



## Local Plan employment policies – job targets (policies EN18 and EN20)

January 2021

### This background paper has been prepared to:

1. Assess delivery of significant employment related developments (therefore jobs) during the first quarter of the Local Plan period (2011-16)
2. Explain the implications for the current influx of major employment related strategic development schemes for delivering jobs.
3. Set a jobs/ employment trajectory for the remainder of the Local Plan period (to 2031).

### Attachments:

Annex 1: Job creation calculations, in cases where this information is incomplete or lacking

Annex 2: major employment schemes (>1000m<sup>2</sup> gross floorspace), that have come forward since 2011 or are anticipated to come forward in the duration of the Local Plan period (2011-2031)

## 1.0 Introduction

- 1.1 The Joint Core Strategy (JCS) sets an overall requirement to deliver a net increase of **7200 jobs** for East Northamptonshire over the Plan period (Policy 23/ Table 3). This requirement includes 'B' Class (general industry, storage and warehousing), and other employment uses, as defined by the Town and Country Planning (Use Classes) (Amendment) (England) Regulations 2020<sup>1</sup>. Since 2011 (start of the Plan period), a significant number of developments offering employment opportunities have already come forward. Further sites are anticipated to be delivered during the current five year period (2016-2021). Other emerging sites are likely to come forward during the second half of the Plan period (2021-2031).
- 1.2 This paper has been prepared with reference to information derived through corporate level working arrangements and discussions involving Business Rates, Finance, Development Management, Planning Policy and Building Control officers; overseen by the Economic and Commercial Development Department. The range of sources and methodologies for estimating job

numbers are explained in the following section. **Annex 1** sets out job creation calculations, in cases where this information is incomplete or lacking.

1.3 Forecast delivery rates for new employment developments are set with reference to five year blocks, in order to set likely/ anticipated delivery trajectories:

- Significant/ major employment sites (those >1000m<sup>2</sup> gross floorspace) developed 2011-16;
- Under construction, consented/ committed major employment developments anticipated to be completed within the current five year monitoring period (2016-2021);
- Emerging significant/ major employment developments likely to come forward during the third and fourth quarters of the Plan period (2021-2026 and 2026-31, respectively).

1.4 This report will go on to consider each of these categories. The information in this Background Paper is correct as at **October 2020**. **Annex 2** provides further details of all major employment schemes (i.e. those >1000m<sup>2</sup> gross floorspace), that have come forward since 2011 or are anticipated to come forward during the remainder of the Local Plan period (2019-2031).

## 2.0 Sources and methodologies for estimating job numbers

2.1 Obtaining reliable information about job numbers created in association with new developments is notoriously difficult. In all cases at the construction phase, both direct (on-site) and indirect (off-site) jobs will be created. Because of the transitory nature of construction jobs, the monitoring of JCS Policy 23/ Table 3 requirements is limited to permanent jobs created at the operational phase; when new employment developments are completed (i.e. at the time these become eligible for business rates).

2.2 Job creation numbers are derived from three principal sources:

- Application form and/ or submission documents (e.g. planning statements, environmental statements, or retail impact assessments);
- Estimated job creation figures, dependent upon the 2015 Homes and Community Agency (HCA) standards (now Homes England) for business, industrial or warehousing uses<sup>2</sup>; or
- Apportionment of job creation by gross floorspace (m<sup>2</sup>), with reference to similar development types where job numbers are known.

2.3 The source for job creation figures are, in each case, identified at Annex 2. Annex 1 sets out calculations, in instances where the HCA standards<sup>3</sup> have been applied:

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<sup>2</sup> [https://www.kirklees.gov.uk/beta/planning-policy/pdf/examination/national-evidence/NE48\\_employment\\_density\\_guide\\_3rd\\_edition.pdf](https://www.kirklees.gov.uk/beta/planning-policy/pdf/examination/national-evidence/NE48_employment_density_guide_3rd_edition.pdf)

<sup>3</sup> The range of job densities in the 2015 HCA guidance vary greatly, between 1 job per 8m<sup>2</sup> for call centres, and 1 job per 200m<sup>2</sup> for cinemas (section 6.0/ p36). In order to simplify and apply a workable

- Business uses (former Class B1) – 1 job for every 47m<sup>2</sup>;
- General industrial (B2) uses – 1 job for every 36m<sup>2</sup>;
- Warehousing, storage or distribution (B8) uses – 1 job for every 77m<sup>2</sup>;
- Other uses – a mean figure of 1 job for every 53m<sup>2</sup> has been applied.

2.4 The remainder of this report describes the main employment sites that are anticipated to come forward during the Plan period (2011-2031) and the numbers of jobs that are expected to be created.

### 3.0 First quarter: significant/ major employment sites developed 2011-16, or under construction as at 1 April 2016

3.1 It must be emphasised that significant major development schemes have already been delivered during the first five years of the Local Plan period (2011-16). **Table 1** (below) provides a summary of significant major new employment developments that came forward within the first quarter of the Plan period (2011-16); completed or under construction by 1 April 2016.

