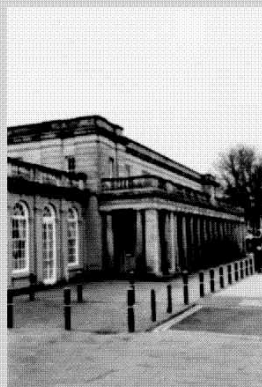




WARWICK DISTRICT LOCAL PLAN Public Local Inquiry 2006

Core Topic Paper 7

Employment



1996 - 2011

February 2006

Warwick District Local Plan - Public Local Inquiry Core Topic Paper

Employment

1. Introduction

1.1 This core topic paper explains and justifies the policies, proposals and allocations contained in the Warwick Local Plan in relation to employment and tourism. It is one of 12 core topic papers that have been prepared for the Public Inquiry into the Warwick District Local Plan. These core topic papers do not seek to respond to individual objections to the local plan, but to provide background information on various key topics. They are considered in relation to the relevant international, national and local policy and guidance documents, together with local strategy documents and relevant aspects of local context. The Council is also preparing detailed proofs of evidence and written statements that will respond to the comments of objectors to the plan.

1.2 The proof is structured to provide background information on the following key areas:-

- Background
- Context
 - International
 - Regional and Sub-regional
 - National
 - Local
- The Strategy of the Local Plan
 - The spatial strategy
 - Objectives
- The Policies of the Local Plan
 - Protecting employment land and buildings
 - Ensuring and adequate supply of employment land
 - Rural employment
 - Tourism
- Conclusion
- Appendices

- 1.3 It is acknowledged that 'employment' can be gained from many types of development, however, in line with government guidance and the Structure Plan, this paper deals only with employment gained from uses within the 'B' class of The Town & Country Planning (Use Classes) Order 1987 which are; B1, Businesses, B2 General Industrial, B8 Storage & Distribution. Other types of employment are considered here but not in detail. However, as there are policies covering tourism in the Local Plan and because it makes a considerable contribution to employment, it is included in this paper.

2. Background

Population:

- 2.1 Warwick District covers the four main towns of Warwick, Royal Leamington Spa, Kenilworth and Whitnash and covers an area of 28,253 hectares. In 2004 there was a total population for the District of 136,300. This breaks down as 67,655 male and 68,645 female.

Unemployment:

- 2.2 Unemployment in the district is low. The latest unemployment figures for Warwickshire are available as at November 2005 with a total of 4,943 (1.5%) which is a rise of 842 (0.2%) over last 2004 figures. This compares well when compared with the West Midlands percentage of 3.1% and the national percentage of 2.4%. *(Figures are seasonally adjusted and apply to all residents of 'working age' – available from Warwickshire County Council Research Unit)*

Employment Types:

- 2.3 Traditionally, employment within Leamington, Warwick and Whitnash was dominated by heavy engineering, but is now primarily split between heavy/light engineering, high technology business and the service sector economy. The service sector is still growing. The tables in Appendix 6 provide some key information about employment.

Regeneration in Old Town, Leamington Spa

- 2.4 Although Warwick District is generally affluent, there are pockets of deprivation and particularly in Brunswick and Clarendon wards within the Old Town area of Leamington Spa. In this respect Brunswick is ranked as being within the top 30% of most deprived areas nationally and ranked 9th out of all

the Warwickshire wards. The ranking is based on a number of factors of deprivation:-

- income
- employment
- education,
- health
- crime,
- living environment
- barriers to housing and services.

2.5 These recognised challenges within the Old Town area have been addressed through a successful Single Regeneration Budget bid by Regenesis, a community-led organisation, delivering the social, economic and environmental regeneration of Old Town. Old Town is south of the river and historically was once the heart of Leamington Spa. This area has since seen considerable decline but the funding has been the catalyst for major investment in the area to improve this part of the town. The aims of 'Regenesis' were to achieve regeneration by:-

- encouraging a healthy lifestyle and improved access to community health services
- promoting a learning community which offers accessible and appropriate education, training and lifelong learning opportunities
- increasing the availability of opportunities for employment and for contributing to the social and economic life of an enterprising community
- promoting vibrant and sustainable business in Old Town through training and business development opportunities
- increasing the confidence and positive self-image of individuals and therefore of the community as a whole
- transforming the appearance of buildings and open spaces
- in the arts and other leisure pursuits for everyone
- establishing venues and projects which promote relationship-building in the community creating more opportunities for involvement

(source: Warwick DC website)

- 2.6 Regenesys have been successful in setting up the Leamington Spa Credit Union, producing an information pack for local businesses, offering support and promoting the Old Town to new businesses and users. A full time Business Co-ordinator is available to advise new and existing businesses and the group works with individuals, community and voluntary groups and statutory agencies, businesses and schools.

Warwickshire Travel to Work Patterns

Current Travel Patterns:

- 2.7 Within Warwickshire, the main travel movements occur within and between the urban areas in the North/South corridor, i.e. Nuneaton, Bedworth, Coventry, Kenilworth, Leamington Spa and Warwick. There are also significant movements between Rugby and Coventry, and between Warwickshire, Birmingham and the West Midlands conurbation. Locally, Kenilworth acts largely as a dormitory town for Coventry with many of the resident working age population commuting to work in Coventry, Birmingham or nearby towns. The rural area too acts generally as the commuter belt for the West Midlands. Traffic growth across the County has generally followed national growth trends over recent years, with vehicular growth seen primarily in these areas where significant development has occurred.
- 2.8 The car is the dominant mode of travel in Warwickshire, where a higher percentage of people travel to work by car as illustrated in the table below:

Mode of travel	Warwickshire	England & Wales
% of people travelling to work by car	71.2	61.5
% of people travelling to work by bus	3.4	7.4
% of people travelling to work by taxi/other	1.7	-

(source – Warwickshire Provisional Local Transport Plan, 2005)

- 2.9 Details of changes in the pattern of travel by location of workplace and place of residence of employees working in Warwick District is given at Appendix 4.

3 Context

International

- 3.1 It is an objective of the European Union that Europe should become the most competitive and dynamic based economy in the world. This is to be achieved through a number of strategies and processes. These include the overall European Employment Strategy (EES) which establishes common targets and an integrated approach, the Lisbon Strategy (2000) which sets a 70% employment rate across the Union by 2010 and a number of processes to achieve these goals; the Luxembourg, Cardiff and Cologne processes. At a local level, sufficient land and choice of sites needs to be allocated through local plans to achieve the higher employment targets set.

National

- 3.2 The policies and proposals in the local plan have been prepared taking into account all relevant national planning guidance. The planning guidance referred to in this respect includes PPS1: Delivering Sustainable Development, PPG2: Green Belts, PPG4: Industrial, Commercial Development and Small Firms, PPS7: Sustainable Development in Rural Areas, PPG13: Transport, PPG21: Tourism, PPG3: Housing and the PPS3: Consultation Paper.

PPS1: Delivering Sustainable Development (Core Library ref no CD/1101)

- 3.3 PPS1 states that in order for local authorities to provide sustainable economic development, they should recognise that it can deliver environmental and social benefits, resulting in wider sub-regional, regional or national benefits. To ensure that the economy prospers, sites for industrial, commercial, retail, public sector, leisure and tourism should be provided, promoting improved productivity, choice and competition. All local economies are subject to change and this need should be recognised together with the implications.
- 3.4 In allocating sites, local authorities need to ensure that infrastructure and services are provided and that access, especially by public transport, is available. Developments should be located in existing centres to promote vitality, viability and sustainability. The promotion of the efficient use of land

through higher density, mixed use development, previously developed land and buildings is also supported.

