1 – **Baseline** forecast does not take into account policy aspirations, forecast a net increase of 6,250 jobs

b. Scenario 2- **Policy on** excluding transport- this seeks to accelerate job growth in key sectors targeted by the Leeds City Region Local Economic Partnership and would result in an overall increase of 6,977 jobs , 727 higher than the baseline

c. Scenario 3 - **Policy on Plus Transport** as above, but also incorporates the likely direct and indirect job growth forecast to flow from the significant transport infrastructure improvements being provided through the West Yorkshire Plus Transport Fund. There would be a net increase of 8,295 jobs which is 2,045 higher than the baseline

4.2.4 The first draft of the Employment Land Study report received in 2017 used data from the 2016 REM. As new updated version was due for release at the start of 2018 a decision was made to await the release and update the employment forecasts in the final report. As a consequence the overall land requirement assessment has increased to account for a higher projected increase in the number of new jobs created over the plan period.

4.2.5 The forecast number of jobs by each scenario is indicated in Table 5 together with a breakdown of the changes within the separate B use categories. The appropriate measure of jobs in this context is the number of 'full time equivalent 'jobs.

Table 5 Job Forecast 2016 -32 (full time equivalent)

Change 2016 - 32	Scenario 1 Baseline	Scenario 2 Policy on	Scenario 3 Policy on plus Transport
Offices B1a/b	1,658	1,795	2,043
Manufacturing B2	-2,028	-1,896	-1,657
Distribution B8	755	818	932
Total B use Jobs	386	717	1,318
Other Non B use jobs	5,864	6,260	6,977
Jobs in all sectors	6,250	6,977	8,295

4.2.6 The table indicates a net increase in B land use type jobs overall, and shows the forecasts indicate a change in the structure of B use employment with a decline in manufacturing, but an increase in office and distribution jobs.

4.2.7 The 'policy on with transport' indicates that there will be a higher increase in office and distribution jobs, and 'non B' use jobs, but also that the decrease in the number of manufacturing jobs will be lessened.

4.2.8 The second technique for assessing the net requirement for land relates to the **labour supply** (see para. 4.1.3 above). The assessment of labour supply used modelled outputs from the 2015 Strategic Housing Market Assessment as the current document at the time. The Council commissioned a 'Update Review of Objectively Assessed Housing need in Calderdale' and this reported in July 2018. In addition the Council has decided to use the new method of assessing the housing requirement, and a consequence of these aspects is that the three scenarios of labour supply assessment are not directly comparable with the current housing data.

4.2.9 It is possible however to make appropriate conclusions using information in the Employment Land Study and the Review of the housing needs assessment. The Update Review concludes that 1,001 dwelling per annum would be required to provide the labour supply to support the baseline need for jobs, and 1,129 to support the 'policy on with transport' level of growth. The Employment Land Study provides three scenarios of growth in the labour supply based on three options of housing building per annum.

4.2.10 The **final technique** for assessing the net requirement for land relates to past take up rates (see para. 4.1.3 above).

4.2.11 The approach assumes that future development rates of employment space over the plan period will be similar to previous trends. Assessments have been made of both the long and short term take up. The use of data over a longer period is preferred when identifying trends. However it has been useful to look at net changes over the period 2006/7 to 2013/14 when detailed information of losses is available, as the data shows that over this period the amount of employment land developed as virtually equal to the amount lost for development to other uses.

4.3 Calculation of floorspace and land requirements

4.3.1 In order to compare the various scenarios for growth identified at the first stage and consider which is the most appropriate, the next step is to calculate the land area requirements for premises and sites for the 'labour demand' and 'labour supply' scenarios. This has been done with reference to the separate uses within the B land use category[7] and Broad Industrial (Employment) Sectors[8], and the following criteria have been applied

1. The office floorspace requirement (i.e. B1) is related to job growth/decline in the financial and business service sectors.

2. The industrial floorspace requirement (i.e. B2) is related to job growth/ decline in the manufacturing sectors, and

[7] Town and Country Planning Use Classes Order

[8] Standard Industrial Classification of Economic Activities

3. The wholescale/distribution floorspace requirement (i.e. B8) is related to job growth/decline in the Industrial sectors of wholesale and land transport, storage and postal services.

4.3.2 The figures for the forecast change in jobs is shown in Fig .2 (page 8). In order to change these into land projections, the employment densities and plot ratios recommended in the HCA Employment Densities Guide, 3rd edition (November 2015) by Use class have been used. The following assumptions have been applied:

1. One B1a/b general office Full Time Equivalent (FTE)job requires 14 m2 of employment floorspace Gross External Area, of GEA)

2. One B1c light industrial FTE job requires 60 m2 of employment floorspace (GEA)

3. One B2 industrial FTE job requires 38 m2 of employment floorspace (GEA)

4. A combined B1c/B2 factor of 1 one FTE job per 49 m2 was obtained by taking an average of the aforementioned B1c /B2 GEA equivalents

5. One job per 70 m2 for general, smaller scale warehousing (assumed to account for 50% of future space) and 1 FTE per 86 m2 for large scale, lower density units (assumed to account for 50% of future space) (GEA).

4.3.3 Other specific factors were incorporated into the calculation, (e.g. an allowance for vacant premises) are outlined in the Employment Land Study report (7.25-7.27)

4.3.4 It should be noted that the newest version of the HCA Guide takes into account recent changes in the use of employment space, particularly the more efficient use of office space due to increased flexible working, hot desking, and working at home. This has resulted in a decrease in the amount of floorspace required per officer worker from the previous guidance.