<b>Table 1</b>	<b>Current/ proposed use (as applicable)</b>	<b>End user/ occupier</b>	<b>Projected job Nos (total net, 2011-2031)<sup>4</sup></b>
		<b>JCS requirement (Policy 23/ Table 3)</b>	<b>7,200</b>
<b>Rural area</b>			
Vehicle Depot and Adjacent Land, Kettering Road, Islip	Offices/ warehousing and distribution	Primark	-1,314
<b>Urban areas</b>			
66 East Road, Oundle	Convenience retailing	Waitrose	-75
The Wharf, Station Road, Oundle	Industrial/ storage	D Burnett	-25
Plot 1, Warth Park, Phase 2, Raunds	Convenience retailing	Asda	-40
Plot 1, Warth Park, Phase 2, Raunds	Fast food outlet	KFC	-40
Plot 2, Warth Park, Phase 2, Raunds	Warehousing	Geopost	-150
Plot 3, Warth Park, Phase 2, Raunds	Warehousing	Air Wear	-70
Plot 4, Warth Park, Phase 2, Raunds	Warehousing	DSV (2 units)	-150
Plot 5, Warth Park, Phase 2, Raunds	Warehousing	Howdens	-200

methodology, business/ light industrial/ technology, general industrial and (warehousing/ logistics standards have been utilised, with a mean 1 job per 53m<sup>2</sup> set for all other uses.

<sup>4</sup> It should also be noted that job creation figures are recorded as “minus”. This is to denote that these figures should be deducted from the JCS Policy 23/ Table 3 requirement (7200 jobs), to give a net residual figure. An exception to this is the former factory at Grove Road, Thrapston. This is recorded as a “positive”, given that the closure/ loss of this factory would represent a corresponding loss of jobs; accordingly these losses must be “added” to the JCS requirement.

<b>Table 1</b>	<b>Current/ proposed use (as applicable)</b>	<b>End user/ occupier</b>	<b>Projected job Nos (total net, 2011-2031)<sup>4</sup></b>
Lidl, Newton Road, Rushden	Convenience retailing	Lidl	-30
2 Express Business Park, Shipton Way, Rushden	Financial services	Scottish Widows (former ITW site)	-316
Plot 1, Haldens Parkway (Unit 1B), Thrapston	Light industrial/ warehousing	Simplehuman	-130
Former Factory, Grove Road, Thrapston	Demolition of factory premises (loss of industrial jobs)	Residential	20
<b>JOBS CREATED 2011-16 (deducted from 7,200)</b>			<b>-2,520</b>
<b>Residual No of jobs required (JCS requirement minus total No of jobs), 2016-2031</b>			<b>4,680</b>

3.2 The most significant developments that have come forward, or are already under construction, are:

- Primark, Islip (~1300 jobs);
- Warth Park, Phase 2, Raunds (~600 jobs);

3.3 In combination these deliver **1,900 jobs**; 26% of the total JCS requirement. The inclusion of other significant/ major employment developments gives rise to a residual requirement of **4,680 jobs** for the remaining 15 years of the Plan period.

#### **4.0 Second quarter: Consented/ committed major employment developments anticipated to be completed within the current five year monitoring period (2016-2021)**

4.1 Since 2016 the Council has highlighted “Regeneration and economic development” as a priority corporate outcome; i.e. to: “Provide business-friendly services, taking a supportive approach to dealing with regulation, helping businesses to obtain grant funding and making it as easy as possible for them to set up, grow and increase local employment opportunities” (Corporate Plan 2016-19, paragraph 3.1). A new Economic and Commercial Development Department was set up, with responsibilities for proactively promoting economic growth.

4.2 Beyond 2016, other significant sites have already been completed, or are substantially complete and currently delivering temporary construction jobs, followed by more permanent jobs. Alongside development that is already operational or under construction, further significant employment sites have been/ are being delivered within the first half of the Plan period; i.e. by 2021.

4.3 The Economic and Commercial Development Department oversees a number of corporate projects and initiatives to support new businesses coming into the District. These have included the establishment of a Growth/ Development Schedule Officer Working Group (GDS Officer Group), to forecast when

significant new employment development is anticipated to come forward within the following five years. The evidence collated through the GDS Officer Group enables likely delivery trajectory for new employment development to be forecast, for up to five years ahead. On the basis of GDS forecasts, major sites (>1000m<sup>2</sup>) that are anticipated to come forward during the second quarter of the Local Plan Period (2016-21) are identified in **Table 2** (below).

<b>Table 2</b>	<b>Current/ proposed use (as applicable)</b>	<b>End user/ occupier</b>	<b>Projected job Nos (total net, 2011-2031)</b>
		<b>JCS requirement (Policy 23/ Table 3)</b>	<b>7,200</b>
		<b>Jobs created, 2011-16</b>	<b>-2,520</b>
		<b>Residual jobs requirement (2016-2031)</b>	<b>4,680</b>
<b>Rural area</b>			
Chelveston Renewable Energy Park, The Airfield, Chelveston	Industrial/ warehousing	Wykes Engineering	-15
Chelveston Renewable Energy Park, The Airfield, Chelveston	Storage	Chelveston Renewable Energy Park	-24
Gadsby Field, Main Road, Collyweston	Offices/ visitor centre	Messenger Construction Ltd	-25
Land South Of Unit 5, King's Cliffe Industrial Estate, Wansford Road, King's Cliffe	General industrial unit	Silo Services Ltd	-9
Site 32, Oil Depot, Wansford Road, Yarwell	Warehouse	WFL (UK) Ltd	-6
<b>Urban areas</b>			
Crow's Nest, 332 Addington Road, Irthlingborough	Care home	Birchester	-77
Former Express Works, Church Street, Irthlingborough	Convenience retailing	Coop	-55
Irthlingborough East, Site 6 (Land west of Attley Way), Irthlingborough	Convenience retailing	Aldi	-50
Land Off A45 London Road (Plot 1, Warth Park, Phase 2)	Enterprise Centre – business, office and technological uses	ENC	-70
Land south of Meadow Lane (Warth Park, Phase 3)	Business/ warehousing	Howdens	-600
Rushden Lakes (Phase 1 - approved scheme)	Retail/ food and drink/ leisure uses	LXB/ Crown Estates (various lessees)	-1,718
Rushden Lakes (revised Phases 2 and 3, with Cinema and retail terrace 'D')	Hotel/ leisure/ retail	LXB/ Cineworld	-887
Rushden Lakes (Phase 4)	Retail/ restaurants	LXB/ Crown Estates (various lessees)	-129