PPG2: Green Belts (Core Library ref no CD/1102)

- 3.5 This PPG recognises that within Green Belt areas there exists many major development and institutions and it provides a framework for considering development proposals in these areas. Such developments are termed 'major developed sites' (MDS). Although these remain subject to development control policies which aim to minimise the impact on the openness of green belts, it may be possible (under Annex C of the PPG) to infill or redevelop in a way that will not be deemed to be inappropriate development. Infilling should be taken to mean the filling of small gaps between built development.

PPG3: Housing (as amended January 2005) and PPS3 Consultation Paper (Core Library ref no CD/1103)

- 3.6 In PPG3 there is general support for locating housing on sustainable urban brownfield sites. The PPG states that local authorities should review employment sites when reviewing their development plan and consider whether some of this land might be better used for housing or mixed use developments (paragraph 42).
- 3.7 The update to the PPG in January 2005, (*'Supporting the Delivery of New Housing'*) states that, in relation to employment land, local planning authorities should "*consider favourably*" housing on redundant employment sites. It places the onus on local planning authorities to demonstrate why redundant employment sites cannot be used for housing. It cites the following circumstances where release may not be appropriate if:-
- the proposal fails to reflect the policies in the PPG particularly those relating to a site's suitability for development and the presumption that previously-developed sites should be developed first;
 - the housing development would undermine the planning for housing strategy either in the regional spatial strategy or development plan document and particularly if it would lead to over-provision of new housing and this would intensify problems of, or lead to, low demand;

- it can be demonstrated through an up-to-date review of employment land, that there is a realistic prospect of the allocation being taken up for its stated use in the plan period. If not, that development for housing would undermine regional and local strategies for economic development and regeneration (new paragraph 42a).

3.8 The Draft PPS3 consultation paper (out for public consultation at the time of writing this paper) is written largely in support of the local development framework system but nevertheless reiterates and slightly expands the advice in PPG3. The priority is for development to take place on developable brownfield land. Local planning authorities should review non-housing allocations when preparing or reviewing their site allocations in the development plan document and consider whether some of this land might be more appropriately used for housing or mixed use development (draft PPS3 paragraph 42)

PPG4: Industrial and Commercial Development and Small Firms (Core Library ref no CD/1104)

- 3.9 PPG24 states that *'in allocating land for industry and commerce, planning authorities should be realistic about their assessment of the needs of business'* It also states that optimum use should be made of potential and existing premises in urban settings, taking account of accessibility by public transport. Business requirements often need to take into account customer demand, proximity of raw materials and suppliers, location of workforce and access to roads, rail and airports/ports. The development plan should take these needs into account, but seek to achieve the wider objectives in the public interest. Furthermore *"development plans offer the opportunity to:-*
- *encourage new development in locations which minimise the length and number of trips, especially by motor vehicles*
 - *encourage new development in locations that can be served by more energy efficient modes of transport (this is particularly important in the case of offices, light industrial development and campus style developments such as science and business parks likely to have large numbers of employees)*
 - *discourage new development where it would be likely to add unacceptably to congestion*
 - *locate development requiring access mainly to local roads and away from trunk roads, to avoid unnecessary congestion on roads designed for longer distance movement"* (paragraph 10)

3.10 Government policy seeks to reduce greenhouse gas emissions which contribute to global warming. Development plans can assist by reducing the need to travel and encourage development in areas where more energy efficient means of travel are available. If such sites are in short supply, the guidance states that preference should be given to industrial or commercial use rather than for retail or housing which could be located elsewhere more easily. However, this should not sterilise the site. If there is no realistic prospect of the site coming forward for that use, it should be considered for an alternative use.

3.11 The PPG also gives advice on locating logistics companies, mixed uses and rural areas.

3.12 The PPG is explicit regarding the locating of employment uses and the re-use of previously developed land. Paragraph 21 states that:

“Many urban areas contain large amounts of land, once used for industrial purposes but now under-used or vacant. Getting this land back into beneficial use is important to the regeneration of towns and cities. Optimum use should be made of potential sites and existing premises in inner cities and other urban areas, taking into account such factors as accessibility by public transport, particularly in the case of labour-intensive uses. Local planning authorities should identify such areas and indicate their appropriate alternative uses, including industrial and commercial uses, in their development plans, keep up to date details on available sites and provide information about them to potential developers”

PPS7: Sustainable Development in Rural Areas (Core Library ref no CD/1107)

3.13 The PPS states that more sustainable patterns of development can be achieved by focusing most development in or next to existing towns or villages, discouraging development on green field sites (paragraph 3). Local planning authorities are charged with identifying suitable sites for economic development in different locations *“to facilitate healthy and diverse economic activity in rural areas”* (paragraph 5 ii). The re-use of buildings for economic development purposes is preferred, subject to the criteria of impact on the countryside, landscape and wildlife and sustainability. Where farm diversification takes place, there should be no expansion and encroachment of built development into the countryside (paragraph 30).

PPG13: Transport (Core Library ref no CD/1113)

- 3.14 The PPG requires that employment development is located close to transport nodes and Local Service Centres (paragraph 19), but with development for logistics being located away from urban areas yet still within easy reach of transportation links, particularly rail where it would be preferable for freight movement to take place (paragraph 45). Emphasis should be on locating employment where public transport, walking and cycling are a realistic choice, particularly for employment uses, which are major generators of trips. In the case of rural areas, this may mean locating businesses where public transport will be improved. Where farm diversification is proposed, this should be, wherever possible, located where public transport, walking and cycling are accessible (paragraph 43).

PPG21: Tourism (Core Library ref no CD/1121)

- 3.15 This PPG states that local plans should confine their involvement to aspects of land use and development rather than any promotion or publicity and include existing and future provision (paragraphs 2.5 and 4.13). Protection of the tourist industry and opportunities for urban regeneration are also aspects that the plan may address as these can be an important contributor to the local economy and employment. In 1992, 7% of employment can be attributed to tourism and this figure was set to grow (paragraph 3.4). The planning system can assist this type of development if other policies in the plan are also taken into account and there are opportunities to utilise tourism for regeneration in urban areas (paragraph 4.14).

4 Regional & Sub-Regional

Regional Planning Guidance (now RSS: A Regional Spatial Strategy for the West Midlands): Core Library ref no CD/1002

- 4.1 Regional Planning Guidance for the West Midlands was issued by the Secretary of State in June 2004, but under the provisions of the Planning and Compulsory Purchase Act, this document now has the status of Regional Spatial Strategy (RSS) and is a formal part of the development plan. The RSS reflects national planning policy, setting out general development requirements for the region. It promotes the use of land within the major urban areas for the allocation of sites for economic growth with the

implementation of sequential testing of sites if suitable land is not available. Employment growth is encouraged in the northern part of the Coventry and North East Warwickshire sub-region, whilst in the area which includes Warwick and Leamington, employment provision should not be at a level which undermines the regeneration of the metropolitan areas. The economy is supported and diversification encouraged. It is expected that new businesses will be attracted to the region whilst existing employers are encouraged to remain competitive by improving processes and incorporating technological advances, including those which address climate change.

