Employment Background Paper

Published September 2021

GOSPORT
Borough Council

CONTENTS

1.0 INTRODUCTION

1.1 This document is an initial background paper to the draft Gosport Borough Local Plan 2038 relating primarily employment supply and determining the quantum of employment floorspace for the emerging GBLP2038. A fuller document will be prepared for the second stage of the Local Plan process covering wider employment issues. This document outlines the relevant national and local policy context, signposts to key evidence studies and provides a summary of this evidence. It then seeks to provide an explanation of how the proposed employment quantum figure in the GBLP has been reached and which sites contribute towards the supply.

2.0 POLICY CONTEXT

National Policy

National Planning Policy Framework (MHCLG 2021)

2.1 The National Planning Policy Framework (NPPF) recognises that the purpose of the planning system is the achievement of sustainable development which comprise of interdependent economic, social and environmental objectives.

2.2 The NPPF's economic objective is to help build a strong, responsive and competitive economy, by ensuring that sufficient land of the right types is available in the right places and at the right time to support growth, innovation and improved productivity. Linked to this is the need to identify and coordinate the provision of infrastructure (Para 8).

2.3 The NPPF states that local plans should set out an overall strategy for the pattern, scale and quality of development and make sufficient provision for employment (para 20). Policies should look ahead over a minimum 15 year period and anticipate and respond to long term requirements and opportunities (Para 21).

2.4 Strategic policies should provide a clear strategy for bringing sufficient land forward and at a sufficient rate to address objectively assessed needs over the plan period in line with the presumption of sustainable development. This should include planning for and allocating sufficient sites to deliver strategic priorities of the area (Para 23).

2.5 The NPPF includes a specific section on building a strong competitive economy. It states, '*that planning policies should help create the conditions in which businesses can invest, expand and adapt. Significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and the wider opportunities for development. The approach should allow each area to build on its strengths, counter any weaknesses and address the challenges of the future*.' (Para 80)

2.6 Planning policies should:

- set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth having regard to local industrial strategies and other local policies for economic development and regeneration;
- set criteria, or identify strategic sites for local and inward investment to match the strategy and to meet anticipated needs over the plan period;

- seek to address potential barriers to investment, such as inadequate infrastructure, services or housing, or a poor environment; and
- be flexible enough to accommodate needs not anticipated in the plan, allow for new and flexible working practices (such as live-work accommodation), and to enable a rapid response to changes in economic circumstances. (Para 81)

2.7 Planning policies should recognise and address the specific locational requirements of different sectors. (Para 82)

National Planning Practice Guidance (Feb 2019)

2.8 The Government's National Planning Practice Guidance supports the NPPF and states that strategy policy-making authorities need to prepare a robust evidence base to understand existing business needs which will need to be kept under review to reflect local circumstances and market conditions. It states that the evidence will need to liaise with the business community to understand their current and future requirements and will need to assess:

- the existing stock of land within the area - this will indicate a baseline for land in employment uses;
- the recent pattern of employment land supply and loss – for example based on extant planning permissions and planning applications (or loss to permitted development);
- market demand – sourced from market intelligence from local data and discussions with developers and property agents, recent surveys of business needs or engagement with business and economic forums including locational and premises requirements of particular types of business;
- market signals – based on projected growth in certain markets and demographic changes; and
- oversupply and evidence of market failure – such as physical or ownership constraints that prevent the employment site being used effectively.

2.9 It states that local planning authorities will need to develop an idea of future needs based on a range of data which is current and robust such as:

- sectoral and employment forecasts and projections (labour demand)
- demographically derived assessments of future employment needs (labour supply techniques)
- analysis based on the past take-up of employment land and property and/or future property market requirements
- consultation with relevant organisations, studies of business trends, and monitoring of business, economic and employment statistics.

2.10 It is important to consider recent employment land take up projections (based on past trends) and forecast (based on future scenarios) and identify occurrences where sites have been developed for specialist economic uses. This will help to provide an understanding of the underlying requirements for office, general business and warehousing sites when compared with the overall stock of employment sites. The PPG provides further guidance on the potential methodology to converting forecasts into land requirements. This guidance has been incorporated into the Council's Economic Development Needs Assessment (EDNA)/ Employment Land Availability Assessment (ELAA) summarised later in this document.

Sub Regional Economic Strategy

2.11 **Economic Strategy for the Solent - Solent 2050**,[1] The Solent Local Enterprise Partnership (LEP), which covers Gosport Borough and the wider South Hampshire and Isle of Wight area, is currently preparing its Economic Strategy for the area in consultation with local authorities and other key stakeholders. The details of this Strategy will help shape the emerging Gosport Borough Local Plan.

2.12 In developing this Strategy, areas must focus on those distinctive parts of the economy and locality that sets it apart and through which it can demonstrate global excellence. As an economy significantly influenced by its coastal location and environmental assets, for the Solent this means that our world leading maritime sector and world class environment are emerging as central pillars of this works.

2.13 Significant work has been completed including an evidence base and a progress report which includes an emerging Strategic Framework (see Box 1 below)

2.14 Solent LEP's 'Solent 2050 Strategy' states its ambition to 'create a world-leading marine and maritime economy' and has launched 'Solent Maritime'; bringing together marine & maritime strengths to champion the region as a maritime hub.

2.15 Through the LEP's economic analysis and stakeholder engagement, and based upon the high-level SWOT analysis, the LEP has sought to further hone in on strengths and opportunities that are unique to the Solent, and use these to drive ambition within the region. Capitalising on the Solent's existing assets whilst retaining young talent and attracting new jobs and investment, will be crucial in developing and achieving this ambition. From the evidence base three key strategic and future-based themes have emerged:

- Enhance marine and maritime cluster -attracting innovative engineering and advanced manufacturing to the area;
- clean growth –promote the Solent as a leading hub for environmentally friendly innovation and development;
- visitor economy- preserve and enhance the natural and cultural assets for residents and visitors to enjoy for generations to come.

2.16 These themes are underpinned by the enhancing factors of digital, technology, coastal communities, connectivity and natural capital.

2.17 Gosport Borough's economy and future employment prospects are well placed to deliver these strategic elements provided that there is sufficient investment in digital, technology, communities, connectivity and natural capital.

