

Joint position statement on the delivery and monitoring of employment-led growth at the Weston Villages

1. Introduction

1.1 This statement reflects the position agreed between the following parties and submitted to the Inspector in relation to the implementation of an 'employment-led' growth strategy for the Weston Villages and Policies CS20 and CS30 of the North Somerset Core Strategy:

- i) North Somerset Council (as Local Planning Authority and landowner).
- ii) St. Modwen Developments Limited.
- iii) Homes & Communities Agency.
- iv) Persimmon Homes Ltd.
- v) Mead Realisations Ltd and the Manor Farm Landowners Consortium.

1.2 The parties to this statement acknowledge and accept the need for growth at the Weston Villages to be employment-led. The objective of this policy is to provide, over the course of the planning period to 2026, an average of 1.5 jobs per home at the Weston Villages.

1.3 This jointly prepared statement articulates an agreement reached between the parties to a series of delivery and monitoring mechanisms to assist delivery of Policies C230 and CS30 of the Core Strategy at the Weston Villages. It is set out as follows:

- i) Section 2 sets out a range of joint actions (The Strategy) to secure and accelerate the delivery of employment in Weston.
- ii) Subject to delivery of The Strategy, Section 3 sets out revisions to the definitions and phasing of jobs at the Weston Villages in relation to policies CS20 and CS30.
- iii) Section 4 outlines a range of monitoring and review arrangements for The Strategy.
- iv) Section 5 sets out the next steps.

2. Delivery strategy for employment-led growth at the Weston Villages

2.1 The basis of this statement is to accelerate delivery of employment at the Weston Villages through a series of delivery mechanisms.

2.2 The detail of these delivery mechanisms are proposed to be agreed and monitored through a Joint Delivery and Review Board. This would comprise representation from the parties to this agreement and from any other relevant stakeholders agreed by those parties. The Board will have a key role in driving forward The Strategy.

2.3 The proposed actions to be developed, delivered and monitored by the Board would include:

- a) The delivery of jobs at the Weston Villages, phased in line with the trajectories detailed in Section 3 and Appendix A.
- b) The delivery of The Strategy including the following measures:
 - i) 'Super-serviced' employment sites;
 - ii) An enhanced joint marketing and promotion strategy for the Weston Enterprise Area.
 - iii) Initiatives to be developed to maximise the benefits of development to the local economy, for example, the use of local sub-contractors. The contribution of these initiatives to the overall delivery of jobs will be reviewed in 2016 as part of the monitoring the process of The Strategy.
 - iv) Support for local training and employment initiatives, i.e. Westonworks and Job Centre Plus.
 - v) Efficient management of commercial planning applications through North Somerset's Local Economic Development Protocol and proposals for a Local Development Order as part of the Enterprise Area.
 - vi) Maximising the availability and strategic use of infrastructure to support employment growth.
 - vii) Maximising the availability and strategic use of business support funding to help employment growth.
 - viii) Joint working with the West of England Local Enterprise Partnership; and
 - ix) Any other measures agreed by the Board.

3. Phasing of delivery and relationship to the delivery of housing

3.1 Subject to the delivery of The Strategy, it is proposed that the phasing and relationship of jobs and housing be revised in the Core Strategy in the following manner:

a) Definition of jobs:

3.2 Policies CS20 and CS30 of the Core Strategy refer to the provision of "on-site" employment based on "1.5 B use class jobs" at the Weston Villages.

3.3 It is proposed that the references to B-use class jobs and on-site jobs be removed from the requirements for the Weston Villages and that for the purposes of assessing the ratio of jobs to housing:

- i) All jobs provided at the Weston Villages be counted towards the total number of jobs, with the exception of construction jobs (see

below). It should be noted that The Strategy described in Section 2 above would continue to target B-use class jobs.

- ii) A proportion of the net increase in jobs created outside of the Weston Villages but at Weston-super-Mare be counted towards the total number of jobs at the Weston Villages. This would be in acknowledgement of the raised profile and interest in Weston that is expected to result from The Strategy. The proportion to be counted is proposed to be agreed by the Joint Delivery & Review Board. Jobs created on other mixed-use sites subject in themselves to the employment-led policy will not be counted towards the total.
- iii) Construction jobs are proposed to be excluded from the total of jobs, except that construction apprentices from the local authority area and employed in relation to the sites will be counted towards the total. A target of 1000 local apprenticeships has been set for the planning period. The inclusion or exclusion of construction jobs remains a point of discussion between the parties and will be reviewed as part of the monitoring of The Strategy as set out in Section 4.