- 4.2 In **Policy RR1** protection is given to the local character of the rural areas of the region whilst allowing sufficient development to meet local need. For further details on this, refer to the 'Rural Areas' topic paper.
- 4.3 In **Policy PA1c**, the strategy states that when development cannot be located in Major Urban Areas (MUA), the next areas to consider should be,
- where there is access to sustainable transport
 - market towns
 - regeneration areas.
- 4.4 **Policy PA1d** advises that where development is proposed on the edge of a MUA or greenfield site, this should only be considered,
- where there are no alternative previously developed sites in urban areas
 - where the development has easy access to public transport
 - where the development would respect the environmental setting
- 4.5 **Policy PA3** encourages development within three 'High Technology Corridors' (HTC). One of these HTC, the Coventry, Solihull and Warwickshire cluster includes Warwick and Leamington. Development in these areas should again be targeted at urban areas which are well served by public transport.
- 4.6 **Policy PA4** provides guidance on the facilitation of businesses that support the Regional Economic Strategy and are linked to educational and research establishments. These developments should be located where the full

operational requirements can be met taking into the account the need to utilise previously developed land whilst protecting the environment.

- 4.7 **Policy PA6** instructs Local authorities to provide a portfolio of readily available employment sites, but not necessarily a whole portfolio. A hierarchy for the allocation of sites is given. Local authorities are also to review existing employment sites for continued suitability and consider remedial action if a site proves unsuitable for physical reasons, or the identification or re-allocation for an alternative, acceptable use.
- 4.8 **Policy PA7** gives criteria for the provision of one Regional Investment Site (RIS) in each HTC. This should be of 25-50 hectares and of high quality to attract national and international investment.
- 4.9 **Policy PA10** relates to tourism and culture and encourages improvement of existing facilities as well as the creation of new. However, sustainable patterns of development and growth are expected and new development should have the required infrastructure and the capacity to deal with increased numbers of visitors. Warwick Castle is specifically mentioned as a “*key regional tourism and cultural asset*” within the policy and is required to have policies that support further development. The policy goes on to say that this type of development should be handled sensitively so as to retain the character, environmental assets (including biodiversity), infrastructure and local economy, and the cumulative impact on these and the needs of local residents should be assessed. It is advised that there may be a need to limit growth to types or scales of tourism if these factors apply and that mitigation measures will need to be included if problems already exist. Although not specifically mentioned in the RSS this would mean tackling the problems of traffic with the encouragement of visitors into the town centre and not just focussing on the castle in Warwick.
- 4.10 **Policy PA14** requires development plans and other strategies to support sustainable diversification in the rural economy to meet employment needs whilst maintaining viable and sustainable local communities, conserving and enhancing environmental assets and respecting local character and distinctiveness. As economic development is concentrated in towns and larger settlements, priority is given to economic activity that has links to the

rural area. Increased home-working in rural areas is encouraged through the provision of broadband facilities to serve the development of such businesses and this is supported.

The Warwickshire Structure Plan: Core Library ref no CD/908

- 4.11 The Structure Plan, which was adopted in 2001, sets a clear context within which the Local Plan policies have been formulated. It includes a number of important policies and principles, including the following:-

- Policy I.2 sets out the requirements for industrial land provision, the relevant specifics of which are set out in the following extract from Table I.1:

Table 1: Extract from table I.1 in policy I.2 of Warwickshire Structure Plan (all figures in hectares)				
	<i>Need 1996-2011</i>	<i>% of new industry to be on previously-developed land</i>	<i>Small Industrial Sites (SIS)</i>	<i>Large Industrial Sites (LIS)</i>
Warwick	132	10%	22	110

- It aims to focus most new development into the main towns of Warwickshire. These are Leamington (including Whitnash), Warwick and Kenilworth, the urban areas of the district as defined by the Local Plan (**policy GD.3**)
- It sets out a clear sequential approach to identifying most new housing and employment development that focuses firstly on development within the main towns, secondly in two locations not within Warwick District, and only then on locations adjacent to the main towns that meet certain criteria (**policy GD.5**)
- It establishes that within rural areas employment should be in or adjacent to, towns or villages: should be related to a hierarchy of settlements: should meet local needs: and should ensure that all necessary supporting infrastructure is secured (**policy RA.3**).
- Meet certain specific needs within the county to support the local industrial sector: accommodate the projected expansion of the service sector: halve the 1996 rate of unemployment: and redevelop the former Coventry colliery (**policy I.1**)

- Local Plans should maximise the use of existing industrial land (**policy I.1**)
- Support new tourist development in appropriate circumstances (**policy I.8**).
- Town centres should include a balance of uses including offices (use class B1).

4.12 In terms of tourism, the structure plan states that new tourist, leisure and recreation development will be supported where:

- there are new jobs created meeting local employment need
- there is easy access to main transport routes and urban areas, avoiding the use of the private car
- the development would not undermine the intrinsic value of natural or cultural resources

5 Local

South Warwickshire Economic Development Strategy: (Core Library ref no CD/401)

5.1 The regional economic strategy is based on 4 aims:

- developing a diverse and dynamic business base
- promoting a learning and skilful region
- creating conditions for growth
- regenerating communities

5.2 These aims have been adopted at sub-regional level as the basis for the South Warwickshire Economic Development Strategy. At Warwick District Council level, these aims have been translated into 3 priorities –

- to contribute to regeneration and economic activity by encouraging a diverse range of businesses.
- to promote accessibility to and the vitality of the town centres.
- to support tourism.

- 5.3 Warwick District Council is a core partner alongside Coventry & Warwickshire Chamber and Business Link, Stratford District Council and Warwickshire County Council, each have strategic objectives.
- 5.4 The main problems facing the area are the continuing decline of manufacturing industries, a shortage of skills in communications and IT, the effects on tourism and agriculture of the 'foot and mouth' epidemic and acts of terrorism, and transport and infrastructure problems to support new and existing businesses. The partnership, together with businesses and other established partnerships, hopes to address these major issues and ensure a secure economic future for the area.

Warwick District 2020: The Community Plan (Core Library ref no CD/103)

- 5.5 The Community Plan is produced by the Warwick Partnership, consisting Warwickshire County Council, Warwick District Council and a number of other local agencies and community and business representatives. The plan is overarching and sets the context and the direction for other plans in the district. The first community plan was issued in 2001 and this review incorporates new actions for the next 15 years, which reflect the changing needs of the community. There are six strategic objectives for a community that is safe, prosperous, healthy, cohesive, fair and sustainable.
- 5.6 One of the key targets in the Community Plan is to ensure that the district unemployment rates remain at less than 66% of the national average. To help achieve this, a priority of the plan is to establish a business improvement district in Leamington to continue regeneration of the town centre. Other priorities include:-
- facing the challenge of a changing rural economy
 - working to ensure a match between the supply of local jobs and a suitably skilled workforce
 - continuing to promote investment and collaborative working in key areas of the economy
 - continuing social and economic regeneration in areas of deprivation

Additionally, tourism is to be developed further as an industry with new visitor facilities proposed in Warwick.