[1] https://solentlep.org.uk/what-we-do/planning-for-solent-2050/

Box 1: Solent LEP's Emerging Strategic Framework for its 2050 Strategy

Figure 2: Emerging Strategic Framework

Our Vision
To be the global leader in maritime and climate change adaptation, and for our towns and cities to be fantastic places to live, trade and for individuals to flourish.

Core Elements

Marine and Maritime cluster
Enhance the marine and maritime cluster, attracting innovative engineering and advanced manufacturing industries to the area.

Clean Growth
Promote the Solent as a leading hub for environmentally friendly innovation and development.

Visitor Economy
Preserve and enhance the natural and cultural assets for residents and visitors to enjoy, for generations to come.

Renaissance of Coastal Communities
Reinvigorate and develop key coastal sites, that provide hubs for development and innovation that characterise the region, in line with its cultural and maritime heritage.

Enabling Factors

Embracing and Innovating New Technology
Emerging technologies offer various new platforms to view and address opportunities through an innovative lens.

Strengthened Natural Capital
Natural capital is central to the Solent's offerings - the Marine and Maritime cluster, and the visitor economy, are largely dependent on the region's natural environment.

Skills and Talent
The Solent's people are its greatest asset - this strategy will be underpinned by a skills system that nurtures and develops the right talent to meet market demand.

A Celebration of our Cultural, Heritage and Creative Assets
The Solent has an enviable array of cultural, heritage and creative assets, which in themselves make the Solent an attractive place to visit, live and invest.

Improved Connectivity (Digital and Transport)
The Solent's varying landscape must be connected, both physically and virtually, in order to enable the success of future interventions.

Housing
The Solent is a desirable place to live and work - investment in new homes is needed to enable the local economy to grow and thrive.

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2.18 **Transforming Solent – Growth Strategy** (Solent LEP Jan 2015)[2] aims to guide sub-regional growth to "*unlock investment for the Solent area worth £1.5 billion over the period (2014-20).*" To do this, the Growth Strategy has outlined six enabling strategic priorities, which all have particular relevance to the Gosport economy. These are:

- *"Supporting new businesses, enterprise and ensuring SME survival and growth.*

[2] https://solentlep.org.uk/media/1508/transforming_solent_growth_strategy_-_jan_2015.pdf

- *Enabling infrastructure priorities including land assets, transport and housing.*
- *Establishing a single inward investment model to encourage companies to open new sites.*
- *Investing in skills to establish a sustainable pattern of growth, to the benefit of local residents.*
- *Developing strategic sectors and clusters of marine, aerospace and defence, advanced manufacturing, engineering, transport and logistics businesses, low carbon, digital and creative and the visitor economy.*
- *Building on our substantial knowledge assets to support innovation and build innovative capacity."*

2.19 Unlocking flagship sites throughout the Solent was identified in the Growth Strategy as one of a number of 'game-changers'. Improvements to access to, and around, the Gosport peninsula will support growth in the flagship sites of the Solent Enterprise Zone and Gosport Waterfront.

2.20 The Growth Strategy highlights the mixed economy within Solent, including for high knowledge sectors – creative industries, advanced technologies, financial and business services – as well as the key marine and aerospace clusters.

2.21 **Transforming Solent- Solent Strategic Economic Plan 2014-20** (Solent LEP 2014): This document sets out the Solent Local Economic Partnership's ambitions for the sub-region and sets out a plan for growth which utilises the Solent economy's strengths, harnesses drivers for growth and addresses the barriers that will constrain Solent's contribution to the UK economy if left un-tackled. It specifically recognises that without improved accessibility to the Gosport Peninsula, capacity issues and congestion will continue to have a negative impact upon investment which will not be attracted into the area, and retention of existing employment will continue to decline.

2.22 As well as impacts on jobs and growth, failure to invest in sustainable, integrated transport and network resilience interventions is also critical. Continued congestion also has an adverse impact on public health given the significant health benefits, which result from even moderate levels of walking and / or cycling. Increased congestion also leads to poorer air quality and the Solent area contains a number of Air Quality Management Areas (AQMAs) and the majority of these are due to traffic movements.

2.23 Off-site road improvements are being made to deliver better linkage between the M27 and the EZ which will provide a new alternative route to the Gosport Peninsula to relieve the extreme congestion of the existing main road link from the motorway, the A32, including: the Stubbington Bypass and improvements to the southern section of Newgate Lane.

2.24 The vision set out in *Transforming Solent* is to create an environment that will generate employment and private sector investment in the Solent. It will assist this globally-competitive area to reach its full potential, enabling existing businesses to grow, become more profitable and to be greener. It will enable the creation of new businesses and attract new businesses to the region.

2.25 It sets out some clear objectives, which are:

- *Maximise the economic impact of the Solent's economic assets* and potential for growth. This includes promoting the area as the UK's leading growth hub for advanced manufacturing, marine and aerospace both at home, and more importantly in the global marketplace. Developing the advance engineering and manufacturing sector through a business-led approach and supporting the visitor economy.
- *Unlock critical employment sites* to enable the Solent businesses, particularly the marine, maritime and advanced manufacturing sectors of their economy, to expand.
- *Provide new housing* to support our growing workforce.
- *Provide effective support to our small and medium-sized enterprises (SMEs)* to enable them to grow, including marine and maritime SMEs; and
- *Unlock innovation led growth* to engage more businesses in knowledge exchange and innovation, develop links to wider Higher Education Institutions (HEIs) and demonstrate the benefits of working with knowledge based partners.

2.26 The Plan seeks to focus investment on those parts of the economy that need to develop or change the most to accelerate growth. Whilst the strategy has reached the end of its six year period it is still considered that its contents are relevant.

2.27 It recognises that it will be necessary to maximise value for money from key public sector investments focusing on areas that are economically vulnerable, and linking local people to jobs through effective procurement processes whilst levering private sector investment in skills and employment. The Plan states that the Solent LEP can unlock investment for the Solent area worth £2.88 billion over the period 2014-2020. The Plan will continue to support the continued development of the marine economy, the Solent Enterprise Zone at the Daedalus site within Gosport and Fareham Boroughs and the plans for a new development north of Fareham, Welborne.