4.3.5 A summary of the floorspace requirement from the various assessments is summarised in Table 6

Table 6 Floor space requirements

		Offices (B1a/c)	**Industrial (B1c/B2)**	**Warehousing (B8)**	**Total**
Labour demand	1.Experian REM Baseline	24,083	-49,680	100,570	74,972
	2.Experian REM 'Policy on' Exc Transport	26,209	-46,453	106,072	85,828
	3.Experian REM 'Policy on' plus Transport	30,062	-40,594	116,039	105,507
Labour supply	4. Labour supply 872 dpa	10,975	-83,033	74,536	2,478
	5. Labour supply 946 dpa	14,615	-77,855	84,568	21,328
	6. Labour supply 1169 dpa	29,926	-52,175	125,016	102,767

4.3.6 In order to assess the resulting land requirements in terms of hectares needed to provide for anticipated growth, the floorspace requirements are converted to hectares using the 'plot ratios' recommended in the Guidance from the former ODPM[9]. It has been assumed that a gross area of 1 ha is required to develop 4,000 m2 of office, industrial or warehousing/distribution space. i.e. a 40% plot ratio.

Table 7 new land requirements

		Offices (B1a/c)	Industrial (B1c/B2)	Warehousing (B8)	Total
Labour demand	1.Experian REM Baseline	6.02	-12.42	25.14	18.74
	2.Experian REM 'Policy on' Exc Transport	6.55	-11.61	26.52	21.46
	3.Experian REM 'Policy on' plus Transport	7.52	-10.15	29.01	26.38
Labour supply	4. Labour supply 872 dwellings pa	2.74	-20.76	18.63	-0.62
	5. Labour supply 946 dwellings pa	3.65	-19.46	21.14	5.33
	6. Labour supply 1169 dwellings pa	7.48	-13.04	31.25	25.69

4.4 Flexibility Margin Stage 2

4.4.1 Common practice has followed the recommendation of the South East England Planning partnership Board guidance which is that a margin of flexibility should be equivalent to the average time for a site to gain planning permission and be developed, which is typically two years. The long term past take up rate of development (i.e. the average completed per annum) was identified as 4.35 ha, and flexibility margin included in the land requirement assessment is therefore 8.70 ha.

4.5 Replacement for Losses of Employment Land Stage 3

4.5.1 Details of the losses of employment land have been analysed for the period 2008/2014 and are summarised in Table 4. Over this period a total of 88,426 m2 overall of employment floorspace was lost, with an annual average loss of 12,632 m2. This equates to around 3.16 ha of land (assuming plot ratio of 40%). It is standard practice to apply the annual average over the period of the plan to identify the likely loss of employment land to other uses, and thereby the total additional land that needs to be added to the assessment at this stage.

4.5.2 The Employment Land Study suggests that the replacement factor should actually be lower than the recorded average, as the total includes the loss of one very large former mill site, which could be said to have distorted the trend. This site has therefore been excluded from the calculation of the average, and the replacement level of 2.34 ha per year is applied. This equates to 37.47 ha over the assessment period.

[9] Employment Land Review Guidance Note, ODPM, 2004

4.6 Qualitative factors

4.6.1 The need to take account of qualitative factors assessment of future land requirement was outlined in para 4.1.7. The Employment Land Study states in para 9.36 that;

> "CMBC may choose to allocate a quantity of employment land over and above the identified OAN (Objectively assessed Need) target , not least to provide for flexibility and churn in the market especially bearing in mind the quantum of poorer premises and the need for refurbishment/redevelopment of these sites. Other issues could include uneven distribution, or that it was felt that the modest supply of sites in recent years, and therefore employment developments coming forward, had resulted in unmet, or spatially imbalance, demand across the Borough".

4.7 Conclusion

4.7.1 A summary of the various methods of assessment undertaken in the Employment Land Study to meet the requirements of NPPG presented in Table 8 below. An overall range of between 46.79 ha and 78.26 ha been identified based on:

- Econometric **labour demand** led projections: 64.91 – 72.54 ha
- **Labour supply** projections: 46.79 – 71.86 ha
- Short-term/ Long term **Past Take Up**: 48.14 – 78.26 ha

4.7.2 Two of the three constituting factors in assessing the land requirement are standard figures that apply in each formula. The deciding factor is therefore the assessment of the net requirement which is dependent of the source of growth identified and the level of future growth considered appropriate.

4.7.3 Given the considerable amount of investment that is committed to improving the transport infrastructure in Calderdale in the next few years, a land requirement based on the growth in labour forecast as an outcome of the Strategic Employment Strategy policies and improvements to infrastructure through programmes in the West Yorkshire Plus Transport Fund is appropriate.

4.7.4 Whilst the Update Review of the Housing Objectively Assessed Needs in Calderdale concludes that the rate of housing development is unlikely to provide a sufficient labour supply, the assessment in the document does not take into account any changes in the structure of employment in the district, or other factors. There are several changes that are likely to take place which will provide for changes in the workforce that are not reliant on a direct increase in households.

	Table 8 Comparison of Land Requirements Assessments					
	Options		B1a/b	B1c/B2	B8	TOTAL (ha)
Labour Demand	1.Experian REM Baseline	New land requirement	6.02	-12.42	25.14	18.74 net
		Replace losses				37.47
		Flexibility factor				8.70
		Total				**64.91**
	2.Experian REM 'Policy on' Exc Transport	New land requirement	6.55	-11.61	26.52	21.46 net
		Replace losses				37.47
		Flexibility factor				8.70
		Total				**67.62**
	3.Experian REM 'Policy on' plus Transport	New land requirement	7.52	-10.15	29.01	26.38 net
		Replace losses				37.47
		Flexibility factor				8.70
		Total				**72.54**
Labour supply	4. Labour supply 872 dpa	New land requirement	2.74	-20.76	18.63	0.62 net
		Replace losses				37.47
		Flexibility factor				8.70
		Total				**46.79**
	5. Labour supply 946 dpa	New land requirement	3.65	-19.46	21.14	5.33 net
		Replace losses				37.47
		Flexibility factor				8.70
		Total				**51.50**
	6. Labour supply 1169 dpa	New land requirement	7.48	-13.04	31.25	25.69 net
		Replace losses				37.47
		Flexibility factor				8.70
		Total				**71.86**
Past Take Up	7.Short term past take-up rate Not adjusted	Gross take up				50.54
		Net change				
		Flexibility factor				8.70
		Total				**59.24**
	Short term past take-up rate Adjusted	Gross take up				37.44
		Flexibility factor				8.70
		Total				**48.14**
	8.Long term take-up rate	Gross take up				69.57
		Flexibility factor				8.70
		Total				**78.26**

4.7.5 A fundamental theme in the Local Plan is the provision of sustainable communities. A growth in jobs with the lower level of proposed housing provision in the Plan can reduce the number of people commuting out of the District to work, and provide jobs closer to residents' homes. There is currently a net outflow of commuters which can reduce if new jobs are provided.