Warwick District Council Corporate Strategy 2003-2007: (Core Library ref no CD/101)

- 5.7 The Corporate Strategy reflects the aims and objectives of the Community Plan. The vision of the strategy is for a district that is “*safe, healthy, fair and prosperous now and in the future*”. Supporting a prosperous and mixed economy is the corporate objective in support of the future economic growth and prosperity of the district. The priorities to support this objective are-
- to contribute to regeneration and economic activity by encouraging a diverse range of businesses
 - to promote accessibility to and the vitality of town centres
 - to support tourism

Targets set to measure success against these priorities are;

- to ensure that unemployment in Warwick District remains at or below 66% of the national unemployment rate each year
- to improve the performance of each of the three town centres by 1% in front of the regional performance
- to increase the numbers of visitors to tourist attractions in the District by 2% by 2006/7

The Warwickshire Structure Plan: Employment Technical Paper (August 1998)

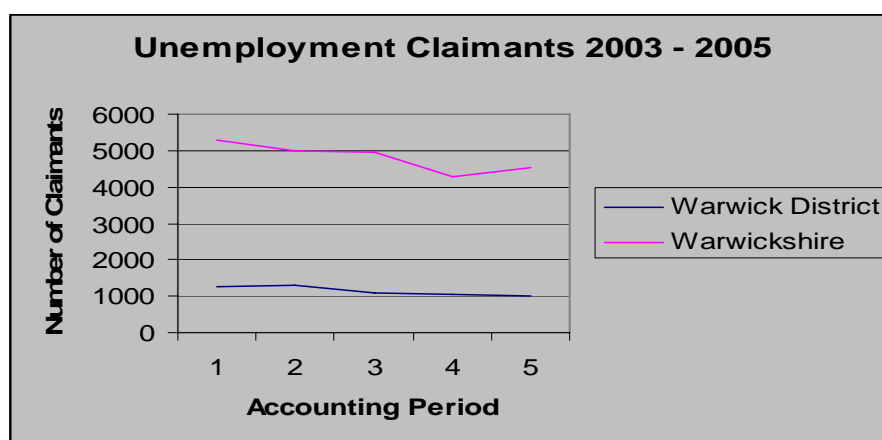
- 5.8 Prepared for the Structure Plan Examination in public, this technical paper examined the land requirement to 2011. The figures arrived at set to meet local employment need and enable economic growth and a healthy economy. In Warwick District this equated to a requirement for 139ha for the period 1996-2011, but this was later reduced to 132ha by the Inspector (see Table 1 above).
- 5.9 The methodology adopted for this paper took into account the number of new jobs that would be required, the amount of land needed to provide this number of jobs, assumptions about employment sector performance, assumed vacancy rates and likely building stock condition. Previous trends also informed forecasting for the next 15 years, whilst building in factors such

as the inevitable change across sectors and losses to other uses. At the time emphasis was placed on keeping growth in the Central Crescent at a level that would allow for regeneration of Coventry and North East Warwickshire. This emphasis continues today.

5.10 In looking at employment sectors between 1982 and 2006, there was a proven and expected continuation in the reduction of need for employment in agriculture, forestry and fishing; mining and utilities; metals, minerals and chemicals; engineering and vehicles; other manufacturing and construction. There was also a proven and expected continuation in the increased need to employment in the following sectors:-

- distribution, hotels and catering
- transport and communications
- financial and business services
- other services

5.11 Warwick demonstrated an above average take-up of land compared with other districts in the county (6.4ha p.a: in Warwick District with 5.5ha p.a. being the county average). Since then, there are new figures available on aspects of employment which have been incorporated into the Warwick District Council Annual Monitoring Report 2005. Losses of employment land to other uses in the period April 2004-05 are 9.57ha. The development of land for employment purposes on previously developed sites currently runs at 98%, although this level is not expected to be sustained year on year, and unemployment rates have continued to fall steadily over the last few years.



(source: Warwickshire County Council Research Unit)

6 The Warwick District Local Plan Core Strategy

(Core Library ref no CD/013)

- 6.1 Whilst this topic paper deals with the policies specifically relevant to employment issues, it is important to bear in mind that all policies in the local plan apply and should be read together. This is a key principle of the way the Local Plan has been written and is explained in Core Topic Paper 1: Background to the Local Plan. The areas of transport, environment and sustainability, for example, have policies that will be relevant to employment and therefore reference should be made to the separate topic papers that have been prepared in respect of these other areas.
- 6.2 The spatial strategy directs new development to the four main towns of Leamington Spa, Warwick, Kenilworth and Whitnash. This is in line with Structure Plan **policy GD.3**. The Structure Plan places emphasis on the town centres for the location of a balanced mix of retail, office, entertainment, leisure and residential development. Warwick and Leamington Spa are also identified in the RPG (RSS) as key nodes within a High Technology Corridor.
- 6.3 Objectives: The Community Plan vision is “*We want Warwick District to be Safe, Healthy, Fair and Prosperous, Now and into the Future*”. The overriding objective of the local plan is to contribute towards this vision through the following aims:
- to maintain high and stable levels of economic growth
 - effective protection of the environment
 - prudent use of natural resources, and
 - social progress which recognises the needs of everyone
- 6.4 **Objective 1A** of the local plan is to maintain high levels of economic growth. To achieve this, 132 hectares of employment land has been released to be built between 1996 and 2011 and is to meet demands of in-migration as well as the resident population. Tables 1, 2 and 3 in Appendix 2 give details of the land provided to meet this objective and the Structure Plan target. The council produces an Annual Monitoring Report (AMR) and this has informed considerations made during the preparation of the Local Plan. The report on which the Local Plan was based was issued in 2004 and related to the

previous 12 month period. The progress on employment commitments is given in a series of tables covering large sites which have come forward since 1996, small sites for the period 1996-2004, permissions granted during 2003-2004 for employment space over 0.2ha (outside town centres) by use class type and progress on current employment allocations. Losses of employment land to other uses are also recorded.

- 6.5 **Objective 1B** of the local plan is to promote and enhance vibrant rural communities. Whilst the countryside in the district is a rich, natural asset, it is recognised that there are pressures on rural areas from agricultural diversification and the need to sustain a healthy economy. Support is therefore given for schemes which protect the environment and contribute to the rural economy.
- 6.6 **Objective 1D** is to enhance the vitality of town centres. Town centres have a very important role to play in the local economy as places to work, live, shop, for service provision and leisure. The local plan sees a need to enhance these functions and encourage more inward investment to ensure the future of jobs and increase diversity.
- 6.7 **Objective 1E** promotes the regeneration of deprived areas. The regeneration of the Old Town area of Leamington is particularly supported together with the alleviation of the economic and social problems of some neighbourhoods.
- 6.8 **Objective 1F** promotes sustainable tourism. This is an aim of the RSS and the Structure Plan. Furthermore as Warwick District in particular is a popular tourist destination with a significant contribution being made to the local economy from the castle, then provided the criteria that safeguard and protect such assets are met, further tourism should be encouraged. There are other policies within the local plan that will be important in assessing whether such proposals are sustainable regarding, for example, transport and environment.
- 6.9 **Objective 3A** aims to reduce the need to travel. To assist in this aim, new development for employment and other services will be located within walking and cycling distance and easy reach of public transport. Growth in rural areas will be supported where the needs of local communities will be met and where there is a resulting reduction in the need to travel.

6.10 **Objective 3B** promotes the use of more sustainable travel options.

Developing the infrastructure and services to provide a real alternative to using the private car is important in ensuring that economic and social aims are met. Appendix 4 shows the destinations for work of those living in Warwick District and where those working in Warwick District live.

7 The Policies of the Local Plan

Protecting employment land and buildings

7.1 The Council's approach to existing employment land and buildings is based upon a number of key principles:-

- The Council is committed to ensuring that the District can offer a balanced portfolio of employment sites to meet a range of employment needs. The Warwickshire Structure Plan identifies the need for both large and small industrial sites to be provided. It is important that the needs of all employment sectors are met and that land is protected which meets the needs of the whole workforce. By necessity this must include lower grade employment land as well as that for more prestigious uses.
- It is also important that employment sites around the district are protected in order to ensure that a range of employment opportunities is provided close to where people live. When the Warwickshire Structure Plan was being prepared, it was recognised that of all the Districts in Warwickshire, Warwick District had the best balance of housing and job opportunities, and in that sense is the most "sustainable" of all Warwickshire districts. More recently, there has been evidence of an oversupply of housing within the district in relation to strategic requirements. It is important that a balance can be struck between providing an adequate supply of housing and employment sites. It is also particularly the case that certain areas within the District have a better balance between housing and jobs than others, with Kenilworth having a deficit of employment opportunities in comparison with its housing provision.
- It is important that maximum use is made of previously-developed land in accordance with the requirements of the Warwickshire Structure

Plan (policy I.2). The District has been successful in recycling some of its employment land and finding new uses for this, notably at Spa Park in Leamington where to date approximately 13.5 hectares of former industrial land has been recycled for new employment uses.