2.28 In addition to the major developments at the Solent Enterprise Zone at Daedalus the Solent Strategic Economic Plan recognises the Gosport Waterfront as a priority site as it includes a number of areas where there is an opportunity to intensify employment generating uses, particularly marine – related employment due to opportunities to access deep water.

2.29 **Maritime Futures: Solent Waterfront Sites** (September 2015) was prepared by AECOM on behalf of the Solent LEP and looks to *'develop an evidence base of key waterfront employment sites in the Solent region to inform planning policy decision making on waterfront site retention'.* Through drawing on major works previously done, such as the Solent Waterfront Strategy (2007) and Transforming Solent Strategy (2014), employment sites have been evaluated to discover whether their retention will help prosper the sector, the wider region and employment within the local economy.

2.30 Research and consultations have proven the importance of the marine and maritime sectors and found that in terms of growth:

- "There are over 3,000 businesses within the Solent LEP area supported by the marine and maritime sector;

- The sector contributes 20.5% of the Solent's gross value added (GVA); and
- The sector accounts for 40,000 direct jobs within the Solent area and a further 8,300 jobs once indirect and induced effects are accounted for."

2.31 The report found "a diverse and growing marine and maritime economy across the Solent and demonstrate(s) the scale of opportunity which could be forthcoming should further growth and investment in the sector be realised." Existing waterfront employment sites across the Solent were generally found to have low vacancies.

2.32 With 97 different sites being identified as key waterfront sites, certain local key factors have been established to assist in the growth of the sector:

- New opportunities at Portsmouth Naval Base
- Release of MoD sites
- Land Asset Strategy and Management Programme – for the disposal and re-use of surplus land
- Research facilities – developing skills for an estimated 3,500 new recruits into Solent's engineering sector between 2010-2020
- Capital Investment
- Economic Development and Planning – with the marine and maritime sector recognised as a strategic priority.

2.33 The report recognises a number of key sectors which will alter the nature of the marine and maritime cluster and the types of sites required. This includes the composites sector, marine autonomous systems and renewable energy. The report includes recommendations for the future management and monitoring of waterfront sites in the region, including the establishment and updating of a waterfront employment sites register, engagement with key landowners, protection of the key waterfront employment sites through safeguarding sites and careful consideration of any potential redevelopments, identification of investment opportunities and promoting shared assets for water access. The report recommended further work to establish which of the 97 sites should be protected for marine and maritime employment.

2.34 The report identifies a number of important marine sites in Gosport Borough

Support Ongoing Marine and Maritime Use

- Endeavour Quay
- Gosport Boat Yard
- Haslar Marine Technology Park

Invest and Grow for Marine and Maritime Use if suitable

- Royal Clarence Yard Retained (a large proportion of this site is now known as Victoria Quay)
- Priddy's Hard
- Daedalus –Solent Enterprise Zone-Waterfront

Support Transition to Marine and Maritime Use if suitable

- Vector Aerospace (now Standard Aero)
- Fareham Reach industrial Park
- Quay Lane Industrial Estate

2.35 The report states that any potential loss to the provision of large employment sites which support marine and maritime businesses (or have the potential to support marine and maritime uses) should be carefully considered as these may be critical to the strategic long term support of the sector. The Daedalus Waterfront is cited as one of those sites which have the potential for large scale change and have unique potential to support the sector. Development of such sites is likely to be incremental so a clear, carefully masterplan / development brief, which supports the site's long term vision and real potential needs to be set in place and pursued.

2.36 The report recognises that currently there is not a high enough level of protection afforded to waterfront employment sites within the Solent area. This makes sites vulnerable to redevelopment for alternative uses particularly if local planning authorities are unable to fight planning appeals. There is a concern that over time this may result in an erosion of waterfront sites which will endanger the Solent's ability to cater for the growing marine and maritime sector. It suggests that re-development proposals for key waterfront employment sites should only be accepted where it can be demonstrated that the site is no longer viable or capable of being made viable for marine and maritime employment activities. Similar to the policy framework set out for the protection of safeguarded wharves within the London Plan, the viability of a waterfront employment site should be considered with regards to its; geographical location and proximity to markets, site attributes such as size, navigational access, site constraints and existing marine and maritime assets and the location and availability of capacity at comparable alternative sites based on a detailed demand assessment.

2.37 **Transforming Solent: Marine and Maritime Supplement to the Solent LEP Strategic Economic Plan (March 2014**): This document recognises that the Marine and Maritime sector is one of the largest and most productive in the Solent, contributing 20.5% of its GVA and 5% of the private sector jobs. The coastal location, business base, traditions, research and skills provide the area with immense marine and maritime strengths, strengths on which it can build, taking advantage of global growth in maritime trade, the rapid expansion of the cruise sector, rising demand for leisure marine and specialist vessels, and expansion in marine renewables and technology-led industries. It is acknowledged that the Solent has a host of world-class marine and maritime assets. With investment, leadership and a region-wide plan, there is an opportunity to address the challenges, to take advantage of a range of growth opportunities to expand its market share, contribute to the UK's export-led recovery and deliver the LEPs over-arching aim of positioning the Solent as a globally recognised marine and maritime centre of excellence.

2.38 The Plan includes 36 recommendations and 15 proposals for funding and sets out how these will be delivered. The most relevant, with regard to the emerging Gosport Borough Local Plan, are set out below; although it is acknowledged that other recommendations will have potential benefits to the Gosport economy and workforce. Recommendations include:

- In order to secure the long-term future of the marine industry it will be necessary to undertake a review of waterside sites across the Solent and develop a regional policy to safeguard sites with the greatest marine manufacturing utility for employment use.
- There are a number of initiatives to enhance the local skills base.
- There are proposals to improve infrastructure. This includes mention of the Stubbington Bypass which would address congestion, economic

deprivation and support growth in the Gosport peninsula including the Solent Enterprise Zone at Daedalus which has focus on advanced engineering, aerospace and marine.
- There is the aspiration for a business incubation centre at the Enterprise Zone at Daedalus – this has now been successfully delivered.