4.7.6 The number of people of working age will also increase over the plan period due changes in the age of retirement. More job opportunities may also encourage a higher employment rate with more people of working age participating in the workforce, and working locally.

4.7.7 In conclusion it is considered that 73 ha of land is required to meet the quantitative assessment for new land for employment uses, and this is based on the assessment below.

26.38 ha		37.47 ha		8.70 ha		
Net Requirement arising from growth	+	Replacement of losses	+	Flexibility factor	=	72.54 ha

5.0 Meeting the Employment Land Requirement

5.1 Methodology

5.1.1 The process of assessing potential employment sites that could contribute to meeting the need for new land was based firstly on the conclusions of the Employment land Study. These were then refined further with reference to the Council's own detailed site assessments undertaken in accordance with the LP site assessment methodology, and also to the conclusions of the Viability Study.

5.1.2 An initial list of 144 sites was assembled by the council and their suitability and deliverability were the assessed in the Employment Land Study. Potential sites were identified from a number of sources including, existing allocations for new employment/mixed use in the RUDP, sites within Primary Employment areas, Call for Sites submissions, 2008 Employment Land Review and update (2012), suggestions by other Council services, and sites included within current transformation projects.

5.1.3 The assessment criteria at the first stage of the process are indicated in Appendix of the Employment Land Study Report, together with individual Site Profiles , which included a summary of the characteristics and assessment of each site and an overall rating of quality, with a recommendation regarding the potential for allocation.

5.1.4 This information was then considered as an additional factor within the Local Plan Site Assessments. The final conclusion on each site assessment is recorded in the Summary of the Assessment and for those sites which have been rejected the reasoning for this is indicated.

5.2 Viability and delivery

5.2.1 It is not possible to assess the viability of employment sites in the same way as potential housing development land, as it is difficult to properly assess a site without an end user identified and their specific requirements known.

5.2.2 The potential employment sites were evaluated for viability in the Viability study for the Local Plan, and were initially based on a traditional 'developer- led' approach of delivery whereby the developer builds the building and lets the completed space to an end occupier. An alternative approach is to assume that that the 'end occupiers' purchases the land and builds their own premises. In these circumstances there would be no need to include a developer's profit or sales and marketing fees within the appraisal, and subsequent assessment of sites on this basis concluded that many more would be viable under this approach.

5.2.3 It has not been possible to confirm the availability of all sites proposed for allocation, and work is continuing in this respect. Due to the uncertainty around land values, as the ability to undertake a detailed financial appraisal at an early stage is not possible, landowners may have different expectations for future development of their sites. The adoption of an end user approach is likely to make more development sites feasible.

5.3 Site assessment

5.3.1 Assessments of 144 sites were undertaken in accordance with the Site Assessment methodology and considered for their potential to be allocated for New Employment or Mixed Use (to include an element of B use development). Of these 83 were filtered/ sieved, and the remaining sites proposed for allocation as follows

30 - New employment
15 - New Housing
11 - Mixed use including B use
4 - Mixed Use (with either no B uses, or B use not assessed)
1 - Minerals site

5.3.2 There are relatively few sites presented as new in the Local Plan. The majority of sites proposed for allocation as new Employment sites were previously identified in some way in the RUDP. Nine were allocated in the RUDP, and a further 14 are located within existing Primary Employment areas. The remaining 7 sites are proposed for the first time. Six of these are currently located within the Greenbelt, but it should be noted that 3 of these are adjacent to existing employment uses within the urban area.

5.3.3 The distribution of new employments sites is focussed to the east of the Borough, in areas of strongest market demand, which are also those where the better quality and larger sites are available.

5.3.4 The lack of potential new sites in other area, particularly in the Upper Valley has limited the ability to allocate sites in some parts of the Borough, and for this reason it is important to protect areas of Primary Employment from loss of land to other uses.

5.4 Contribution from other sources

5.4.1 There are other possible sources of employment land in addition to the employment allocations but it is very difficult to assess the contribution that these could make in providing employment floorspace. These factors will be monitored on an annual basis and their contribution assessed as part of the review of employment land availability.

5.4.2 The Local Plan includes a proposed allocation of 15 Mixed Sites, and the provision of employment uses on 11 of these is feasible. Several of these sites are included in the Council's plans for regeneration and transformation either in Halifax Town Centre or linked to the transport infrastructure improvement programme in the West Yorkshire Plus Transport Fund. The Council is continuing to develop these proposals and undertaking detailed feasibility studies to identify shortfalls in funding, and also opportunities to secure additional finance. It is not therefore possible at this stage to quantify the mix of uses that will be developed.

5.4.3 It is important to retain existing employment areas, especially in areas where few new employment sites have been allocated, and the designation of Primary Employment Areas in plan aim to do this. This is particularly important in the Upper Valley and more rural areas of the Borough.

6.0 Conclusions

6.1 The employment policies of the local plan aim to ensure that the local economy is able to grow and provide sufficient jobs and prosperity for residents and businesses in the Borough over the plan period.

6.2 Requirement for new Employment Land

6.2.1 The Employment Land Study identified a need for between 48 and 73 ha of new employment land. For the reasons outlined in para 4.1.7, and supported by Employment Land Study (see para 4.6 above) it is appropriate that the additional qualitative factors should be included in the assessment. The assessment of sites identified a pool of 97 ha, and it is considered that all sites which make up this pool should be allocated in the Local Plan for new employment use.