- At the same time the Council is very aware of the pressures upon existing employment sites from other uses. Land and property values in Warwick District are high, and the District is a highly desirable place in which to live. Consequently, there has been much pressure on some existing employment land for this to be redeveloped for other uses. Where protection has not existed in the past, a number of employment sites have been lost to other uses, usually to housing. It is the Council's view that where this happens, it must occur in a managed way which allows protection to be given to the employment base of the District whilst allowing new uses to come along to prevent genuinely redundant employment land from stagnating.

7.2 For all these reasons, the District Council has historically sought to protect its employment areas through planning policy. In the adopted Local Plan, all of the main employment sites were identified on the proposals map and protected by policy (DW) EMP5.

7.3 The policy that protects employment land and buildings in the district in the Local Plan is **policy SC2**. For all the reasons above, its intention is to seek to give protection to employment land whilst at the same time providing a proper degree of flexibility in accordance with government policy. The policy does recognise that some employment locations and sites have become genuinely redundant and incapable of appropriate beneficial employment use and it sets a framework for assessing this before alternative uses are considered. The Council has taken a pragmatic approach in the past where applicants have been able to demonstrate that existing sites (protected under policies in the adopted Local Plan) are not capable of a beneficial future employment use. Examples include the Yorkshire Cold Store site on the Budbrooke Road, the Pottertons site on the Emscote Road and the former Benford Trucks site on Cape Road, all in Warwick. In each of these cases, a housing or mixed use was permitted following submission of a detailed evaluation of the viability of the site for employment use.

- 7.4 The policy also recognises that other uses, outside of the “B” use classes required to meet Structure Plan targets, may provide suitable employment opportunities. Where an applicant can demonstrate that there is an adequate supply of employment land to meet strategic requirements, the Council will consider an alternative use where this is otherwise in accordance with the policies of the Local Plan.
- 7.5 In continuing to promote this approach towards protecting employment land, the Council is mindful of the advice in PPG3 paragraph 42a (amended in January 2005). It takes the view, however, that this paragraph should not be applied to the situation within Warwick District in view of the fact that any housing development would undermine the planning for housing strategy set out in the regional spatial strategy. The basis for this assertion is set out fully in the Housing core topic paper and is consistent with the exception set out in the second bullet point in paragraph 42a of PPG3.
- 7.6 The general principle of employment policies is to protect existing employment land and buildings (**policy SC2**). However it is recognised that in town centres a more flexible approach is appropriate in accordance with PPS6. Therefore there is generally no protection to employment land and buildings within town centres other than in the designated employment sites in **policy TCP9**. Additionally, the Court Street/Althorpe Street protected employment area may be considered for other uses where these would make a positive contribution to the regeneration of the Old Town area. It also helps to serve a local need in an area which has had a lack of inward investment in the past. Local need has been demonstrated for a wider range of uses e.g. rehearsal space for a brass band, martial arts tuition etc. In appropriate cases, where uses can demonstrate that they make a positive contribution to the wider regeneration of the Old Town area, the Local Plan recognises that it may be appropriate to permit a limited number of such uses within this employment area.

Ensuring an Adequate Supply of Employment Land

- 7.7 **Policy SSP1** allocates specific sites that will meet the District’s requirements up to 2011. As previously stated, the Structure Plan target for employment

land and buildings in the period 1996 – 2011 is 132 hectares. This requirement is to be met from three sources:-

- sites that have already come forward for development since April 1996
- sites and premises that are currently identified as commitments and will come forward by 2011, and
- new allocations of employment land

7.8 Appendix 1 of the Local Plan sets out how the Structure Plan requirement will be met from these three sources. Clearly over time the figures that make up these elements will change, for example, as existing committed sites and allocations become built and as new 'windfall' employment sites come forward. Accordingly Appendix 1 was amended for the Revised Deposit Version in 2005 to reflect progress between 2003 (the base date for information for the First Deposit Version) and 2004 (the most up to date monitoring information that was available at the time). Since then, the Council has undertaken further monitoring (in summer 2005) and would wish to advise that the figures in Appendix 1 of the Local Plan should be updated further. The revised figures are shown in Appendix 2 to this Topic Paper and can be summarised as follows:-

Table 2: Summary of comparison between Revised Deposit Version of the Local Plan and the revised employment figures for 2005.		
	<i>Local Plan (Revised Deposit Version)</i>	<i>2005 figures</i>
Large sites (committed and completed) – table 1	116.36	107.86 ¹
Small sites (committed and completed) – table 2	8.16	9.67
Windfall sites 2004/5	-	4.08
Total committed and completed	124.52	121.61
Residual requirement (to be met by new allocations)	7.48	10.39

7.9 The table shows that there was a healthy supply of windfall sites during the past year and at this stage there is nothing to indicate that this will not be repeated in subsequent years.

¹ The reduction in available and completed large sites between 2004 and 2005 is due to a revised and more accurate monitoring system that was put in place in 2005. This exercise established that some sites had previously been overestimated and in one case a small amount of double counting of sites had taken place.

- 7.10 The Council is confident that the allocations contained within **policy SSP1** will be sufficient to meet the need for further employment land in the Local Plan period. The total allocation of policy SSP1 fully serves the Structure Plan requirement and there is every expectation that these sites and some further windfall sites will come forward. Since 2003 a total of 9.02 hectares of windfall sites have come forward. *(Source: Appendix 1 of the Revised Deposit Version of the Local Plan and appendix 2 of this Topic Paper)*
- 7.11 All of the sites allocated in **policy SSP1** are on urban previously-developed land. This helps meet the target in the Structure Plan of maximising the use of previously-developed land and buildings. As Appendix 1 of the Local Plan indicates, there is an indicative target of 10% development on previously-developed land. Taking into account the revised figures in Appendix 2 of this topic paper, the figure of employment development on previously-developed land now stands at 28.83 ha. The monitoring of supply at 2005 indicates that 8.4% (10.98ha) has already been achieved on previously developed land and therefore the Structure Plan requirement is likely to be met in the near future with a further 17.85ha of previously developed land still to be built, 3ha of which is currently under construction. The allocations in **policy SSP1** will add a further 10.9ha of land on previously developed sites and this will bring the final total to 39.73ha or 30%.
- 7.12 The Regional Spatial Strategy and the Structure Plan take the approach that in rural areas the rate and nature of further development should be managed to meet local need whilst ensuring that the local character is protected and enhanced.
- 7.13 **Policy UAP2** directs major office development to town centre sites on the advice of Government Office for the West Midlands, ensuring that previously developed land in urban areas is the first point of search for such development. This is to reflect national planning policy in PPG4 (paragraph 10) which encourages new development that is likely to involve a large number of employees such as offices, to locate in areas served by energy efficient modes of transport. Commercial offices are to be encouraged in centres by PPG6 (paragraph 1.15) and paragraph 5 of PPG13 states that local authorities should:

‘actively manage the pattern of urban growth to make fullest use of public transport and focus major generators of travel demand in the city and town and district centres and near to major public transport interchanges’

PPG13 goes on to say that local authorities should also identify preferred areas in a plan led approach for B1 office uses which will be highly accessible for public transport, walking and cycling (paragraph 32).