Sub-regional Planning Policy

2.39 The formulation of the draft Local Plan has been guided at the sub-regional level by the close collaboration of the Partnership for South Hampshire (PfSH) authorities. PfSH is a consortium of south Hampshire local authorities[3] which have come together to form a formal partnership which seek to address a number of planning, economic and infrastructure-related matters on a sub-regional basis.

PUSH (now PfSH) Spatial Position Statement (June 2016)

2.40 The Spatial Position Statement (SPS) addresses important issues concerning the distribution of future development across South Hampshire, potential development locations in the longer term and key infrastructure to support sustainable growth. The completion and publication of this document provides useful evidence for Councils to fulfil their duty to cooperate when reviewing Local Plans. The SPS sets out the distribution of development, evidence on housing and employment needs, environmental, transport and infrastructure issues, and substantial ongoing discussions with all Councils, the Solent LEP, Solent Transport and key statutory agencies and infrastructure providers.

2.41 The Vision is committed to delivering sustainable economic-led growth and regeneration to create a more prosperous and attractive South Hampshire offering a better quality of life for everyone who lives, works and spends their leisure time here.

2.42 PfSH wants to deliver sustainable economic growth, narrowing the gap performance between South Hampshire and the wider South East region, and supporting the cities of Portsmouth and Southampton to fulfil their potential as engines of economic growth. It is important to consider where development should generally be located to create jobs, increase prosperity and make the best use of the area's built and natural assets to achieve sustainable economic growth. These ambitions are linked to those of the Solent Local Enterprise Partnership which takes the primary responsibility for driving forward economic development in the sub-region.

2.43 In terms of the Solent economy the SPS recognises that the sub-region has particular economic strengths in

- Marine and maritime activities including
  - Advanced manufacturing and engineering
  - Port-related activities
  - Defence
- Scientific research
- Leisure and tourism

2.44 PfSH is clear that everyone must benefit from economic growth and investment. This includes investment in skills, training and support as well as in the

[3] Includes the unitary authorities of Portsmouth and Southampton; Hampshire County Council; and the district authorities of Eastleigh, East Hampshire, Fareham, Gosport, Havant, New Forest, Test Valley and Winchester.

transport network to ensure that local people can access the new jobs that are created.

2.45 In terms of the SPS's Spatial Principles with regard to sustainable economic growth it aims to:

- Locate new development close to where people live
- Deliver high quality employment sites which will attract investment
- Protect high quality and waterfront employment sites from redevelopment

2.46 The SPS names the Solent Enterprise Zone at Daedalus as one of the Strategic Employment Locations in the PfSH area (Position Statement E2) recognising that these sites should be protected for employment development from competing pressures through Local Plan policies as key employment sites of sub-regional significance. It also states that Councils should also protect other viable employment sites where appropriate.

2.47 The SPS (Position Statement E3) identifies waterfront sites as being of "critical importance to supporting the marine and maritime sector in the sub-region." Endeavour Quay, Royal Clarence Yard and Daedalus are waterfront sites identified as being of sub-regional significance and to be protected through local plans.

2.48 Whilst the overall vision and objectives of the SPS are still valid for the South Hampshire area, it is acknowledged that there is a need to produce a **revised spatial strategy** for South Hampshire which will represent the Statement of Common Ground for the PfSH authorities. The key reasons for the need for a revised document include the need to take into account the proposed higher levels of housebuilding required as set out in the Government's Standard Method and the need to fully acknowledge the Government's commitment to net zero carbon emissions by 2050.

2.49 The work to prepare this document is underway and various evidence studies are currently being produced. An employment needs assessment has recently been completed and key findings have been incorporated in this Background Paper (see evidence section) and has informed the emerging Local Plan. Once the revised Spatial Strategy has been prepared and agreed by the PfSH partners details of these policies will be considered as part of the Local Plan.

Local Policy and Strategy

2.50 **Gosport Infrastructure Investment Plan (GIIP)(Feb 2019)[4]** Lichfields on behalf of the Solent LEP has prepared this document to support the work of the Gosport Task Force[5].

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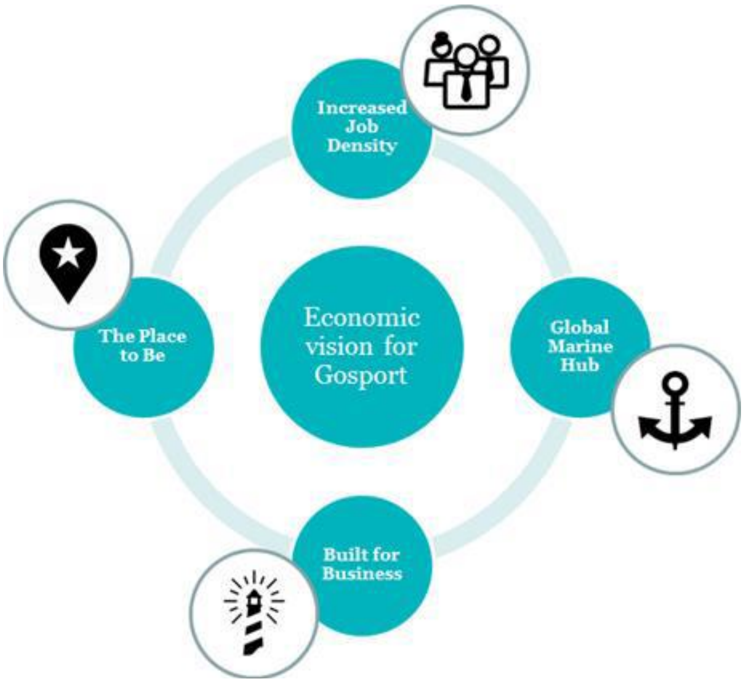
[4] https://solentlep.org.uk/media/2544/1639920gosport20infrastructure20investment20plan20final20report20feb202019.pdf

[5] The Gosport Task Force is chaired by the local MP Caroline Dinenage following the announcement of the closure of HMS Sultan and Blockhouse in 2016 in order to address the significant implications arising from the release of these and other sites and consider their potential growth opportunities as a result of any disposals . The Taskforce includes senior representatives from Defence Infrastructure Organisation, Gosport Borough Council, Ministry of Justice, One Public Estate, Solent LEP

2.51 The GIIP recognises that the proposed disposal of a number of Government sites provide an unparalleled opportunity to accommodate a new phase in Gosport's growth. Recent economic trends included in the document identify a pattern of relatively poor performance of Gosport's economy and a business as usual approach could mean a real risk that the Borough's economy stagnates and by doing so, worsens the existing performance gap between Gosport and the wider Solent region.