6.2.2 Whilst the total land to be allocated comprises 97 ha, the amount of land within the sites that is developable is 84 ha. This takes into account land that has been excluded from the developable area for reasons of, for instance, ecology, amenity or flood risk. In reality an additional 11 ha of developable land is allocated to take account of the additional quality factors that need to be incorporated into the assessment. It should also be noted that in practice, on average, only 40% of an employment site is occupied by buildings and the remaining land for used for parking, access, landscaping, ancillary uses and amenity.

6.3 Existing employment land and Premises

6.3.1 There is a contrast in the nature of accommodation needs over the Borough. New sites are needed to retain existing larger business that are growing and wish to expand or rationalise premise through relocation. The large majority of businesses are small and therefore require smaller premises, in sustainable locations, but which are of a standard to meet modern requirements.

6.3.2 It is therefore vitally important to protect existing employment land and premises, particularly in the western part of the borough where there are fewer opportunities for new development, and this is the aim of the Priority Employment areas designations. It is accepted that in some areas it may not be appropriate or possible for the employment use to continue, but in order to accept a change of use, any proposal must satisfy the requirements of the policy and provide evidence that this is the case.

Appendix

Table 1 Forecast Employment changes

Table 2 Employment Land Study Conclusions of Site Assessments

Table 3 Policy SD5 Allocated New Employment Sites

Table 4 Policy SD6 Allocated New Mixed Use sites

Table 1 Employment Forecasts 2016 – 32 (Full Time Equivalent jobs)

Industry Sector and Broad Category	2016	2025	2032	2036	Change 2016-2032	% Change 2016-2032
Accommodation & Food Services	3,709	4,657	5,167	5,427	1,458	39.3
Recreation	1,457	1,637	1,788	1,885	331	22.7
Accommodation, Food Services & Recreation (Broad Sector total)	5,166	6,294	6,955	7,312	1,789	34.6
Agriculture, Forestry & Fishing	100	102	103	103	3	3.0
Agriculture, Forestry & Fishing (Broad Sector total)	100	102	103	103	3	3.0
Civil Engineering	421	468	494	505	73	17.3
Construction of Buildings	1,224	1,352	1,377	1,390	153	12.5
Specialised Construction Activities	3,220	3,529	3,678	3,738	458	14.2
Construction (Broad Sector total)	4,865	5,349	5,549	5,633	684	14.1
Extraction & Mining	60	61	51	51	-9	-15.0
Extraction & Mining (Broad Sector total)	60	61	51	51	-9	-15.0
Finance	6,279	6,997	7,325	7,527	1,046	16.7
Insurance & Pensions	1,085	1,098	1,068	1,052	-17	-1.6
Finance & Insurance (Broad Sector total)	7,364	8,095	8,393	8,579	1,029	14.0
Computing & Information Services	1,023	1,159	1,202	1,236	179	17.5
Media Activities	161	193	195	196	34	21.1
Telecoms	221	254	247	247	26	11.8
Information & communication (Broad Sector total)	1,405	1,606	1,644	1,679	239	17.0
Chemicals	672	702	657	618	-15	-2.2
Computer & Electronic Products	1,144	946	873	824	-271	-23.7
Food, Drink & Tobacco	1,725	1,811	1,736	1,689	11	0.6
Fuel Refining	130	153	144	134	14	10.8
Machinery & Equipment	2,057	1,872	1,633	1,524	-424	-20.6
Metal Products	2,458	2,381	2,198	2,111	-260	-10.6
Other Manufacturing	1,946	1,761	1,633	1,565	-313	-16.1
Pharmaceuticals						
Printing and Reproduction of Recorded Media	411	377	298	247	-113	-27.5
Rubber, Plastic and Other Non-Metallic Mineral Products	2,036	1,954	1,839	1,771	-197	-9.7
Textiles & Clothing	572	458	380	340	-192	-33.6
Transport Equipment	341	336	318	309	-23	-6.7
Wood & Paper	963	875	760	700	-203	-21.1
Manufacturing (Broad Sector total)	14,455	13,626	12,469	11,832	-1,986	-13.7
Administrative & Supportive Service Activities	5,764	6,264	6,678	6,951	914	15.9
Other Private Services	1,544	1,597	1,603	1,617	59	3.8
Professional Services	3,749	4,047	4,263	4,428	514	13.7
Real Estate	992	1,129	1,202	1,236	210	21.2
Professional & Other Private Services (Broad Sector total)	12,049	13,037	13,746	14,232	1,697	14.1

Industry Sector and Broad Category	2016	2025	2032	2036	Change 2016-2032	% Change 2016-2032
Education	6,498	6,966	7,215	7,319	717	11.0
Health	4,299	4,912	5,201	5,342	902	21.0
Public Administration & Defence	2,792	2,735	2,775	2,789	-17	-0.6
Residential Care & Social Work	3,897	4,800	5,478	5,723	1,581	40.6
Public Services (Broad Sector total)	17,486	19,413	20,669	21,173	3,183	18.2
Air & Water Transport	20	20	21	21	1	5.0
Land Transport, Storage & Post	3,170	3,579	3,945	4,171	775	24.4
Transport & storage (Broad Sector total)	3,190	3,599	3,966	4,192	776	24.3
Utilities	522	519	514	515	-8	-1.5
Utilities (Broad Sector total)	522	519	514	515	-8	-1.5
Retail	5,447	5,674	5,835	5,891	388	7.1
Wholesale	5,829	6,264	6,339	6,385	510	8.7
Wholesale & Retail (Broad Sector total)	11,276	11,938	12,174	12,276	898	8.0
Total	77,938	83,639	86,233	87,577	8,295	10.6