- 7.14 A sequential approach for major office development will allow the area of search to be enlarged if no sites are available in town centres. Small scale development may be considered in a wider range of locations, but again, only on previously developed land. B2 and B8 uses, which tend to be better located away from residential areas, will be considered on a much wider range of sites in existing employment areas, within town centres or on sites allocated within the local plan.
- 7.15 The directing of development to specific locations accords with other policies in the plan and retains amenity value elsewhere. By utilising previously developed land, green field sites can be protected and there will be reduced need to release such sites in the future.

Rural Employment

- 7.16 **Policy RAP7** outlines where new employment development will be considered in rural areas. Whilst new employment opportunities may be limited, there is a need to maintain a healthy economy in rural areas. This largely relates to farm diversification, conversions and replacement of appropriate rural buildings and proposals for the ‘major developed sites’ which are located within the green belt but which are considered exceptions to the green belt policies. It also takes into account development which may serve a local need where it falls within a limited growth village and is located on previously developed land. Also included is committed employment land at Middlemarch Business Park. For further details of what would be considered appropriate, please refer to the ‘Rural Areas’ Core Topic Paper (Core Library ref.no.CD/24). A statistical analysis of employment in rural areas is given in Appendix 3 which demonstrates a broad range of employment sectors and agricultural diversification, with those employed in agriculture being only half the number employed in real estate and renting or manufacturing.

Tourism

- 7.17 Tourism is important to the economy of Warwick District with a number of nationally acknowledged visitor attractions. Warwick Castle and Kenilworth Castle are the main historic sites, with other historic buildings making towns in the district popular with tourists. The National Agricultural Centre at Stoneleigh attracts visitors every summer to the Royal Show and to other associated events throughout the year. Many jobs are created through tourism and this makes a significant contribution to the local economy. It is recognised therefore that there is a need to cater for tourism and a possible expansion of existing attractions as well as new development. However, this must be done sensitively to ensure that the built and natural environment is not harmed.
- 7.18 **Policy UAP7** allows for new tourist development to take place, but only where it can be demonstrated that the development is, or can be made accessible by foot, cycle and public transport and will not have a detrimental effect on the environment. The policy also recognises that there may be a need for existing attractions to develop further, encouraging additional visitors. In this case, it may be necessary to submit a travel plan with any application for such a development, since traffic congestion is already a problem in Warwick in particular. New visitor accommodation will be permitted where it is within or adjacent to the town or public transport corridors and interchanges (marked on the Proposals Map) to ensure that sustainable travel can be provided.
- 7.19 **Policy UAP8** directs new visitor accommodation to locations within or adjacent to town centres or where it is adjacent to public transport links. The promotion of sustainable tourism is recognised as important since the historic towns and countryside of the district are tourism assets which have a vital role to play in the economy of the area. Tourism that protects local communities, safeguards, and if possible, enhances the environment and the character of an area will be supported. Tourism related proposals will be accessible by public transport wherever possible.

7.20 **Policy RAP16** again deals with locating visitor accommodation, but in rural areas. Here, the building of new visitor accommodation will not be permitted. Appropriate rural building conversions may be considered provided that;

- no harm would result to the character of the rural area
- the development would be small scale
- the development would be in accordance with **policy RAP8** which addresses the criteria for the conversion of existing rural buildings to ensure that no harm results to the building or the rural area.

For further details of what may be considered appropriate, please refer to the 'Rural Areas' Core Topic Paper (Core Library ref.no.CD/24).

7.21 The difficulty facing the district in relation to tourism is therefore to strike a balance between the need to support the economic benefits of the tourist industry whilst ensuring that no harm is done to that very environment that draws tourists into the area. This is characterised by some key visitor attractions and attractive historic towns set in an attractive townscape. Careful attention will need to be paid to traffic generation near to such attractions and the acceptability of new development will need to be weighed against this, especially where the site is not well served by public transport. In this situation, the criteria in paragraph 37 of PPG13 relating to tourism and traffic will need to be taken into account and it may be necessary to address the problem by seeking measures that provide sustainable access to attractions, physical features and landscapes. Business tourism is an important issue here and more details on this issue can be found in the 'Rural Areas' Core Topic Paper (Core Library ref.no.CD/24).

7.22 In rural areas the conversion of appropriate rural buildings should be supported in line with the advice in PPS7 to support the wider rural economy and yet still provide the character of the rural environment. In **policy RAP16** this is achieved by preventing new build, but allowing conversion in appropriate situations for visitor accommodation and small scale extensions to existing premises.

Planning Obligations

7.23 It is useful here to draw attention to the role of planning obligations since they can make acceptable development which would otherwise be unacceptable in planning terms. Planning obligations can prescribe the nature of

development, compensate for the loss or damage created by a development or mitigate a development's impact (paragraph B3, Circular 05/2005). The outcome of using all or any of these uses of planning obligations should be that the proposed development is made to accord with the local, regional or national planning policies.

7.24 The approach of the Council is in line with Circular 05/2005 (paragraph B5) in that where obligations are sought they are:

- relevant to planning
- necessary to make the proposed development acceptable in planning terms
- directly related to the proposed development
- reasonable in all other respects

Furthermore they are necessary from a planning perspective, directly related to development and fair and reasonable in scale and kind. Examples of the use of planning obligations in commercial development can be seen in Appendix 5 of this document. Details of when contributions in lieu of affordable housing will be accepted as discussed in the 'Affordable Housing' Core Topic Paper (Core Library ref.no.CD/17).

Major Developed Sites

7.25 Warwick District contains a number of major developed sites (MDS) within the Green Belt that fulfil the definition provided in annex C of PPG2 (Green Belts) (Core Library ref.no.CD/1102). Many of these pre-date the town and country planning system. They include:

- large buildings, previously built as homes that been substantially altered and extended and now fulfil a variety of other uses as training or office/headquarters accommodation (Haseley Business Centre, Woodside Training Centre, Police Headquarters, Leek Wootton).
- a former military hospital that then became a business park (Stoneleigh Business Park).
- a major higher education establishment (University of Warwick)
- a purpose built agricultural showground (Stoneleigh Park)

- a former airfield that now includes a variety of business uses (former Honiley airfield)
- a major school site (North Leamington School).

- 7.26 The adopted Local Plan (Core Library ref.no.CD/1) was prepared before PPG2 was published in its present form, and so there are no references in this to “major developed sites” as such. There are, however, site specific policies for the National Agricultural Centre (now Stoneleigh Park – **policy DW EMP9**) and the University of Warwick (policy DW EMP8). In drafting the policies of the new Local Plan, and following representations from various institutions, eight MDSs have been identified in **policy SSP2**. An additional policy has been prepared for Stoneleigh Park to recognize its particular size and the range of uses located there (**policy SSP3**).
- 7.27 The Local Plan supports these sites for employment uses. Following objections to the Revised Deposit Version of the Local Plan, the wording of **policy SSP2** has been amended to ensure that each site can continue to offer an appropriate range of uses in accordance with its present role. Therefore, the Council has no objection to the role of the Woodside Training Centre as a training centre, or to Leek Wootton as fulfilling the range of uses required of it by the Police as their local headquarters building.
- 7.28 In allocating the MDS's and in setting boundaries for them, the Council has sought to correctly interpret PPG2 and to apply a consistent approach. With the exception of the University of Warwick, all of the MDS's are already well established uses (and have been so for a considerable period), and the boundaries have been drawn to reflect the extent of the of the main buildings and areas of hard standing that are directly related to them. In the case of the two largest MDS's a slightly different approach has been adopted.
- For **Stoneleigh Park**, the boundary of the designation in the adopted Local Plan has been used as a starting point, informed by subsequent discussions with the Royal Agricultural Society of England (the owners of the site). Furthermore, the Council commenced work on a planning brief (subsequently abandoned) for the site in accordance with its commitment in the adopted Local Plan, prior to a planning application being submitted by the RASE

for the redevelopment of the site. This work has also helped inform the Council's decision on the boundary of the site.