Table 2	Current/ proposed use (as applicable)	End user/ occupier	Projected job Nos (total net, 2011-2031)
<b>FORECAST JOBS CREATED 2016-21 (deducted from 4,680 residual)</b>			<b>-3,665</b>
<b>Residual No of jobs required for second half of Plan period, 2021-2031</b>			<b>1,015</b>

4.4 During the second quarter, the most significant employment development coming forward is Rushden Lakes. Phase 1 of Rushden Lakes opened in July 2017, creating over 1,700 new jobs. This was followed in July 2019 by the opening of phases 2-4, which generated over a further 1,000 jobs. The total job creation at Rushden Lakes equates to over **2,700 jobs**.

4.5 One further significant development, anticipated to become operational during the current monitoring period (2016-21), is the expansion of the Howdens premises at Warth Park (Raunds), to the south of Meadow Lane. This development, currently under construction (as at 2019-20), is anticipated to deliver 600 jobs. In total, these largest developments are anticipated to deliver over **3,300 jobs** by 2021. In combination with other significant sites, it is anticipated that a total of **3,665 jobs** will be created during the current quarter; equating to a net residual **1,015 jobs** for the second part of the Plan period (2021-2031).

**5.0 Third quarter: Major employment developments anticipated to be completed during the next five year period (2021-2026)**

5.1 A limited further number of employment sites are anticipated to come forward during the 2021-26 quarter of the Local Plan period. Compared to the large numbers of jobs created at the major employment sites during the first half of the Plan period (particularly Rushden Lakes and Warth Park), a reduced number of jobs are anticipated to come forward during the 2021-26 monitoring period.

**Chelveston**

5.2 An application for the proposed development of a Chelveston Innovation Park, to the south of the existing Chelveston Renewable Energy Park (reference 19/01781/FUL; validated November 2019), was still pending, as at October 2020. If approved, this two phase development is cited in the application submissions as delivering in excess of 800 jobs at the proposed site, including the relocation of 65 jobs from the existing Federal Estates, south of Newton Road, Higham Ferrers. This would equate to a net increase of 742 jobs by 2026.

**Rushden**

5.3 As the designated Growth Town, Rushden is anticipated see significant delivery of further employment during the remainder of the Plan period (to 2031). The

Rushden East Sustainable Urban Extension is anticipated to see significant job creation, although the employment elements of this are anticipated to come forward in the final quarter of the Local Plan period, beyond 2026.

- 5.4 A further significant employment development is the “Rushden Gateway” site to the north of Northampton Road (at Nene Valley Farm); allocated as a strategic employment land allocation in the JCS (Policy 35). The application to comprehensively develop this site for a mix of retailing, a care home and business uses (reference 18/00982/FUL) was validated in June 2018, but remains pending. The application scheme is anticipated to deliver 486 jobs. Half of this figure (243 jobs) is forecast to come forward by 2026, with the remainder delivered beyond the third quarter.
- 5.5 Further growth in the vicinity of Rushden Lakes could deliver additional jobs adjacent to the A45 corridor, in the north western part of the town. The nearby “Rushden Living” development, to the west of Rushden Lakes, was granted in September 2020 (reference 19/01092/FUL). If implemented, this is anticipated to deliver over 150 jobs. A further consented redevelopment proposal within the existing urban area (Francis Court) is estimated to deliver 90-100 jobs (2015 HCA standards).

### **Raunds**

- 5.6 Significant delivery of jobs is anticipated at Raunds throughout the Plan period. One such significant site is the committed employment site at West End, Raunds (to the north of the Boundary Park residential development). Outline permission for employment development was granted in 2012, as part of the mixed-use West End development; to the north of Brick Kiln Road, Raunds (reference 11/01747/OUT). The residential part of the development was completed in 2019, but the employment part remains unimplemented. The site was subsequently allocated for employment in the Raunds Neighbourhood Plan, “made” November 2017 (Policy 13(2)).
- 5.7 The West End site was subject to an application (reference 17/00266/FUL) for a Distribution Centre (B8 Use Class). However, this proposal was refused due to scale, visual and landscape impacts. An application for a revised proposal is likely to be submitted during 2020-21. It is anticipated that this could deliver 350 jobs by 2026, applying the 2015 HCA standards.

### **Other significant commitments within East Northamptonshire**

- 5.8 200 jobs are anticipated to be created at the Rockingham Logistics Hub (formerly Rockingham Speedway/ Motor Racing Circuit) at a proposed automotive logistics maintenance building (reference 19/01769/FUL and 20/00400/FUL). However these jobs, which would largely offset ones lost from the previous Motor Racing Circuit operation, would be counted against the JCS Policy 23/ Table 3 job targets for Corby and not the East Northamptonshire requirement.
- 5.9 Other committed redevelopment proposals at existing employment sites include the Oundle Marina redevelopment. Construction of the Oundle Marina scheme,

allocated in the previous Local Plan Part 2 (Rural North, Oundle and Thrapston Plan) was started in 2019 (19/01988/LDE). However, it is anticipated that this would equate to an overall net reduction of around 230 jobs on the site, if estimated job numbers are offset against existing on-site jobs (predominantly B2/ general industrial uses).