Table 2 Employment Land Study Conclusions of Site Assessments

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP0002	NLP1	EM54	Allocated site - retain	Average		0.61		Filtered	Flood risk			41
LP0009	NLP2	PEA	Existing site - retain	Good	Mixed	3.08	3.08	New Employment		X	✓	41
LP0011	NLP3	EM51	Allocated site - retain	Average		2.48		New Housing				38
LP0021	NLP4	GB	Potential new Allocation	Good	Greenfield	4.60	4.6	New Employment		✓	✓	33
LP0105	NLP13	GB	Potential new Allocation	Average	Greenfield	0.30	0.3	New Employment		✓	✓	43
LP0022	NLP5	GB	Potential site - do not allocate	Poor		7.31		Filtered	Cumulative effect on Hipperholme junction			35
LP0025	NLP6	GB	Potential new Allocation	Good	Mixed	1.66	1.66	New Employment		✓	✓	42
LP0026	NLP7	GB	Potential site - do not allocate	Very poor		2.13		Filtered	Preferred use is housing, but supply of more suitable sites available and need to protect Greenbelt			37
LP0030	NLP8	PEA	Existing site - retain	Good		0.34		Filtered	Retain as PEA			43
LP0032	NLP9	EM68	Allocated site - safeguard land for long term	Average	Brownfield	1.94	1.94	New Employment		X	✓	42
LP0034	NLP10	GB	Potential site - do not allocate	Poor		10.47		Filtered	Developable area disconnected from the urban area			

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP0055	NLP11	PEA	Existing site - retain	Good		1.21		Filtered	Extant planning permission for retail use			40
LP0057	NLP132	PEA	Existing site - retain	Average		0.41		Filtered	Retain as PEA			40
LP0059	NLP12	PEA	Existing site - retain	Average	Brownfield	0.30	0.27	New Employment		X	X	45
LP0355	NLP25	GB	Potential new Allocation	Good	Greenfield	0.33	0.33	New Employment site with pp		✓	✓	42
LP0138	NLP14	GB	Potential site - do not allocate	Very poor		1.35		Filtered	Flood risk			36
LP0166	NLP15	EM53	Allocated site - deallocate	Poor		6.61		Filtered	Development constraints			41
LP0170	NLP16	PEA	Existing site - retain	Poor		2.85		Filtered	Retain as PEA			
LP0187	NLP17	PEA	Existing site - retain	Average		0.94		Filtered	Retain as PEA			
LP0216	NLP18	GB village envelope	Potential site - do not allocate	Poor		0.98		Filtered	Site area reduced and part has valid planning permission			41
LP0246	NLP19	PEA	Existing site - release for housing	Average		0.33		Filtered	Extant planning permission development has commenced			0
LP0264	NLP20	MU2	Allocated MU site - retain	Good	Brownfield	0.39	0.39	New Mixed Use		housing	housing	44
LP0289	NLP21		Potential Mixed Use site	Average	Brownfield	0.42	0.42	New Mixed Use		housing	housing	44
LP0331	NLP22	GB	Potential site - do not allocate	Poor		1.96		Filtered	Cumulative effect on Hipperholme junction			38
LP0332	NLP23	PEA	Existing site - retain	Good	Mixed	0.53	0.53	New Employment		X	✓	43

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP0334	NLP24	PEA	Existing site - retain	Average		3.50		Filtered	Preferred use is housing ,but not available for development. Retain as PEA			38
LP0472	NLP32	PEA	Existing site - retain	Average	Greenfield	0.78	0.61	New Employment		✓	✓	41
LP0370	New	Open Space Urban			Greenfield	0.26	0.26	New Mixed Use				41
LP0402	NLP26	PEA	Existing site - release for MU	Poor		0.39		Filtered	Development constraints			39
LP0403	NLP27	PEA	Existing site - release for MU	Poor		0.26		Filtered	Retain as PEA			42
LP0405	NLP28	PEA	Existing site - retain	average		0.46		Filtered	Retain as PEA			44
LP0406	NLP29	PEA	Existing site - retain	Average		0.32		Filtered	Preferred use is housing, but development unviable			44
LP0409	NLP30	PEA	Existing site - retain	Average	Brownfield	0.71	0.71	New Employment		X	✓	43
LP0468	NLP31		Potential site - do not allocate	Poor		0.29		Filtered	Site included in LP0749			40
LP1219	NLP98	EM56	Allocated site - retain	Average	Greenfield	6.85	6.28	New Employment		✓	✓	41
LP0481	NLP33	EM47	Allocated site - retain	Good		5.67		Filtered	Flood risk and development constraints			35
LP0509	NLP34	MU5	Allocated MU site - retain	Good	Brownfield	1.90	1.9	New Mixed Use		smaller site	smaller site	42
LP0510	NLP35	PEA	Existing site - retain	Good		0.82		Filtered	Retain as PEA			43
LP0520	NLP36		Existing site - release for station	Average		1.02		New Housing				41

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP0523	NLP37	MU10	Potential Mixed Use site	Good		3.37		New Housing				42
LP0571	NLP38	PEA	Existing site - release	Poor		0.25		New Housing				39
LP0573	NLP39	MU4	Allocated MU site - retain	Good		3.09		Filtered	Flood risk			40
LP0579	NLP40	PEA	Existing site - retain	Good	Brownfield	0.42	0.42	New Mixed Use		conversion	conversion	44
LP0960	NLP58	EM11A, WM3	Allocated site - retain	Good	Greenfield	5.86	5.86	New Employment		✓	✓	40
LP0597	NLP42	GB	Potential site - do not allocate	Poor		0.29		Filtered	Flood risk and development constraints			36
LP0649	NLP43	PEA	Existing site - release for housing	Average		0.57		Filtered	Preferred use is housing, but filtered due to flood risk			41
LP0706	NLP44	PEA	Existing site - retain	Poor		0.27		Filtered	Site area is below the threshold for allocation			44
LP0749		PEA	n/a		Brownfield	1.52	1.52	New Mixed Use no employment				43
LP0771			n/a			0.61	0.61	New Mixed Use no employment				43
LP0805	New	PEA	n/a		Brownfield	1.37	1.37	New Employment		X	✓	44
LP0827	NLP45	PEA	Existing site - retain	Poor		0.26		Filtered	Flood risk			
LP0849	NLP46	GB	Potential site - do not allocate	Average		3.09		Filtered	Disconnected from the Urban area			
LP0859	NLP47	GB	Potential site - do not allocate	Poor		33.00		Filtered	Disconnected from the Urban area			