2.52 The GIIP includes a Vision for Gosport to 2050 drawing upon the Borough's existing strengths and attributes and being ambitious about the scale of transformative change that could be pursued. It includes four themes:



- **Increased job density**- A more self-sufficient economy and higher local job density providing a much larger employment base and broader range of job opportunities for local Gosport residents.

- **Global Maritime Hub**- The development and evolution of Gosport to become a world-class global hub for marine and maritime activity, linked to its coastal location and assets.

- **Built for Business**- Becoming a 'First Port of Call' for business by offering an attractive location to set up, relocate and grow a business.

- **The Place To Be**- all the above should be underpinned by measures to enhance Gosport's profile and reputation as a successful and attractive place to live and work, supported by a strong and more positive brand.

2.53 The GIIP highlights that there are no fundamental overriding infrastructure issues constraining short term development overall. Many smaller-scale infrastructure requirements can be addressed incrementally as new development comes forward. However there are some broader infrastructure issues:

- ongoing risks associated with tidal flooding/coastal defences
- pressures on the Borough's transport networks; and

- the relatively uncompetitive resident skills position

2.54 All of which could undermine Gosport's ability to deliver transformative economic growth and change. In addition, these may impose additional costs that impact the financial viability of development proposals.

2.55 The GIIP recognises that Daedalus, Fort Blockhouse, Royal Clarence Yard, Haslar Immigration Removal Centre, Royal Hospital Haslar and HMS Sultan provide key opportunities and scope to help achieve the overall economic vision as well as sites identified in the Gosport Waterfront and Town Centre SPD and the remaining parts of Priddy's Hard. The IIP identifies some significant barriers to delivery and viability challenges present on all the sites and that initial investment is needed to help unlock and accelerate their potential and ultimately encourage public sector investment. Significant underinvestment in the maintenance of buildings and structures have left many of the heritage and economic assets on key sites in poor condition and this represents a major barrier to regeneration. Therefore targeted investment and action by the public sector is required. The document includes a number of overarching investment priorities including: flood defences and management; renewable energy; transport; telecommunications including next generation broadband; and training and skills including higher education facilities, dedicated marine and maritime skills and a hospitality skills centre.

Gosport Borough Council Corporate Plan (Plan on a page)

2.56 The Plan identifies developing the economy as one of its key strategic priorities as well as raising aspirations, enhancing the environment, empowering residents and delivering effective services which all have relevance to the overall economic performance of the Borough.

Gosport Borough Local Plan (2011-2029)

2.57 The Gosport Borough Local Plan (GBLP) was adopted in October 2015, providing the current planning policy framework for the area. The Plan's strategy recognises the fundamental importance for the need to identify sites for employment use to enable economic regeneration to achieve a more sustainable employment base.

2.58 The Plan's aims to deliver a prosperous economy with the following vision:

Vision: Delivering a prosperous economy
Gosport's local economy will be thriving and diverse. There will be a good choice of jobs on the peninsula and people will have the opportunity to work close to home. The economy will build on its strengths in the marine, aviation, aerospace and advanced manufacturing sectors. The Borough will host a range of sailing initiatives including international events which would not only showcase Gosport but create new jobs and support existing marine and other related businesses. Key employment assets will be protected and utilised for new employment opportunities. The potential for the growth of the tourism sector will be realised.

Local people will have improved skills and qualifications through the enhancement of educational and vocational training facilities.

2.59 The Plan sets out a summary of key economic issues which are still valid. These issues will be further explored in Section 3 of this Background Paper.

Summary of key economic issues

- Significant loss of local employment over the last 30 years due to release of MoD sites and the loss of other manufacturing jobs.
- The Borough has the lowest job density in the South East.
- Increased out-commuting on constrained road network has led to extended peak-time congestion.
- The Borough's economy is underperforming and has a significantly lower business density when compared with the averages for Hampshire and the South East Region and has the lowest number of businesses registered for VAT within Hampshire
- Public sector jobs accounts for a high proportion of workforce.
- Relatively low levels of entrepreneurship.
- Local business growth has been stymied by the shortage of commercial premises.
- The Borough has significant pockets of deprivation which experience higher rates of economic inactivity, lower skill levels and qualification attainment than the Borough as a whole, and compared to national and regional averages.

2.60 The Plan recognises that there are a number of factors that make Gosport a good place to attract new businesses including

- The presence of important employment assets such as a coastal and harbour frontage including access to deep water and associated facilities, the presence of an airfield and a variety of specialist engineering buildings;
- Good skill levels in a number of high-tech industries;
- A cluster of businesses in a number of sectors including aviation, aerospace, marine and advanced manufacturing with linked employment assets and benefits of being located in close proximity to each other;
- The traditionally lower land values in this part of Hampshire may make the site attractive for emerging sectors and businesses that need to keep costs low particularly whilst becoming established;
- Relatively low housing costs in Gosport compared to other parts of the South East;
- The coastal location offers a good quality of life; and
- Relatively good access to the motorway compared with many areas of the UK, particularly off-peak.

2.61 The GBLP2029 outlines a number of employment objectives with references to the relevant Plan policies:

- The need to ensure there is sufficient land for employment floorspace as well as making the best use of key employment assets in order to attract new employment (Policy LP16);
- The need to ensure that there is an increase in local skill levels which meet the demands of new investors (Policy LP17);
- The need to develop the local tourism industry to make the most of Gosport's waterfront setting and naval history (Policy LP18);
- The need to ensure any further marina and other coastal development, which can enhance the local economy, is suitably sited in relation to environmental and other considerations (LP19); and
- The need to ensure business is served by modern telecommunications technology (Policy LP20).

2.62 The GBLP makes provision for at least 84,000sq.m of net additional employment floorspace (B1, B2 and B8 use classes) (equivalent to 4667 sq.m. per annum).