<b>Table 3</b>	<b>Current/ proposed use (as applicable)</b>		<b>Projected job Nos (total net, 2011-2031)</b>
		<b>JCS requirement (Policy 23/ Table 3)</b>	<b>7,200</b>
		<b>Jobs created, 2011-16</b>	<b>-2,520</b>
		<b>Forecast jobs created, 2016-21</b>	<b>-3,665</b>
		<b>Residual jobs requirement (2021-2031)</b>	<b>1,015</b>
		<b>End user/ occupier</b>	
<b>Rural area</b>			
Chelveston Renewable Energy Park, The Airfield, Chelveston	Industrial/ warehousing - Hydrogen generation/ storage	Chelveston Renewable Energy Park/ Federal Estates	-1
Chelveston Renewable Energy Park, The Airfield, Chelveston	Industrial/ warehousing - Reciprocating engine peak lopping electricity generating station	Chelveston Renewable Energy Park/ Federal Estates	-2
Land south of Chelveston Renewable Energy Park, The Airfield	Business/ industrial/ warehousing/ agricultural uses	Chelveston Innovation Park/ Federal Estates	-807
Rockingham MRC Enterprise Area, Mitchell Road, Corby/ Deene	Automotive production/ technology/ storage and distribution uses	Rockingham Land Ltd (Speculative)	(200 jobs estimated, but excluded as would count as part of Corby jobs target)
<b>Urban areas</b>			
Between Newton Road And Chelveston Road (west of Moulton College), Higham Ferrers	Proposed Chelveston Road SEN school	Department for Education	-25
Federal Estates land off Newton Road, Higham Ferrers (draft Policy EN37)	-Residential – proposed relocation of existing employment to Chelveston Innovation Park	Chelveston Renewable Energy Park/ Federal Estates	65
Oundle Marina	Retail/ food and drink; business/ workshops; tourism - holiday accommodation	Oundle Marina Village Ltd	230

<b>Table 3</b>	<b>Current/ proposed use (as applicable)</b>		<b>Projected job Nos (total net, 2011-2031)</b>
West End, Brick Kiln Road, Raunds	Warehousing (with ancillary offices)	Identified end users (unspecified)	-350
Rushden Gateway (Nene Valley Farm)	Mixed employment uses - retail, restaurant, industry, warehousing, care home	Ashfield Land	-243
Rushden Lakes West (Phase 5) - "Rushden Living"	Retail, restaurants, offices, leisure	LXB/ Crown Estates (various lessees)	-154
Francis Court, Wellingborough Road, Rushden	General industrial/ storage	Crown Park Estates	-95
<b>FORECAST JOBS CREATED 2021-26 (deducted from 1,015 residual)</b>			<b>-1,382</b>
<b>Residual No of jobs required 2026-2031</b>			<b>-367</b>

5.10 In combination, a net increase of nearly **1,382 jobs** is anticipated to come forward during the third quarter of the Local Plan period. This is sufficient to meet the outstanding Local Plan residual requirement (1,015 jobs), leading to a surplus of **367 jobs**, by 1 April 2026. It is therefore forecast that the JCS requirement (7,200 jobs) should be delivered by 2025-26.

#### **6.0 Fourth quarter: Major employment developments anticipated to be delivered during the last five year period (2026-2031)**

6.1 Further substantial employment sites are anticipated to come forward beyond 2026. The likely delivery timeframe for these is less clear than for existing consented sites that are expected to come forward earlier during the Local Plan period. These fall into two broad categories:

- Committed strategic sites – Irthlingborough West, Tresham Garden Village, Rushden East, Rushden Gateway and the committed site at Haldens Parkway for relocation of the Thrapston Cattle Market; and
- Emerging Sites – Proposed Local Plan Part 2 brownfield land allocations.

6.2 **Table 4** (below) provides a summary of significant major new employment developments that are expected to come forward during the final of the Plan period (2026-31).

<b>Table 4</b>	<b>Current/ proposed use (as applicable)</b>		<b>Projected job Nos (total net, 2011-2031)</b>
		<b>JCS requirement (Policy 23/ Table 3)</b>	<b>7,200</b>
		<b>Jobs created, 2011-16</b>	<b>-2,520</b>

<b>Table 4</b>	<b>Current/ proposed use (as applicable)</b>		<b>Projected job Nos (total net, 2011-2031)</b>
		<b>Forecast jobs created, 2016-21</b>	<b>-3,665</b>
		<b>Forecast jobs created, 2021-26</b>	<b>-1,382</b>
		<b>Residual jobs requirement (2026-2031)</b>	<b>-367</b>
		<b>End user/ occupier</b>	
<b>Committed sites</b>			
Irthlingborough West - 2008 Core Spatial Strategy	-Business, industrial and warehousing/ storage uses	Hallam Land Management And BS Pension Fund Trustee Ltd	-340
Tresham Garden Village, Deenethorpe - JCS Policy 14	Wide range of jobs (1 job/ 1 household)	Deene Estate	-500
Rushden East (High Hayden Farm) - JCS Policy 33	Various		-1,486
Rushden Gateway (Nene Valley Farm) - JCS Policy 35	Mixed employment uses - retail, restaurant, industry, warehousing, care home (955 jobs gross; 340 jobs by 2031)	Ashfield Land	-243
Land Rear Of Plots 11 To 14 Haldens Parkway (Titchmarsh Lane), Thrapston	Office/ livestock market	Bletsoe	-51
<b>Emerging Sites - Proposed Local Plan Part 2 allocations</b>			
Splash Pool and Wilkinson site, Rushden (draft Policy EN34)	Main town uses - leisure/ retailing - Proposed "re-imagination" (redevelopment) assumed to be neutral in terms of jobs created	ENC	*
Rectory Business Centre, Rushden (draft Policy EN36)	Residential - net jobs loss	Various	80
13-21 High Street/ St Peter's Way Car Park, Irthlingborough (draft Policy EN38)	Main town uses - leisure/ retailing	Resham PLC	-25
Irthlingborough East, Site 3 - Former Rushden & Diamonds FC stadium (draft Policy EN39)	Main town uses - leisure/ retailing	Griggs (Speculative)	-300
Riverside Hotel, Oundle (draft Policy EN40)	Hotel	OHL Ltd	-100
Cattle Market, Market Road, Thrapston (draft Policy EN41)	Main town uses - leisure/ retailing	Bletsoe	-50
<b>FORECAST JOBS CREATED 2026-31 (deducted from minus 367 residual)</b>			<b>-3,015</b>
<b>"Residual" (surplus) No of jobs at 2031</b>			<b>-3,382</b>