- For the **University of Warwick**, the policy of the adopted Local Plan identified an area for expansion of the University's activities and proposed that a planning brief for the site be prepared in accordance with the policy (**DW EMP8**). The Council and the University subsequently prepared a Development Plan that was adopted as supplementary planning guidance (SPG) in 1994. This SPG has since guided development of the University in this area and much development has been undertaken. The boundary taken for the MDS in this Local Plan has sought to reflect the understanding that has been reached over the extent of the land covered by this Development Brief, and the commitments that have already been given in this location.

8. Conclusion

8.1 The strategy of the Local Plan is underpinned by policies;

- Promoting high levels of economic growth
- Promoting vibrant rural communities
- Supporting our towns centres
- Promoting regeneration in deprived areas
- Sustainable tourism
- Reducing the need to travel
- Promoting more sustainable travel options

8.2 To achieve this we need to:

- Ensure an adequate supply of employment land to meet the needs of the district to meet Objective 1A of the Core Strategy
- Protect employment land against losses to other uses, especially housing, to meet Objective 1D of the Core Strategy
- Encourage recycling of employment land to meet Objectives 1E and 2A of the Core Strategy
- Ensure that employment and visitor accommodation is directed to sustainable locations to meet Objective 3A of the Core Strategy

- Encourage appropriate tourism opportunities to meet Objectives 1F and 2C of the Core Strategy
- Provide flexible opportunities for regeneration to meet Objective 1E of the Core Strategy

APPENDIX 1

Urban Capacity Study, July 2002

The study looked at all land that is defined as 'previously developed' i.e. that which is or was occupied by a permanent structure. All types of capacity were considered as identified by the guidance issued by the government in 'Tapping the Potential'. These are:

- Subdivision of existing housing
- Flats over shops
- Empty homes
- Previously-developed vacant and derelict land and buildings (non housing)
- Intensification of existing areas
- Redevelopment of car parks
- Conversion of commercial buildings
- Review of existing housing allocations in plans
- Review of other existing allocations in plans
- Vacant land not previously developed

Also included was land and buildings in use with redevelopment potential, with care taken not to double count between capacity sources. Although 'Tapping the Potential' was written specifically for housing, the study was broadened to include employment as advised in PPG4: Industrial and Commercial Development and Small Firms. The land allocated as a result will help to meet local needs of the District to 2011. The survey revealed 8.58ha of land with potential for employment uses with a further 11.15ha identified as suitable for either housing or employment. It has been assumed that 50% of this land would be available for employment, giving a possible 12.95 total of land available for employment uses to meet strategic employment land requirements.

APPENDIX 2

Table 1

Large sites 1996-2005

Site	Land available (ha)
Leamington/Whitnash	
Tachbrook Park	24.89
Queensway Business Park	4.75
Spa Park	13.50
Warwick	
Warwick Technology Park	7.75
South West Warwick	20.57
Warwick Gates	18.07
Volvo Trucks	1.96
Rural area	
Siskin Drive	14.77
Stoneleigh Business Park	1.60
Quarry Park, Old Milverton	1.22
Pools Peace Poultry Farm	0.90
Total Large Sites	109.98

Of the above sites, the majority of the land has been taken up, but land remains at South West Warwick and Warwick Gates and these are shown on the proposals map.

Continued.....

Table 2**Small Sites 1996-2005**

Site	Land Available (ha)
Leamington/Whitnash	
Corner Queensway/Tachbrook Road	0.60
Thwaites	1.00
Bus Depot, Station Approach	0.60
Blick Road, Heathcote Industrial Estate	0.34
Warwick	
Montague Road	0.70
Corunna Road	0.39
Broxell Close	0.19
Kenilworth	
Farmer Ward Road (1 and 2)	0.36
Rural area	
Poplars Farm, Sherbourne	0.95
Shrewley Farm	0.85
Ricardo, Radford Semele	0.46
Squab Hall Farm, nr Whitnash	0.65
Manor Farm, Old Milverton	0.26
Lower Heathcote Farm	0.20
A. Total Small Sites	7.55
New Windfall Sites 04/05	
Berrington Road	0.20 (completed same year)
The Piggery, Warwick	0.50
Pottertons, Leamington Spa	1.22
Cape Road	1.96
New Era Farm	0.20
B. Total on New Sites	4.08
Table 1 total	109.98
Table 2 (A + B) total	11.63
Table 3 total	10.9
TOTAL	132.51

Continued.....

Table 3**Policy SSP1 Employment Allocations**

Site	Address	Land Allocated (ha)
A	Station Goods Yard, Station Approach, Leamington Spa	2.10
B	Land at High Street/Lower Avenue, Leamington Spa	0.20
C	Land at Queensway, Leamington Spa	3.20
D	Land at rear of Homebase, Prince's Drive, Leamington Spa	1.80
E	Saltisford Depot, Saltisford, Warwick	1.20
F	Land at Nelson lane, Warwick	0.50
G	Land off Wedgnock Lane/Cape Road, Warwick	1.90
	Total	10.90

APPENDIX 3

Rural Businesses and Employment

In May 2004, Warwickshire County Council produced a research report regarding rural employment entitled 'Rural Businesses and Employment in Warwickshire'. The document reported on the structure of the rural business community with workplace numbers and employment levels, by sector. Other reports which informed this document included the Annual Business Inquiry and the Census of Agriculture. Some of the employment sectors, in particular manufacturing, represent farm diversification. The rural workforce of 80,000 or more are spread across all 66 rural wards in the county. The most popular employment sectors are as follows;

Manufacturing	12% (10,000 employees)
Hotels/restaurants	11%
Construction	7%
Agriculture	7%
Wholesale	7%
Transport	7%

Of these, 16.6% are self employed which represents a higher percentage than the figure for urban areas of 10.4%. Other business activities in rural areas include accountancy, book-keeping, architectural and engineering consultancy and other business activities. A more detailed breakdown using the UK Standard Industrial Classification (SIC) is given below;

Rural Employment by SIC Sector

<i>Sector</i>	<i>Rural Employee nos.</i>	<i>%</i>	<i>Urban nos. (for comparison)</i>	<i>%</i>
Real Estate, renting etc.	14,807	18.4	22,659	15.0
Wholesale/retail, repair etc.	11,535	14.3	32,979	21.9
Manufacturing	9,913	12.3	24,075	16.0
Hotels & restaurants	9,100	11.3	10,658	7.1
Transport, storage etc	6,566	8.2	8,688	5.8
Construction	5,963	7.4	7,445	4.9
Agriculture, forestry	5,801	7.2	456	0.3
Health & social work	4,896	6.1	14,830	9.8
Education	4,428	5.5	11,028	7.3
Other community services	3,846	4.8	7,703	5.1
Public admin, social security	1,575	2.0	5,820	3.9
Electricity, gas, water supply	879	1.1	164	0.1
Financial intermediation	577	0.7	4,244	2.8
Mining and quarrying	504	0.6	16	0.0
Fishing	-	-	-	-
Totals	80,390	100%	150,765	100%

(excludes casual agricultural labour and employees working at PSA Peugeot Citroen plant at Ryton)

APPENDIX 4

Table showing where Warwick District Residents Work

	1981		2001		
Destination	Number	%	Number	%	% change
North Warwickshire	60	0	186	0	-
Nuneaton & Bedworth	160	0	414	1	+1
Rugby	670	1	932	1	-
Stratford District	1,360	3	3,344	5	+2
Warwick District	39,760	76	41,513	66	-10
Coventry	6,380	12	7,658	12	-
Birmingham (inc. Solihull)	2,520	5	3,968	7	+2
Tamworth	10	0	54	0	-
Redditch	60	0	205	0	-
Leicestershire	80	0	395	1	+1
Northamptonshire	120	0	495	1	+1
Other Regions	1,000	2	3,494	6	+4