3.4 Jobs will be monitored in the form of Full Time Equivalents (FTE).

b) Phased delivery:

3.5 In light of the current economic downturn, the upfront investment required to prepare sites for development and the need to build momentum and interest in the Weston Enterprise Area, it is acknowledged that progress towards the required 1.5 jobs per home can be phased over the Core Strategy period.

3.6 This may mean that the rate of jobs per home is less than 1.5 in the early years of delivery. Therefore, in later phases, a rate of more than 1.5 jobs will be required to achieve the overall target.

3.7 This phasing will reflect the five-year periods of the Core Strategy on the adoption of the Core Strategy. For the purposes of this statement we have taken the timeline in the current Core Strategy, e.g. 2011 – 16; 2016 – 21 and 2021 – 26 and the delivery trajectory modelled in Appendix A. This forecasts delivery of:

2011 – 2016:	0.9 jobs per home <i>plus The Strategy, in particular, super-serviced sites.</i>
2016 – 2021:	1.8 jobs per home, <i>plus The Strategy.</i>
2021 – 2026:	2.1 jobs per home, <i>plus The Strategy.</i>

3.8 The baseline target for performance from 2011 – 2016 is therefore set at 0.9 jobs per home (defined as per section 3a above) plus The Strategy, to be achieved across the five-year period. Targets for the

later periods would be re-examined as part of the reviews of policy and delivery in 2016 and 2021 (see below) and may increase or reduce dependent on the levels of delivery during the first years of development.

4. Monitoring and review

- 4.1 The above targets are proposed to be applied to the Weston Villages on a landowner by landowner basis, unless a formal agreement has been reached between a consortium of landowners.
- 4.2 In bringing forward masterplans and planning applications, developers should demonstrate compliance with The Strategy and with the trajectories detailed in Sections 3 and Appendix A of this Statement. Compliance with these requirements can be monitored and enforced through Section 106 agreements. Applications that do not demonstrate compliance may be refused.
- 4.3 In addition to the monitoring of planning applications, an annual meeting of the Joint Delivery and Review Board will be held to monitor progress in delivering employment. The Board will consider:
 - i) The total number of jobs and houses coming forward at the Weston Villages and elsewhere at Weston-super-Mare.
 - ii) The nature and range of jobs coming forward and whether they are assisting in the delivery of local economic priorities.
 - iii) The impact of the nature of jobs on the five-year employment-land supply.
 - iv) The trajectory of growth and levels of interest at Weston-super-Mare and whether additional measures are required to promote employment.
 - v) The impact of the employment-led policy and ensuring the maintenance of a 5 year housing land supply across the District.
 - vi) Any proposals for revisions to The Strategy and/or additional measures.
- 4.4 Two more extensive reviews of The Strategy and delivery trajectories will take place in line with the proposed reviews of the Core Strategy in 2016 and 2021. At these reviews, the Board will formally consider targets delivered in Table 1 of Appendix A, the five year employment and housing land supply across the district and any additional measures or changes to The Strategy that are required. The reviews will also consider the Core Strategy policies in relation to the employment-led approach and whether the Board wishes to recommend any changes to those policies.

5. Next steps and implications for the Core Strategy

- 5.1 It is proposed that the content of this Statement:

- i) Form the basis for amendments to the Core Strategy.
- ii) Inform the emerging Weston Villages SPD; and
- iii) Support the delivery of employment-led growth at the Weston Villages through the preparation and assessment of planning applications.
- iv) Forms the basis of the Terms of Reference for the Joint Delivery & Review Board

5.2 On the basis of this statement the parties to this agreement recommend two areas of change to the Core Strategy. These are:

- a) Policies CS20 and CS30 and supporting text (specifically paragraphs 4.48 – 4.59), which set out the employment-led policy.
- b) References in CS30 and paragraph 4.41 refer to the development of brownfield areas of the Weston Villages being prioritised for development ahead of greenfield areas at these sites. In order to maximise the commercial opportunities for development across the Weston Villages it is proposed that this prioritisation be removed.

5.3 Further details of the proposed Core Strategy amendments will be submitted to the Inspector for the Examination in Public.

5.4 As a first step towards the delivery and monitoring of The Strategy, a meeting of the Joint Delivery and Review Board will be held to agree terms of reference and to more clearly define and take forward the actions identified in Section 2 of this Statement.