- 6.3 The committed strategic sites are anticipated to deliver significant numbers of jobs, to support the development of sustainable urban extensions at Irthlingborough and Rushden, and Tresham Garden Village. In combination, these are anticipated to deliver **2,569 (~2,570) jobs** during the final quarter of the Plan period. Given that the JCS requirement is anticipated to be met (and exceeded) by 2026, delivery of the overall Local Plan job targets is not dependent upon delivery of the major employment sites.
- 6.4 Redevelopment of identified brownfield sites (emerging Local Plan Part 2 site allocations) within the main urban areas is anticipated to deliver a net **395 jobs** within the Plan period. The most significant of these is the Former Rushden & Diamonds FC stadium site, which is expected to deliver around 300 jobs. Additionally, a further **51 jobs** are anticipated to come forward at the committed Haldens Parkway/ Titchmarsh Lane site, alongside the proposed Thrapston Cattle Market redevelopment.
- 6.5 It is emphasised that in all cases there may still some way still to go for these (“fourth quarter”) sites to come forward. The quantum of jobs that these major development sites are anticipated to deliver in the last five years of the Local Plan period should also function as a substantive contingency (in excess of 3,000 jobs), in the event that one or more sites do not come forward as anticipated.

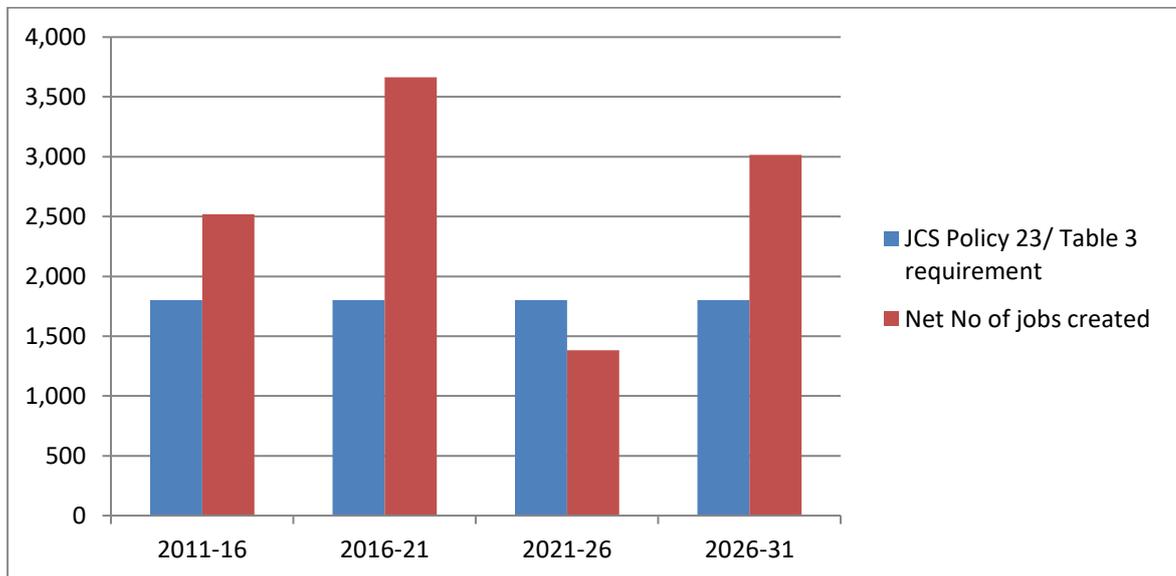
## **7.0 Conclusions and job creation trajectory**

- 7.1 This paper provides an overview as to the likely number of jobs that could be delivered through specific committed employment sites throughout the Local Plan period. It has collated this information into five year blocks, relating to the delivery of the strategic jobs target (7200 jobs) defined by JCS Policy 23/ Table 3 (the Local Plan Part 1).
- 7.2 Initially, this document explains the sources for job creation numbers. Often this data is unavailable and incomplete, so it is necessary to apply robust methodologies to estimate job figures where such information is lacking:
- Estimated job numbers are often specified in either the application form (in the case of full/ outline applications) or supporting documents (e.g. Planning Statement or Environmental Statement);
  - Where this information is unavailable, job numbers are estimated using the HCA 2015 standards (Annex 1).
- 7.3 In order to provide a meaningful trajectory, job creation figures have been broken down into five year phases:
1. 2011-16 – sites >1000m<sup>2</sup> gross floorspace, developed 2011-16 or predominantly complete as at 1 April 2016;
  2. 2016-21 – Consented/ committed major employment developments anticipated to be completed within the current five year period;
  3. 2021-26 – committed sites >1000m<sup>2</sup> gross floorspace, as at early 2020;

4. 2026-31 – Committed significant/ major employment developments and emerging Local Plan Part 2 site allocations expected to come forward beyond 2026.

7.4 **Table 5** and the accompanying graph (below) illustrate anticipated job delivery over the Local Plan period, compared to the Policy 23/ Table 3 trajectory.