Economic Development Strategy (Gosport Borough Council 2021)

2.63 The Council's Economic Development Strategy covers the period 2021-31 and provides the framework for future growth and diversification of Gosport's economy and will be used to inform the emerging Local Plan for Gosport. The document identifies a number of issues that need to be addressed:

- Increasing job density & creating diverse employment opportunities;
- Strengthening the marine, maritime & defence industries;
- Maximising Ministry of Defence land for employment purposes and protection of employment assets;
- Increasing the supply of, and improving the quality of, commercial premises to meet demand. Evidence of demand across the board in terms of the size of premises, but primarily for industrial use as well as a need to improve the stock of premises on certain industrial estates;
- Regenerating Gosport Town Centre including diversifying employment premises in the High Street to take opportunities of vacant space;
- Increasing tourism opportunities & capitalising on Gosport's Waterfront;
- Improving local skills;
- Changing demographics with an ageing population and an eventual decline in the working age population;
- Improving accessibility to the Gosport Peninsula (transport and digital);
- Organisational structure & resources – the need for a collaborative approach given Gosport's size; and
- The need to build a strong narrative to Government to secure the necessary funding to unlock the potential of the area.

2.64 The document sets out a number of short, medium and long term recommendations for each of the issues raised which have been reflected in the Local Plan policies including:

Increasing job density and protecting marine uses

- Protect waterfront employment sites and ensure that there are on-going opportunities for marine sector businesses, without encroachment from incompatible uses.

MoD Land

- Masterplans of the MOD sites should be developed, which includes identifying opportunities for co-location of uses, as well as options for the sites if the MOD leaves. In particular there is an urgent need for a strategy and masterplan for the Fort Blockhouse site, with the MOD potentially reducing its presence in 2021.

- Encourage the MOD sites to incorporate appropriate non-military employment uses on site, including collaborations with private sector partners to develop further floorspace and repurpose existing space.

Commercial premises

- The interest in serviced office/shared space stock in recent years (typically for less than 200 sq. m.) is an opportunity to identify suitable space in the town centre and other locations.
- Explore the opportunities and identify potential funding for repurposing older buildings at the Solent EZ (Daedalus). In collaboration with Homes England,

the Council should look at means of addressing the viability constraints of developing the brownfield Solent EZ land within Gosport's boundaries.

Town Centre

- The opportunities for creating a residential offer on the redeveloped bus station site should be re-examined as part of a mixed-use scheme.
- Revitalisation opportunities within the town centre are likely to be led by uses other than B-class employment (e.g. leisure, residential, retail), though Gosport Council should look to encourage small scale B1 offices within a mixed-use scheme. In addition, collaborative and flexible workspace should be considered as part of an office offer.
- Gosport Council's town centre assets should be reviewed to identify consolidation opportunities that could release more development sites within the town centre.

Tourism

- Examine the potential for putting in place public transport facilities / cycling / walking routes between the different attractions and from the ferry terminal or other key entry points. This should be explored with the area's attractions and services.
- Gosport's naval heritage is an important differentiator and as such Gosport Council's relationship with the MOD / DIO (see MOD Sites section) should be used to their full advantage in terms of further facilitating the relationship with Historic England to ensure the that these assets can be maximised.
- The visitor offer at Lee-on-the-Solent should be broadened to increase the array of cafes, restaurants, leisure, retail and accommodation facilities to support both day and overnight visitor markets, taking advantage of its attractive beachside location.

Skills

- Maintain and enhance skill and training opportunities at HMS Sultan.

Changing demographic

- The increasing trend in the defence, marine and manufacturing/engineering industries to take-up new digital technologies is an opportunity for Gosport to attract related businesses to the area and this should be addressed as part of Gosport's inward investment and business engagement strategy.
- The potential for creative, attractive but affordable apartments on the seafront should be explored further in relation to market interest and planning issues.

Access

- Take opportunities to improve water transport links between site in the Borough and further around the Solent.

Organisation Structure and resources

- Several specific recommendations relating to collaborative work around the Solent.

Creating a narrative for Government

- Develop a number of projects which are 'shovel ready' for funding calls.
  This could include a number of key projects such as those listed below:
    - Fort Blockhouse Masterplan
    - HMS Sultan Masterplan

- Bus Station redevelopment
- Secure the future of the Defence School of Marine Engineering at HMS Sultan to secure its future
- Improvements to coastal defences
- Improving linkages to the waterfront
- Improved connectivity between the different tourist/heritage attractions

Heritage Action Zone[6]

2.65 In April 2019 Gosport Borough was designated a Heritage Action Zone (HAZ). Heritage Action Zones were established by Historic England as a means of prioritising their input into areas with particularly challenging heritage issues and where the built heritage can be seen as a key element of promoting the value of a place, and form part of a strategic approach to the delivery of economic regeneration. The aim of a HAZ is to achieve economic growth by using the historic environment as a catalyst.

2.66 Through Heritage Action Zones, Historic England have indicated that they will work with local partners to deliver and implement a programme of support that best meets local requirements. With its legacy of historic Ministry of Defence sites, Gosport has been well placed to secure a HAZ.

2.67 A Delivery Plan has been prepared outlining a number of projects which will be implemented by the Partnership that has been set up to coordinate the five year programme. The plan is updated regularly and is aimed to be a living document of projects. These vary in scope including economic feasibility and masterplanning studies of difficult heritage sites which consider residential and economic uses, public realm improvements, community engagement projects with heritage themes, improving heritage building skills through training and courses, and enhanced interpretation initiatives.