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP0894	NLP48	GB	Potential site - do not allocate	Average		4.77		Filtered	Preferred use is housing and included in LP1463			38
LP0897	NLP49	GB	Potential site - do not allocate	Average		2.78		Filtered	New Waste Site WLP4			38
LP0915	NLP50	GB	Potential site - do not allocate	Very poor		0.74		Filtered	Flood risk			39
LP0916	NLP51	GB	Potential site - do not allocate	Very poor		0.97		Filtered	Disconnected from the Urban area			39
LP0922	NLP52		Potential Mixed Use site	Good	Brownfield	0.37	0.37	New Mixed Use		housing	housing	43
LP0925	NLP53	GB part	Potential site - do not allocate	Very poor		1.69		Filtered	Flood risk			
LP0932	NLP54	PEA	Existing site - retain	Good		2.30		Filtered	Development constraints, flood risk, highways, ecology			38
LP0938	NLP126	PEA	Existing site - release	Poor		0.53		New Housing				40
LP0942	NLP55	PEA	Existing site - retain	Average		0.41		Filtered	Development constraints, flood risk, highways, ecology			41
LP0949	NLP56	GB	Potential site - do not allocate	Average		4.20		Filtered	Preferred use is housing, but supply of more suitable sites available and need to protect Greenbelt			37
LP0950	NLP57	GB	Potential site - do not allocate	Poor		5.95		New Housing				39
LP1018	NLP121	EM52	Allocated site - retain	Good	Greenfield	6.10	4.32	New Employment		✓	✓	38

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP0968	NLP59	GB	Potential site - do not allocate	Very poor		2.72		New Housing				39
LP0971	NLP60	PEA	Existing site - retain	average		0.28		Filtered	Retain PEA			
LP0973	NLP127	Urban open space	Potential site - do not allocate	average		0.71		Filtered	Retain open space			40
LP0974	NLP61	PEA	Existing site - retain	Poor		0.31		Filtered	Site area reduced to below the threshold			
LP0975	NLP62	PEA	Existing site - retain	Good		0.66		Filtered	Retain PEA			
LP0976	NLP63	PEA	Existing site - retain	Good	Brownfield	0.43	0.43	New Employment		X	✓	45
LP0978	NLP64	GB	Safeguard for long term employment use	Average		8.28		New Housing				38
LP0982	NLP65	GB	Potential new Allocation	average		2.04		Filtered	Considered for housing but constraints and GB			36
LP1004	NP66	PEA	Existing site - retain	Average		0.78		New Housing				40
LP1012	NLP67	GB	Potential site - do not allocate	Poor		2.28		Filtered	Disconnected from the Urban area			37
LP1618	NLP134	GB	Potential new Allocation	Very Good	Greenfield	7.00	6.69	New Employment		✓	✓	38
LP1042	NLP69	PEA	Existing site - retain	Average		0.33		Filtered	Planning permission			
LP1046	NLP70	GB	Potential site - do not allocate	Poor		1.19		Filtered	Preferred use is housing, but supply of more suitable sites available and need to protect Greenbelt			36

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP1053	NLP71	Mineral Working site	Safeguard for long term employment use	Average		3.75		New Housing				38
LP1056	NLP72	GB	Safeguard for long term employment use	Poor		10.23		Filtered	Ecology grounds			34
LP1068	NLP73	PEA	Existing site - retain	Poor		0.28		Filtered	Flood risk			42
LP1069	NLP74	PEA	Existing site - retain	Poor		0.48		Filtered	Flood risk			43
LP1072	NLP75	GB	Potential site - do not allocate	average		9.33		Filtered	Considered for housing, but Hipperholme sensitivity and GB			35
LP1077	NLP76	EM44	Allocated site - deallocate	Poor		15.07		New Housing				37
LP1078	NLP77	GB	Potential new Allocation	Good		27.52		New Housing				36
LP1082	NLP78	PEA	Existing site - retain	Average		3.10		Filtered	Retain PEA			38
LP1086	NLP79	PEA	Existing site - retain	Poor		0.26		Filtered	Flood risk			
LP1087	NLP80	PEA	Existing site - retain	Good		1.60		Filtered	Planning permission			42
LP1088	NLP81	PEA	Existing site - release for MU	Average	Brownfield	0.80	0.47	New Mixed Use		housing	housing	43
LP1103			n/a					Filtered	Included in LP1612			
LP1104	NLP83	GB	Potential site - do not allocate	Poor		1.89		Filtered	Considered for housing, but Hipperholme sensitivity and GB			37
LP1116	NLP84	PEA	Existing site – retain	Average		3.85		New Housing				36

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP1119	NLP85	GB	Potential site - do not allocate	Poor		0.56		Filtered	Considered for housing, but Hipperholme sensitivity and GB			39
LP1121	NLP86	PEA	Existing site - retain	Poor		1.65		Filtered	Retain PEA			38
LP1123			New		Mixed	1.73	1.73	New Mixed Use		new	new	41
LP1132	NLP87	PEA	Existing site - retain	Average		1.30		Filtered	Retain PEA			
LP1133	NLP88	PEA	Existing site - retain	Average	Brownfield	4.37	2.87	New Employment		X	✓	40
LP1134	NLP89	PEA	Existing site - retain	Good	Brownfield	1.32	1.05	New Employment		X	✓	41
LP1147	NLP128		Potential site - do not allocate	Very poor		1.67		Filtered	Not available			41
LP1170	NLP90	MU2	Allocated MU site - retain	Good	Brownfield	3.24	1.54	New Mixed Use		employmen t	employmen t	40
LP1179	NLP91	PEA	Existing site - retain	Poor		0.60		Filtered	Development constraint - flood risk, ecology, access			33
LP1183	NLP92	MU1	Allocated MU site - retain	Average		2.32		Filtered	Preferred use is housing, but development unviable			41
LP1186	NLP93	MU3	Allocated MU site - retain	Average		1.74		Filtered	Multiple ownership, developability unknown			
LP1192	NLP94	GB	Potential site - do not allocate	Poor		1.10		Filtered	Disconnected from the Urban area			
LP1203	NLP95	PEA	Existing site - retain	Average	Mixed	1.01	0.52	New Employment		greenfield	greenfield	43