Table 5	JCS Policy 23/ Table 3 requirement	Net No of jobs created	Difference (JCS Table 3 requirement minus Net No of jobs created)
2011-16	1,800	2,520	-720
2016-21	1,800	3,665	-1,865
2021-26	1,800	1,382	418
2026-31	1,800	3,015	-1,215
<b>TOTAL</b>	<b>7,200</b>	<b>10,582</b>	<b>-3,382</b>



7.5 It is noted that the number of jobs anticipated to be delivered during the current five year block is significantly higher than the periods. This is predominantly a function of the large number of jobs (over 2600) recently delivered at Rushden Lakes. The overall forecast job delivery (in excess of **10,500 jobs**) exceeds the JCS requirement (7200 jobs) by nearly **3400 jobs**.

7.6 Overall, the job creation calculations are significantly higher than the JCS requirement (Policy 23/ Table 3) across the Plan period, equating to a surplus of over 3,300 jobs. **It is considered that no further strategic employment land allocations would need to be allocated through the Local Plan Part 2, over and above existing commitments and the new strategic sites already identified through the JCS (Local Plan Part 1).**

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**Annex 1: Job creation calculations, in cases where this information is incomplete or lacking**

<b>ANNEX 1</b>	<b>Floorspace/ site area</b>	<b>HCA employment densities (2015 version)</b>	<b>No of jobs</b>	<b>Rounded</b>
<b>Chelveston Renewable Energy Park</b>				
Storage facilities	<b>[permitted floorspace]</b>			
15/02271/FUL	n/a	n/a - Indicative job Nos provided in application form	15	
17/00784/FUL	1,877	1 job for every 77 sq m (warehousing)	24	
18/02043/FUL	1,120	n/a - Indicative job Nos provided in application form	1	
19/01093/FUL	1,231	n/a - Indicative job Nos provided in application form	2	
Land south of Chelveston Renwable Energy Park/ Chelveston Innovation Park (19/01781/FUL)	n/a	n/a - Indicative job Nos provided in application form (net increase 742 jobs)	742	
		<b>TOTAL</b>	<b>784</b>	<b>780</b>
<b>13-21 High Street/ St Peter's Way Car Park</b>	<b>[site area]</b>			
16/02285/FUL	3,152	Gross site area		
	1,261	Estimated floorspace @ 40% gross site area		
		1 job for every 53 sq m (former 'B' class average)	24	25
<b>Oundle Marina</b>	<b>Existing</b>		<b>No of jobs</b>	
Total industrial floorspace (sq m gross)	-11,220	1 job for every 36 sq m	-312	~310
17/01398/REM, 16/01820/VAR & 14/00675/OUT	<b>Proposed</b>			
Total floorspace (sq m gross)	4,225	1 job for every 53 sq m	80	
		<b>NET JOBS</b>	<b>-232</b>	<b>~-230</b>

<b>ANNEX 1</b>	<b>Floorspace/ site area</b>	<b>HCA employment densities (2015 version)</b>	<b>No of jobs</b>	<b>Rounded</b>
<b>Riverside Hotel, Station Road, Oundle</b>	<b>[site area]</b>			
08/01931/REM & 02/00432/RWL	13,075	Gross site area		
	5,230	Estimated floorspace @ 40% gross site area		
		1 job for every 53 sq m (former 'B' class average)	<b>99</b>	<b>~100</b>
<b>Enterprise Centre, Michael Way, Raunds</b>	<b>[permitted floorspace]</b>			
18/02081/FUL	3,423	1 job for every 47 sq m	<b>73</b>	<b>70</b>
<b>Proposed Distribution Centre, West End, Land North Of Brick Kiln Road, Raunds</b>	<b>[Proposed floorspace]</b>			
Total business/ office floorspace (sq m gross)	2,144	1 job for every 47 sq m	46	~50
Total warehousing floorspace (sq m gross)	23,359	1 job for every 77 sq m	303	~300
			<b>349</b>	<b>~350</b>
<b>Francis Court, Wellingborough Road, Rushden</b>	<b>[Proposed floorspace]</b>			
19/01233/FUL (technology/ general industry)	3,857			
Total light industrial/ technology floorspace (sq m gross)	1,929	1 job for every 47 sq m	41	~40
Total general industrial floorspace (sq m gross)	1,929	1 job for every 36 sq m	54	~55
	<b>NET JOBS</b>		<b>95</b>	<b>95</b>
<b>Plot 1B, Haldens Parkway, Thrapston (Superhuman)</b>	<b>[Proposed floorspace]</b>			
15/00966/FUL				
Total office floorspace (sq m gross)	458	1 job for every 47 sq m	10	10
Total warehousing floorspace (sq m gross)	9,073	1 job for every 77 sq m	118	~120
			<b>128</b>	<b>~130</b>

<b>ANNEX 1</b>	<b>Floorspace/ site area</b>	<b>HCA employment densities (2015 version)</b>	<b>No of jobs</b>	<b>Rounded</b>
<b>Former Factory, Grove Road, Thrapston</b>	<b>[Proposed floorspace (loss)]</b>			
Total industrial floorspace (sq m gross)	-823	1 job for every 36 sq m	<b>-23</b>	<b>~20</b>
<b>Cattle Market, Market Road, Thrapston</b>	<b>[Previously permitted floorspace]</b>			
11/01234/FUL	3,341	1 job for every 53 sq m	63	
		Minus 10 jobs at existing Cattle Market business (f t e)	-10	
		<b>NET JOBS</b>	<b>53</b>	<b>~50</b>

**Annex 2: major employment schemes (>1000m<sup>2</sup> gross floorspace), that have come forward since 2011 or are anticipated to come forward in the duration of the Local Plan period (2011-2031)**