2.68 In addition to help the local economy the Council has also been successful in securing High Street HAZ funding.

[6] www.gosporthaz.org.uk

3.0 EVIDENCE

3.1 Significant evidence has been produced to support the employment policies and proposals of the emerging Local Plan. This includes sub-regional analysis such as:

- **PfSH Employment, Economic and Commercial Need** (Stantec for PfSH 2021) supports the emerging PfSH Spatial Position Statement and includes evidence relating to both the Solent economy as well as specific information relating to Gosport's economy.
- **Solent Local Industrial Strategy (LIS): Emerging Evidence Base (Aug 2019)** produced on behalf of the Solent LEP to inform the forthcoming LIS

3.2 Key local studies include:

- **Joint Economic Development Needs Assessment and Economic Land Availability Assessment** (EDNA/ELAA) (BE Group Nov 2018) commissioned by the Borough Council to consider the future needs for employment floorspace based on a variety of economic scenarios as well as considering the suitability of sites for economic development including proposed significant MoD land release.
- **Gosport Infrastructure Investment Plan** (Lichfields for Solent LEP Feb 2019) to consider infrastructure deficiencies in the Borough particularly in the light of the proposed significant brownfield land release.
- **Gosport Economic Development Strategy Update: Evidence Base** (2019) - An economic profile has been produced to support the Gosport Economic Development Strategy.
- **Gosport Profile** (GBC regular updates) includes a compilation of key employment and economic statistics.
- **Demographic projections (**JG Consulting 2019)

3.3 Further information can be found within the Local Plan evidence webpage.

Sub-regional: Economic Assessment of the Solent Area

3.4 The evidence base for the emerging LIS sets the key characteristics of the Solent area and this is summarised in the Box below

Box 2: Key economic characteristics of the Solent area

The Solent LEP area is comprised of the two urban hubs of Portsmouth and Southampton, the Isle of Wight, the New Forest National Park Authority and the Solent waterway.

The region is the first port of call on the key Shanghai to Rotterdam sea super-highway, making it the UK's gateway to European and global markets.

The strengths stem from the Solent's unique geography comprising urban hubs, coupled with renowned coastline.

These are supported by strengths in key economic sectors and world-class universities.

Marine and maritime heritage is of particular importance to the Solent economy - it cuts across a number of economic sectors and forms a significant base for the clustering and interdependence of marine and maritime industries.

These sectors combined provide significant employment and business growth, and are the drivers of innovation in the region.

The presence of world-class universities in the Solent provide the people living in the region with skills development opportunities and help in translating innovation into commercial success.

Despite the good transport links to London, the Solent is characterised by high labour market self-containment (2011 Census).

The proportion of working age residents has declined in recent years, implying an ageing population.

High house prices to wage ratio also implies that the housing is less affordable for the working population, possibly preventing the relocation of working-age population.

Increasing average age coupled with low in-migration from elsewhere and lower than average wages, may contribute to the struggle to retain the students from the three universities to meet the local labour demand.

GVA per hour worked analysis suggests that the Solent ranks mid-table in terms of labour productivity, and significantly below the average for the South East.

3.5 The Solent LEP has undertaken a detailed review of the area's strengths and weaknesses, opportunities and threats which is summarised below.

Strengths	Weaknesses
Major urban growth centres Strategic accessibility Sector specialism in maritime and marine Relatively high economic activity Strong intermediate level skills Strong knowledge assets Strong HE and FE provision Transport hub with global links Great natural environment Natural assets with ports with double tides and excellent linkages to international shipping channels	Relatively weak productivity Underperforming cities Declining business stock, low business birth rate Slow employment recovery Lack of resilience to public spending cuts Comparatively high proportion of low-skilled employment Skills shortages Lack of higher level skills amongst resident population Low resident participation in higher education Youth and long-term unemployment Pockets of social deprivation
Opportunities	**Threats**
Strong growth potential Marine and maritime specialism Strong research base Global connections Attractive place to live Attracts inward migration Solent Enterprise Zone Connecting research and innovation to support the local business base Supply of land for development Potential for regeneration Housing affordability Strong record of partnership working Improving competitiveness	Further economic shocks Strategic Defence Review Challenges to the shipping industry Demographic change Skills shortages Lack of employer investment in training International competition Low educational attainment in parts of the Solent Low skills amongst resident population Low business density Reliance on public sector employment Reliance on large employers Failure to link local people to local jobs Development pressures Environmental impact Congestion

Detailed summary contained in Section 3.2 of the Solent Strategic Economic Plan 2014-20

3.6 The Solent LEP recognises that boosting economic productivity across the Solent will be a key challenge in terms of driving growth in the future, and the challenge remains to boost productivity in underperforming sectors whilst also supporting high growth, high productivity sectors to grow.

3.7 It is useful to consider the wider Solent economy as Gosport very much fits with issues identified above but given its Peninsula location, the significant rationalisation by the MoD over recent decades and the subsequent release of difficult brownfield land, some of these issues are particularly pertinent.

Economic and Employment Profile of Gosport Borough

3.8 Key economic and employment issues are summarised below.

Economic Performance

3.9 The Gosport Economic Development Strategy Update (HCC 2019) includes detailed assessment regarding the Borough's economic performance and comparisons with neighbouring areas. Clearly this is prior to the unprecedented impact of the Covid-19 pandemic of 2020/21. The points below reflect structural economic issues:

- In terms of economic output in 2017 Gosport Borough had a total of £1billion of Gross Value Added which is the smallest economy in Gosport (two thirds smaller than Havant and Fareham);
- The economy expanded by about 4.3% per annum (inflation unadjusted) in the pre-recession decade with real growth averaging 2%;
- However between 2008/09 recession and 2019 nominal growth averaged 0.7% in real terms;
- Adjusted for inflation Gosport's economy was 11% larger in 2017 than in 1998 but the economy remains 9.5% smaller than in 2009;
- Between 2009 and 2017 Gosport experienced the 2^{nd} weakest growth performance in Hampshire and the third weakest in Hampshire;
- There are major structural problems facing the local economy including its dependence on the public sector, including historic reliance on defence related activities and its maritime connections. Gosport's lack of economic diversity and the specific nature of its geography imply that business investment suffers from completion from more accessible areas.

Structure of the local economy[7]

3.10 Gosport exhibits specialisms and competitive advantage in key high value and growth sectors. Advanced manufacturing makes up 46% of the local workforce and aerospace employment in Gosport is over 13 times more concentrated than in the South East region as a whole. The table below summaries the Gosport position for a number of key sectors.