Table showing where those working in Warwick District, Live

	1981		2001		
Destination	Number	%	Number	%	% change
North Warwickshire	140	0	394	1	+1
Nuneaton & Bedworth	390	1	1,527	2	+1
Rugby	670	1	1,965	3	+2
Stratford District	4,940	10	6,511	9	-1
Warwick District	39,760	77	41,513	60	-17
Coventry	3,200	6	7,200	10	+4
Birmingham (inc. Solihull)	1,110	2	3,246	4	+2
Tamworth	30	0	148	0	-
Redditch	100	0	474	1	+1
Leicestershire	80	0	822	1	+1
Northamptonshire	170	0	729	1	+1
Other Regions	1,000	2	4,568	7	+5

APPENDIX 5

Examples of Planning Obligations taken from 'Planning for Sport – Planning Contributions' produced by Sport England

Employment related and other development

Principles

A number of authorities seek contributions in relation to employment uses. This section describes some of the frameworks emerging in local areas

Key principles that emerge from these examples below are:

- obligations can relate to office, shop, retail and retail warehouse uses;
- local authorities normally employ cut off points, a common one being 1000sq m of gross floor space;
- assumed or actual occupancy is taken from local survey figures;
- authorities may request full contributions (Windsor and Maidenhead) or reduced contributions based on percentage of staff from outside the area (South Northamptonshire) or the percentage of the day assumed to be spent in the area (LB Camden)
- other uses for which contributions may be sought include hotels, hostels and halls of residence (LB Camden), holiday parks, static caravan sites and dwellings subject to holiday let conditions (North Devon)

Paragraph 23 of PPG 17 refers to the use of obligations relating to new development 'especially housing', thus not ruling out uses other than housing.

Policies and SPD Frameworks

Examples are from:

[North Devon](#)

[LB Camden](#)

[Windsor & Maidenhead](#)

[South Northamptonshire](#)

[Gateshead](#)

[Wokingham](#)

In **North Devon** eligible employment uses are defined as developments in use classes A1, A2, B1, B2 and B8 which exceed 1000 sq metres gross floor space and/or would be expected to employ 20 or more people on site.

These uses may contribute to the following sport and recreation categories;

- playing pitches;
- multi use games areas; and
- informal open space.

The occupancy of the employment space is calculated from the following table:

Employment Densities		
Use class	Use	Persons per sq m
A1	Shops	20
A2	Banks, building societies	20
B1	Offices, light industry	30
B2	General industry	35
B8	Wholesale warehouse	50

Example: Contributions from a shop/bank development				
	Sports pitches	MUGAs	Informal open space	Total
100 sq m of 1/A2	£ 350	£ 1,250	£ 812	£2,412

Source: North Devon District Council

In the **London Borough of Camden**, policy N4 of the *Revised Deposit Draft UDP* (2004) states:

"To ensure that public open space deficiency is not created or made worse, the Council will only grant planning permission for development that is likely to lead to an increased use of open space where an appropriate contribution to the supply of public open space is made"

This policy applies to development involving 1000 sq m of floor space or more. The draft SPG gives the occupancy of offices as 50 persons per sq m and of high education uses as 50 persons per sq m. Office use are expected to contribute to

amenity open space, may need to contribute to outdoor sports facilities, but not children's play. Students are regarded as major users of amenity open space and formal recreation space, including multi use games areas. The Council is planning to only seek one third of the calculated contribution for office space on the basis that use is only generally for eight hours of the day. This reduction does not apply to hotels, hostels or student halls of residence.

In **Windsor and Maidenhead** the Council is seeking contributions to indoor sports and public open space provision from all applications for business development.

The Council states:

"commercial developments put pressure on existing facilities within the Borough since workers frequently use existing recreational facilities at lunchtime and after work, with some companies having memberships at sports and community centres. Users of these facilities are not always residents of the Borough and additional burdens are put on Borough resources as a result."

[RB Windsor and Maidenhead, (2003) Planning Obligations and Developer Contributions, Feb 2003, pp 46-47]

In **South Northamptonshire**, the District Council takes a similar position. In its document *Developer Contributions: Policy Statement (2003)*, the Council states that where appropriate a financial contribution will be sought. This will be based on the estimated number of people likely to be employed by the development who do not already live in South Northamptonshire [page 38 of document]

In **Gateshead**, the draft SPG states that;

"...on all new developments for employment uses, and retail developments with a gross area of at least 0.5 hectares, at least 15% of the total site area should be provided as landscaped areas, wildlife habitats or public open space, including recreation areas where appropriate"

[Draft SPG 5: Provision of Open Space and Landscaping in New Developments, Gateshead MBC, July 2004, p 4]

In **Wokingham**, policy WR 8 of the *Wokingham District Local Plan (2004)*, states:

"...Provision should be made for the likely need for recreational and leisure facilities, including open space, in association with new commercial developments. Where a site cannot physically, or appropriately, accommodate the required open space, the

balance will be sought through financial contributions towards the future provision of new, or the enhancement of existing, off-site facilities”

The off site contribution standard for employment is 1.5 ha of open space per 1000 employees. The areas of open space will be expected to be of a size shape and location suitable for recreational use by employees in the vicinity of the development. The provision sought will include essential facilities connected with it such as changing facilities/pavilions. This requirement will normally be sought from development on sites of over one hectare or buildings in excess of 2,000 sq m

[Wokingham Council (2004) p 151 of District Local Plan. and SPG of Jan 2002, p 73-74].

APPENDIX 6

Number of Employees working in Employment Sectors in Warwick District		
<i>Employment sector</i>	<i>Number of employees in sector</i>	<i>%</i>
Agriculture, forestry	729	1.2
Fishing	4	-
Mining/quarrying	62	0.1
Manufacturing	10714	17.0
Electricity, gas and water supply	775	1.3
Construction	2961	4.8
Wholesale, retail, repair and motor vehicles	9692	15.5
Hotel/Catering	2897	4.6
Transport/storage/communication	3400	5.4
Financial intermediation	2124	3.4
Real estate/renting/business activities	11091	17.7
Public administration/defence	2712	4.3
Education	5862	9.3
Health/social work	6516	10.4
Other	3119	5.0

(Source 2001 Census)

Levels of Income at 2002
Warwick District has the third lowest percentage of households earning less than £5,000 a year in 2002 with 7%. This was lower than 1998 figure of 7.2%.
Warwick's mean income in 2002, along with Stratford, is the highest in the county at £29,600. This is nearly £2,000 above the Warwickshire average of £27,900

Households earning below £10,000 per year 2002 Wards % of households earning less than £10,000 and Warwickshire Rank		
Ward	% of households	Warwickshire ranking
Abbey	13.7	96
Bishops Tachbrook	17.81	54
Brunswick	30.75	3
Budbrooke	12.98	97
Clarendon	21.54	27
Crown	28.94	5
Cubbington	16.44	68
Lapworth	15.78	76
Leek Wootton	13.57	93
Manor	15.89	75
Milverton	16.00	74
Park Hill	10.61	102
Radford Semele	15.65	77
St John's	16.80	65
Stoneleigh	13.65	91
Warwick North	20.22	35
Warwick South	17.48	56
Warwick West	24.55	17
Whitnash	20.54	32
Willes	18.81	47
Warwick District	18.8	N/A

(Source: CACI Ltd.)