<b>ANNEX 2</b>	<b>Proposed use (if applicable)</b>	<b>Reference (Application No, Local Plan policy etc)</b>	<b>Projected net job Nos (2011-2031)</b>	<b>Data source</b>	<b>Delivery period</b>
<b>JCS requirement (Policy 23/ Table 3)</b>			<b>7,200</b>		
<b>Rural area</b>					
Chelveston Renewable Energy Park, The Airfield, Chelveston	Industrial/ warehousing	15/02271/FUL	-15	Application form	2016-21
Chelveston Renewable Energy Park, The Airfield, Chelveston	Storage/ warehousing	17/00784/FUL	-24	20MW energy storage facility - Estimated No of jobs, applying HCA 2015 standards	2016-21
Chelveston Renewable Energy Park, The Airfield, Chelveston	Industrial/ warehousing	18/02043/FUL	-1	Application form - Hydrogen generation/ storage	2021-26
Chelveston Renewable Energy Park, The Airfield, Chelveston	Industrial/ warehousing	19/01093/FUL	-2	Application form - Reciprocating engine peak lopping electricity generating station	2021-26
Land south of Chelveston Renewable Energy Park, The Airfield	Business/ industrial/ warehousing/ agricultural uses	19/01781/FUL	-807	Application form - Relocation of Federal Estates from Newton Road, Higham Ferrers (807 jobs gross; 742 net)	2021-26
Gadsby Field, Main Road, Collyweston	Offices/ visitor centre	16/02307/FUL	-25	Application form	2016-21
Tresham Garden Village, Deenethorpe	Wide range of jobs (1 job/ 1 household)	JCS Policy 14	-500	Masterplan & Delivery Strategy (February 2018) - Housing delivery: 50 dwellings per year, 2021-31 = 500 dwellings (i.e. 500 jobs)	2026-31

<b>ANNEX 2</b>	<b>Proposed use (if applicable)</b>	<b>Reference (Application No, Local Plan policy etc)</b>	<b>Projected net job Nos (2011-2031)</b>	<b>Data source</b>	<b>Delivery period</b>
Rockingham MRC Enterprise Area, Mitchell Road, Corby/ Deene	General industry/ logistics	18/02061/FUL, 18/02062/FUL, 19/01769/FUL & 20/00400/FUL	*	Application form (20/00400/FUL) - 200 jobs anticipated, although these should be counted against the JCS Policy 23/ Table 3 job targets for Corby.	2021-26
Vehicle Depot and Adjacent Land, Kettering Road, Islip	Offices/ warehousing - Primark	12/00417/OUT	-1,314	Application form/ JCS evidence	2011-16
Land South Of Unit 5, King's Cliffe Industrial Estate, Wansford Road, King's Cliffe	General industrial unit	16/00656/FUL	-9	Application form - significant warehouse (825 sq m floorspace) - 8 full time/ 2 part time = 9 FTE	2016-21
Site 32, Oil Depot, Wansford Road, Yarwell	Warehouse	16/01497/FUL	-6	Application form	2016-21
<b>Higham Ferrers</b>					
Between Newton Road And Chelveston Road (west of Moulton College)	Proposed Chelveston Road SEN school	19/02011/FUL	-25	Application Form	2021-26
Federal Estates land off Newton Road	Residential–proposed relocation of existing employment to Chelveston Innovation Park	19/01781/FUL	65	Application Form - 65 existing jobs to be relocated from existing premises to new Chelveston Renewable Energy Park; redevelopment of existing site for housing	2021-26
<b>Irthlingborough</b>					
Crow's Nest, 332 Addington Road	Care home (56 rooms)	15/00376/FUL	-77	Application - Birchester Staffing requirements statement	2016-21
Former Express Works, Church Street	Convenience retailing (Coop etc)	16/02336/FUL	-55	First application (15/00990/FUL) - Planning statement (Marrons) - "50-60 jobs"	2016-21

<b>ANNEX 2</b>	<b>Proposed use (if applicable)</b>	<b>Reference (Application No, Local Plan policy etc)</b>	<b>Projected net job Nos (2011-2031)</b>	<b>Data source</b>	<b>Delivery period</b>
Irthlingborough East, Site 3 (Former Rushden & Diamonds FC stadium)	Main town uses - leisure/retailing	15/02198/OUT	-300	Previous application scheme refused. However, site is vacant/ brownfield; anticipated that jobs could be created at the site during the Plan period. The application form provides a good basis for estimating No of jobs to be created.	2026-31
Irthlingborough East, Site 6 (Land west of Attley Way)	Convenience retailing (Aldi)	15/01191/FUL	-50	Application form - Store opened November 2018	2016-21
Irthlingborough West	Industrial - proposed industrial area	10/00857/OUT	-340	Development Control Committee Report - 955 jobs estimated to be created on site, although previous proposals for Whitworths relocation are not now anticipated. $955/700 = 1.36$ jobs per dwelling; 250 dwellings anticipated to come forward by 2031, equating to an apportioned figure of 340 jobs within the Plan period.	2026-31
13-21 High Street/ St Peter's Way Car Park	Main town uses - leisure/retailing	1st draft LPP2 - Policy EN38	-25	Estimated No of jobs, based on HCA 2015 standards	2026-31
<b>Oundle</b>					
66 East Road	Convenience retailing (Waitrose)	12/01051/FUL	-75	Application form	2011-16
The Wharf, Station Road	Industrial/ storage	15/01237/FUL	-25	Application form	2011-16