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP1204	NLP96	GB	Potential site - do not allocate	Poor		2.66		Filtered	Considered for housing, but development constraints - highways ecology			
LP1217	NLP97	EM63	Allocated site - retain	Good	Mixed	1.31	1.31	New Employment		✓	✓	41
LP1218	New	PEA			Brownfield	0.48	0.48	New Employment		X	✓	44
LP0585	NLP41	PEA	Existing site - retain	Poor	Greenfield	0.82	0.8	New Employment		✓	✓	37
LP1220	NLP99	EM57	Allocated site - retain	Average	Greenfield	3.98	3.55	New Employment		X	✓	37
LP1221	NLP100	EM62	Existing site - retain	Very Good		0.73		Filtered	Include in PEA			44
LP1223	NLP101	EM67	Allocated site - retain	Very Good	Brownfield	2.27	2.27	New Employment		X	✓	44
LP1224	NLP102	EM50	Allocated site - retain	Poor		1.84		New Housing				38
LP1225	NLP103	PEA	Existing site - retain	Poor		3.17		Filtered	Development constraints - highways, ecology			40
LP1227	NLP104	PEA	Existing site - retain	Average		0.29		Filtered	Included in LP1231			
LP1228	NP105	PEA	Existing site - retain	Average		1.03		Filtered	Considered for housing, but assessed as unviable.			41
LP1229	NLP106	GB	Potential site - do not allocate	Poor		21.01		New Housing				38
LP1231	NLP107	MU8	Allocated MU site - retain	Average	Mixed	3.91	1.19	New Employment		X	✓	44
LP1232	NLP108	EM42	Allocated site - retain	Very Good	Greenfield	25.42	21.38	New Employment		✓	✓	37
LP1234	NLP109	EM61	Allocated site - retain	Average		2.12		Filtered	Flood risk			41

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP1248	NLP110		Potential Mixed Use site	Good		0.25		Filtered	Site area reduced to below the threshold			41
LP1251	NLP129		Potential site - do not allocate	Poor		2.08		Filtered	Development constraints - access, ecology , environmental health			33
LP1287	NLP111		Potential Mixed Use site	Good	Brownfield	0.92	0.92	New Mixed Use no emp				
LP1292	NLP112		Potential Mixed Use site	Good	Brownfield	0.34	0.34	New Mixed Use no emp				
LP1410	NLP113	GB	Potential new Allocation	Average		1.60		Filtered	Ecology grounds			36
LP1427	NLP130	GB	Potential site - do not allocate	Poor		1.16		Filtered	Illogical encroachment into GB			37
LP1431	NLP131	PEA	Existing site - release for MU	Average	Brownfield	0.87	0.87	New Mixed Use		housing	housing	45
LP1433	NLP114	PEA	Existing site - retain	Average	Mixed	0.38	0.24	New Employment		X	✓	43
LP1443	NLP115	PEA	Existing site - retain	Average	Brownfield	0.50	0.5	New Employment		X	✓	43
LP1447	NLP116	GB	Safeguard for long term employment use	Average		19.27		Filtered	Minerals site MLP3			32
LP1454	NLP117	GB	Potential site - do not allocate	Very poor		6.62		Filtered	Flood risk, ecology			32
LP1502	NLP118	PEA	Existing site - retain	Average		0.97		Filtered	Retain PEA			42
LP1522	NLP119	PEA	Existing site - retain	Poor		2.96		Filtered	Site reduced in size and remaining land not available			42
LP1535	NLP120		Potential site - do not allocate	Very poor		1.01		Filtered	Development constraint, access and ecology			32

Local Plan Site Ref	Lichfields Ref	RUDP (Employment/ Green belt)	ELS Recommendation	ELS Rating	Land type	Site Area	Developable area (ha)	Allocation	Reason filtered	Viable Devel-oper Led	Viable End user	RAG
LP1562	NLP121	EM52	record under 1018	Good		8.33		Filtered	Included in other sites			38
LP1567	NLP122		Potential site - do not allocate	Average		37.48		Filtered	Preferred use is housing, but supply of more suitable sites available and need to protect Greenbelt			36
LP1572	NLP123		Potential site - do not allocate	Poor		2.50		Filtered	Preferred use for housing, but constraints - topography, unstable lane, heritage, loss open space			35
LP1576	NLP124	GB	Potential site - do not allocate	Very poor		1.45		Filtered	Disconnected from the Urban area			
LP1612 (1103)	NLP82 see	GB	Potential site - do not allocate	Average		24.55		Filtered	Disconnected from the Urban area			39
LP1619	NLP133	GB	Potential new Allocation	Very Good	Greenfield	6.25		Filtered	Preferred use for housing, included in LP1451			
LP1622	New	GB	n/a		Mixed	8.38	7.63	New Employment		X	✓	34
LP1632			n/a		Brownfield	1.56	1.56	New Mixed Use		new	new	41
MLP20	NLP125	GB	Potential site - do not allocate	Poor				Minerals				
LP1640	New	PEA	n/a		Brownfield	1.33	1.33	New Employment		new	new	45