6.0 Agreement

This position statement is agreed on 4 November 2011 and signed by the following parties:

on behalf of North Somerset Council

on behalf of St. Modwen Developments Limited

on behalf of Homes & Communities Agency

on behalf of Persimmon Homes Ltd.

on behalf of Mead Realisations Ltd and the Manor Farm Landowners Consortium

TRAJECTORIES OF JOBS TO HOMES AT THE WESTON VILLAGES

A. Baseline: Core Strategy housing trajectory & associated jobs @ 1.5 per dwelling:

	2011/2 - 15/6	2016/17 - 20/21	2021/2 - 25/6	Total
Houses delivered	1450	2350	1700	5500
<i>Cumulative</i>		3800	5500	
Job required (policy @ 1.5)	2175	3525	2550	8250
<i>Cumulative</i>		5700	8250	

B. Summary of proposed revisions to phasing & requirements:

- (i) All jobs at the Weston Villages as defined in Section 3a of this agreement to be counted towards the total.
- (ii) Construction apprentices from the local authority area and employed in relation to the sites to be counted towards the total of jobs on-site. Target figure of 1000 apprenticeships.
- (iii) A proportion (to be agreed) of the net increase in jobs created outside of the Weston Villages but at Weston-super-Mare to be counted (excepting jobs on mixed-use sites of more than 10 dwellings subject themselves to the employment-led approach).
- (iv) Adding together the jobs from (i) – (iii) above, the following ratios are proposed as the baseline targets for future measurement of performance, to be applied to each landownership and associated planning applications:
 - 2011 – 16: 0.9 jobs per home.
 - 2016 – 21: 1.8 jobs per home.
 - 2021 – 26: 2.1 jobs per home.
- (v) Super-serviced sites to be provided equating to the difference in job numbers between the cumulative job total and the required ratio of 1.5 jobs per home. The spatial quantum of super-serviced sites required will be agreed by the Board as part of the Terms of Reference. Super-serviced sites are not counted towards total jobs at end of period as it is assumed that the space provided will have converted into 'real' jobs by the end of the period.
- (vi) Ratios and other requirements to be subject to regular monitoring and formally reviewed in 2016 and 2021. Depending on the delivery rates, ratios can be altered in 2016 and 2021 on a landowner by landowner basis.

The ratios in (iv) would be acceptable to North Somerset Council only on the basis of compliance with The Strategy outlined in Section 2.

Table 1: Revised phasing of policy requirements:

	2011/2 - 15/6	2016/17 - 20/21	2021/2 - 25/6	Total
Jobs per home, as defined in Section 3a and (i) – (iii) above (n.b. these ratios to be reviewed in 2016 & 2021):	0.9	1.8	2.1	1.5
Super-serviced land requirement, expressed as an equivalent to jobs per home:	0.6	0.1	0	-
Other delivery actions identified in The Strategy	YES	YES	YES	
Total	1.5	1.9	2.1	

C. Sample trajectory based on revised phasing of policy requirements:

- Housing trajectory based on NSC rates submitted to the Core Strategy examination.
- Target of 1000 local construction apprenticeships.
- 'Jobs created outside of the Weston Villages but at Weston-super-Mare': for modelling purposes, the delivery rates are 100/yr from 2011 - 16; 125/yr from 2016 - 2021; and 150/yr from 2021 – 26. An indicative 'credit' to Weston Village landowners of 25% has been applied.
- Super-serviced land requirement expressed as an equivalent to a number of jobs.

Table 2: Sample trajectory

Houses delivered	1450	2350	1700	5500
Jobs at Weston Villages	900	3650	2975	7525
Construction apprenticeships	248	391	361	1000
Indicative 25% of jobs outside of the Weston Villages but at Weston-super-Mare ¹	125	156	188	469
Other delivery actions identified in The Strategy	YES	YES	YES	
Sub-totals	1273	4197	3524	8994
<i>Ratio</i>	<i>0.9</i>	<i>1.8</i>	<i>2.1</i>	<i>1.6</i>
Difference from cumulative job requirement	-902	-230	744	744
Super-serviced land requirement *	902	230	0	1132
Ratio including super-serviced land	1.5	1.9	2.1	

¹ Note: the proportion of jobs will be agreed by the Board, however for the purposes of the trajectory a figure of 25% has been included.