<b>ANNEX 2</b>	<b>Proposed use (if applicable)</b>	<b>Reference (Application No, Local Plan policy etc)</b>	<b>Projected net job Nos (2011-2031)</b>	<b>Data source</b>	<b>Delivery period</b>
Oundle Marina	Retail/ food and drink; business/ workshops; tourism - holiday accommodation	14/00675/OUT & 17/01398/REM	230	Application form states No of jobs unknown. Comparing loss of existing employment (predominantly B2) and estimated No of jobs created by new development (based on HCA 2015 standards) gives approx net loss of 260 jobs.	2021-26
Riverside Hotel	Hotel	02/00432/RWL & 08/01931/REM	-100	Estimated No of jobs, based on HCA 2015 standards	2026-31
<b>Raunds</b>					
Plot 1, Warth Park, Phase 2	Convenience retailing (Asda)	15/02095/FUL	-40	Application form	2011-16
Plot 1, Warth Park, Phase 2	Fast food restaurant - KFC	16/00108/REM	-40	KFC operations brochure	2011-16
Land Off A45 London Road (Plot 1, Warth Park, Phase 2)	Enterprise Centre – business, office and technological uses	18/02081/FUL	-70	Estimated No of jobs (@ 1 per 47 sq m - HCA 2015 standards) - Enterprise Centre scheduled opening date spring 2020	2016-21
Plot 2, Warth Park, Phase 2	Warehousing - Geopost	12/01528/FUL	-150	Application form	2011-16
Plot 3, Warth Park, Phase 2	Warehousing - Air Wear	13/01243/REM	-70	Committee report, paragraph 7.1.1	2011-16
Plot 4, Warth Park, Phase 2	Warehousing - DSV (2 units)	14/00789/REM	-150	Committee report - Estimated No of jobs, with reference to No of parking spaces (174)	2011-16
Plot 5, Warth Park, Phase 2	Warehousing - Howdens	15/02185/LDP	-200	Delegated report - Estimated No of jobs, with reference to No of parking spaces (236)	2011-16

<b>ANNEX 2</b>	<b>Proposed use (if applicable)</b>	<b>Reference (Application No, Local Plan policy etc)</b>	<b>Projected net job Nos (2011-2031)</b>	<b>Data source</b>	<b>Delivery period</b>
Land south of Meadow Lane (Warth Park, Phase 3)	Business/ warehousing	16/02119/FUL	-600	Application form - Howdens (phase 2)	2016-21
West End, Brick Kiln Road	Warehousing - Identified end-user	11/01747/OUT & Raunds Neighbourhood Plan (Policy R13(2))	-350	Estimated No of jobs, based on HCA 2015 standards	2021-26
<b>Rushden</b>					
Rushden Lakes (Phase 1 - approved scheme)		15/01127/VAR	-1,718	15/02249/FUL - Quod planning statement, paragraphs 6.4-6.5	2016-21
Rushden Lakes (Phases 2 and 3)	Hotel/ leisure/ retail	16/01662/FUL	-887	Cinema plus new terrace 'D': Application form - 887 jobs proposed	2016-21
Rushden Lakes (Phase 4)	Retail/ restaurants	17/02559/FUL	-129	Garden Square - Application form - 129 jobs proposed	2016-21
Rushden Lakes West - "Rushden Living"	Retail, restaurants, offices, leisure	19/01092/FUL	-154	Application form - 154 jobs	2021-26
Rushden Gateway (Nene Valley Farm)	Mixed employment uses - retail, restaurant, industry, warehousing, care home	18/00982/FUL	-486	Application form	2021-26; 2026-31
Rushden East (High Hayden Farm)	Various	JCS Policy 33	-1,486	Aspinall Verdi Report (Hybrid scenario)	2026-31
Lidl, Newton Road	Convenience retailing	14/01014/FUL	-30	Application form	2011-16
Scottish Widows (former ITW site), 2 Express Business Park, Shipton Way	Office/ storage	16/01052/FUL	-316	Application form	2011-16
Francis Court, Wellingborough Road	General industrial/ storage	19/01233/FUL	-95	Estimated No of jobs, based on HCA 2015 standards; assuming 50%	2021-26

<b>ANNEX 2</b>	<b>Proposed use (if applicable)</b>	<b>Reference (Application No, Local Plan policy etc)</b>	<b>Projected net job Nos (2011-2031)</b>	<b>Data source</b>	<b>Delivery period</b>
				B2/ 50% B8 gross floorspace	
Splash Pool and Wilkinson site	Main town uses - leisure/ retailing	1st draft LPP2 - Policy EN34	*	Proposed "re-imagination" (redevelopment) assumed to be neutral in terms of jobs created	2026-31
Rectory Business Centre	Residential	1st draft LPP2 - Policy EN36	80	Estimated No of jobs lost, based on HCA 2015 standards	2026-31
<b>Thrapston</b>					
Plot 1, Haldens Parkway (Unit 1B)	Light industrial/ warehousing - Superhuman	15/00966/FUL	-130	Estimated No of jobs, based on HCA 2015 standards	2011-16
Former Factory, Grove Road	Demolition of factory premises (loss of industrial jobs)	16/01403/FUL	20	Estimated No of jobs lost, based on HCA 2015 standards	2011-16
Cattle Market, Market Road	Main town uses - leisure/ retailing	1st draft LPP2 - Policy EN41 & 11/01234/FUL	-50	Estimated No of jobs lost, based on HCA 2015 standards and lapsed (Sainsbury's) development proposal (3341 sq m) - 3341 sq m @ 53 jobs/ sq m = 63 jobs (gross); 63 minus 10 existing Cattle Market jobs = 53 ~ 50 jobs	2026-31
Land Rear Of Plots 11 To 14 Haldens Parkway (Titchmarsh Lane)	Office/ livestock market	11/01240/FUL	-51	Officer report, DC Committee, 21 March 2012 - paragraph 2.6	2026-31
<b>Residual job requirement</b>			<b>-3,382</b>		