Table 3 :Policy SD5 Allocated New Employment Sites

Local Plan Site Ref	Lichfields Ref	RUDP	ELS Recommendation	ELS Rating	Land type	Site Area	Develop-able area (ha)	Allocation	Viability Developer Led	Viability End user	RAG
LP0059	NLP12	PEA	Existing site - retain	Average	Brownfield	0.30	0.27	New Employment	X	X	45
LP0976	NLP63	PEA	Existing site - retain	Good	Brownfield	0.43	0.43	New Employment	X	✓	45
LP1640	New	PEA	n/a	n/a	Brownfield	1.33	1.33	New Employment	new	new	45
LP0805	New	PEA	n/a	n/a	Brownfield	1.37	1.37	New Employment	X	✓	44
LP1218	New	PEA	n/a	n/a	Brownfield	0.48	0.48	New Employment	X	✓	44
LP1223	NLP101	EM67	Allocated site - retain	Very Good	Brownfield	2.27	2.27	New Employment	X	✓	44
LP0409	NLP30	PEA	Existing site - retain	Average	Brownfield	0.71	0.71	New Employment	X	✓	43
LP1443	NLP115	PEA	Existing site - retain	Average	Brownfield	0.50	0.5	New Employment	X	✓	43
LP0032	NLP9	EM68	Allocated site - safeguard land for long term	Average	Brownfield	1.94	1.94	New Employment	X	✓	42
LP1134	NLP89	PEA	Existing site - retain	Good	Brownfield	1.32	1.05	New Employment	X	✓	41
LP1231	NLP107	MU8	Allocated MU site - retain	Average	Mixed	3.91	1.19	New Employment	X	✓	44
LP0332	NLP23	PEA	Existing site - retain	Good	Mixed	0.53	0.53	New Employment	X	✓	43
LP1433	NLP114	PEA	Existing site - retain	Average	Mixed	0.38	0.24	New Employment	X	✓	43
LP1203	NLP95	PEA	Existing site - retain	Average	Mixed	1.01	0.52	New Employment	assessed greenfield	assessed greenfield	43
LP0025	NLP6	GB	Potential new Allocation	Good	Mixed	1.66	1.66	New Employment	✓	✓	42

Local Plan Site Ref	Lichfields Ref	RUDP	ELS Recommendation	ELS Rating	Land type	Site Area	Develop-able area (ha)	Allocation	Viability Developer Led	Viability End user	RAG
LP0009	NLP2	PEA	Existing site - retain	Good	Mixed	3.08	3.08	New Employment	X	✓	41
LP1217	NLP97	EM63	Allocated site - retain	Good	Mixed	1.31	1.31	New Employment	✓	✓	41
LP1622	New	GB	n/a	n/a	Mixed	8.38	7.63	New Employment	X	✓	34
LP0105	NLP13	GB	Potential new Allocation	Average	Greenfield	0.30	0.3	New Employment	✓	✓	43
LP0355	NLP25	GB	Potential new Allocation	Good	Greenfield	0.33	0.33	New Employment site with pp	✓	✓	42
LP0472	NLP32	PEA	Existing site - retain	Average	Greenfield	0.78	0.61	New Employment	✓	✓	41
LP1219	NLP98	EM56	Allocated site - retain	Average	Greenfield	6.85	6.28	New Employment	✓	✓	41
LP0960	NLP58	EM11A, WM3	Allocated site - retain	Good	Greenfield	5.86	5.86	New Employment	✓	✓	40
LP1018	see NLP121	EM52	Allocated site - retain	Good	Greenfield	6.10	4.32	New Employment	✓	✓	38
LP1618	NLP134	GB	Potential new Allocation	Very Good	Greenfield	7.00	6.69	New Employment	✓	✓	38
LP0585	NLP41	PEA	Existing site - retain	Poor	Greenfield	0.82	0.8	New Employment	✓	✓	37
LP1220	NLP99	EM57	Allocated site - retain	Average	Greenfield	3.98	3.55	New Employment	X	✓	37
LP1232	NLP108	EM42	Allocated site - retain	Very Good	Greenfield	25.42	21.38	New Employment	✓	✓	37
LP0021	NLP4	GB	Potential new Allocation	Good	Greenfield	4.60	4.6	New Employment	✓	✓	33
LP0105	NLP13	GB	Potential new Allocation	Average	Greenfield	0.30	0.3	New Employment	✓	✓	43
LP0355	NLP25	GB	Potential new Allocation	Good	Greenfield	0.33	0.33	New Employment site with pp	✓	✓	42
LP0472	NLP32	PEA	Existing site - retain	Average	Greenfield	0.78	0.61	New Employment	✓	✓	41

Table 4 Allocated new Mixed Use sites

Local Plan Site Ref	Lichfields Ref	RUDP	ELS Recommendation	ELS Rating	Land type	Site Area	Develop-able area (ha)	Allocation	Viability Study	RAG
LP1431	NLP131	PEA	Existing site - release for MU	Average	Brownfield	0.87	0.87	New Mixed Use Site	Assessed as housing	45
LP0264	NLP20	MU2	Allocated MU site - retain	Good	Brownfield	0.39	0.39	New Mixed Use Site	Assessed as housing	44
LP0289	NLP21		Potential Mixed Use site	Average	Brownfield	0.42	0.42	New Mixed Use Site	Assessed as housing	44
LP0579	NLP40	PEA	Existing site - retain	Good	Brownfield	0.42	0.42	New Mixed Use Site	Conversion	44
LP0922	NLP52		Potential Mixed Use site	Good	Brownfield	0.37	0.37	New Mixed Use Site	Assessed as housing	43
LP1088	NLP81	PEA	Existing site - release for MU	Average	Brownfield	0.80	0.47	New Mixed Use Site	Assessed as housing	43
LP0509	NLP34	MU5	Allocated MU site - retain	Good	Brownfield	1.90	1.9	New Mixed Use Site	Smaller site assessed	42
LP1632	n/a		n/a		Brownfield	1.56	1.56	New Mixed Use Site	New	41
LP1170	NLP90	MU2	Allocated MU site - retain	Good	Brownfield	3.24	1.54	New Mixed Use Site	Assessed as employment	40
LP0749	n/a				Brownfield	1.52	1.52	New Mixed Use no emp		
LP0771	n/a				Brownfield	0.61	0.61	New Mixed Use no emp		
LP1287	NLP111		Potential Mixed Use site	Good	Brownfield	0.92	0.92	New Mixed Use no emp		
LP1292	NLP112		Potential Mixed Use site	Good	Brownfield	0.34	0.34	New Mixed Use no emp		
LP1123	n/a				Mixed	1.73	1.73	New Mixed Use	New	
LP0370	New				Greenfield	0.26	0.26	New Mixed Use	new	