Table 1: Characteristics of key sectors

Sector	Characteristics of each sector
Advanced Manufacturing	High concentration of employment in Gosport High GVA generation Recent employment growth Existing skills base National, regional and sub-regional policy priority Sub-regional strength and knowledge assets
Aerospace	High GVA per worker High concentration of employment in Gosport Recent employment growth Growing market globally National, regional and sub-regional policy priority Need to diversify into civil and commercial markets Specific physical assets e.g. Daedalus Airfield
Creative Industries	Low concentration of employment in Gosport No real evidence of active creative sector in Borough National and regional policy priority National growth sector GVA and employment Sector dominated by small businesses suited to Gosport Unlikely to be major future growth area for Gosport Important to foster creative/cultural sector for quality of life and wider benefit

[7] Based on work undertaken by DTZ for the Gosport Proposition (2011)

Environmental Technologies	High GVA generation No current concentration in Gosport Major growth opportunity globally, nationally, regionally and sub-regionally Significant policy support at all levels Opportunity for Gosport to capitalise on existing expertise and utilise assets such as testing tanks
Financial & Business Services	Low concentration in Gosport Growing in employment terms Future employment growth forecast Need to capture growth where possible, particularly SMEs
Health & Education	Relative concentration in Gosport Employment growth faster than south Hampshire average Largely local service delivery at present Development opportunities linked to health and education assets (Haslar, HMS Sultan etc.)
Marine	Marine market a major driver for Gosport and sub-regional economy Concentration of employment in Gosport High GVA per worker Local assets (coastline, testing tanks, development sites) to be exploited Risks related to potential defence downsizing in sub-region
Tourism & Leisure	Low concentration of employment in Gosport Weak overnight accommodation at present Marine and health market potential drivers of growth Opportunities linked to waterfront redevelopment and waterbus service Important for quality of life and changing image and perception Alver Valley and Gosport Leisure Park are locations for this sector Proposals/opportunities at various sites for new hotels

Business density and growth

3.11 Enterprise is one of the main drivers of productivity for regional and local competitiveness. Business density in Gosport is relatively low with only 450 local businesses per 10,000 working age residents in Gosport. This represents 60% of the UK average (752 businesses per 10,000). The SE average is double that in Gosport. (HCC 2019).

3.12 Gosport has 255 more businesses in 2018 than in 2010, representing a 12.1% increase (1.4% on average p.a.). Unfortunately the pandemic is likely to significantly have had a detrimental impact on these figures. The Solent LEP had a business growth rate of 2.0% over the same period with the UK average at 2.5% business growth pa.

Competitiveness Index

3.13 According to the UK Competiveness Index[8], Gosport Borough is ranked the lowest amongst the PfSH authorities and one of the lowest in the UK, with a ranking of 308th (out of 379 local authority areas). This is a fall from 264th in

[8] UK Competitiveness Index, 2019, Cardiff University http://orca.cf.ac.uk/120234/1/R%20Huggins%202019%20UK%20competitive%20index%20report%20March2019.pdf

2015. It is the fourth lowest ranked in the South East (ahead of three other coastal authorities Hastings, Arun and Thanet).

3.14 There remains a dependence on narrow range of industrial activities in Gosport and a high dependence on public sector employment. Gosport has significantly less workforce in the private sector than the national average. There has been a continuation in the long-term trend for a higher than average proportion of jobs within the public administration sector (including defence, health and education) compared to that at county and regional level despite the closure of several Ministry of Defence establishments and recorded public sector job losses over recent years. The latest data on the Nomis[9] economic profile for Gosport identifies that 6.6% of employees work in public administration and defence compared with 3.2% regionally and 4.4% nationally (2019); when combined with education, health and social work activities the figure for Gosport is 35.6% compared with 26.1% for the South East and 26.2% for Great Britain. Employment in Gosport (as well as Portsmouth and Havant) remains heavily dependent on military spending. Any continuation of the recent contraction in the defence budget could have a significant impact on the economic fortunes of these areas.

3.15 The long term losses in the MoD sectors have not been compensated by recent gains in particular manufacturing or business service sectors.

3.16 There has also been a continuation of the long-term trend for there to be a significantly lower proportion of jobs within the finance, IT and other business activities sector and other knowledge based sectors, particularly in the private sector, in comparison to county and regional levels.

3.17 The business sector is characterised by a small number of organisations employing a large proportion of the workforce. In 2020 there were 1,910 enterprises in Gosport with a steady rise from 1,680 since 2010 (Nomis Profile 2021). 1,715 of these businesses were micro enterprises employing up to 9 people. This proportion is similar to the regional average.

Employment

Working age population and economically active population

3.18 In 2020 Gosport had 51,700 people of **working age** (16-64 years old) which is lower than the 52,300 in 2010. The share of the overall population has fallen from 63.5% in 2010 to 61.0% in 2020 (ONS Mid-year population estimates cited by Nomis)

3.19 In March 2018 43,800 of Gosport residents were deemed to be **economically active**[10]. This has been an increase from 42,800 in 2010 (+2.3%) with the proportion of the working age population remain constant. However as at March 2021 this situation has shifted significantly due to the pandemic with 38,400 residents economically active (the lowest since the records have been compiled in 2004).

[9] http://www.nomisweb.co.uk/reports/lmp/la/1946157304/report.aspx#tabempunemp

[10] People who are either in employment or unemployed over 16. Please note the % relates to those in the 16-64agre group only.

3.20 In all demographic forecasts the economically active population will fall or have a very marginal increase even when taking into account higher retirement ages (JG Consulting 2019).[11]

3.21 As part of the Local Plan evidence three housing growth scenarios (based on dwellings per annum (dpa) have been considered. Table 2 identifies the projected working age population for each scenario (JG Consulting).

Table 2: Estimated change to the working-age population (2016-36)

	Working-age (2016)	Working-age (2036)	Total change in working-age population
Trajectory A (170 dpa)	52,003	49,921	-2,083
Trajectory B (190 dpa)	52,003	50,551	-1,453
Trajectory C (238 dpa)	52,003	52,063	60

Gosport's total workforce[12]

3.22 There are 34,700 Gosport residents in employment (which includes employees, those self-employment and those on Government-supported training and employment programmes) (April 2020-March2021). This comprises of 30,100 employees and 4,600 self-employed. This compares with 40,500 employed for the same period in 2019 before the pandemic.

Unemployment rates

3.23 The number of Gosport residents unemployed was 2,385 (as at August 2021). Table 3 highlights those wards above the national average in each age category using ONS data cited by HCC for August 2021.

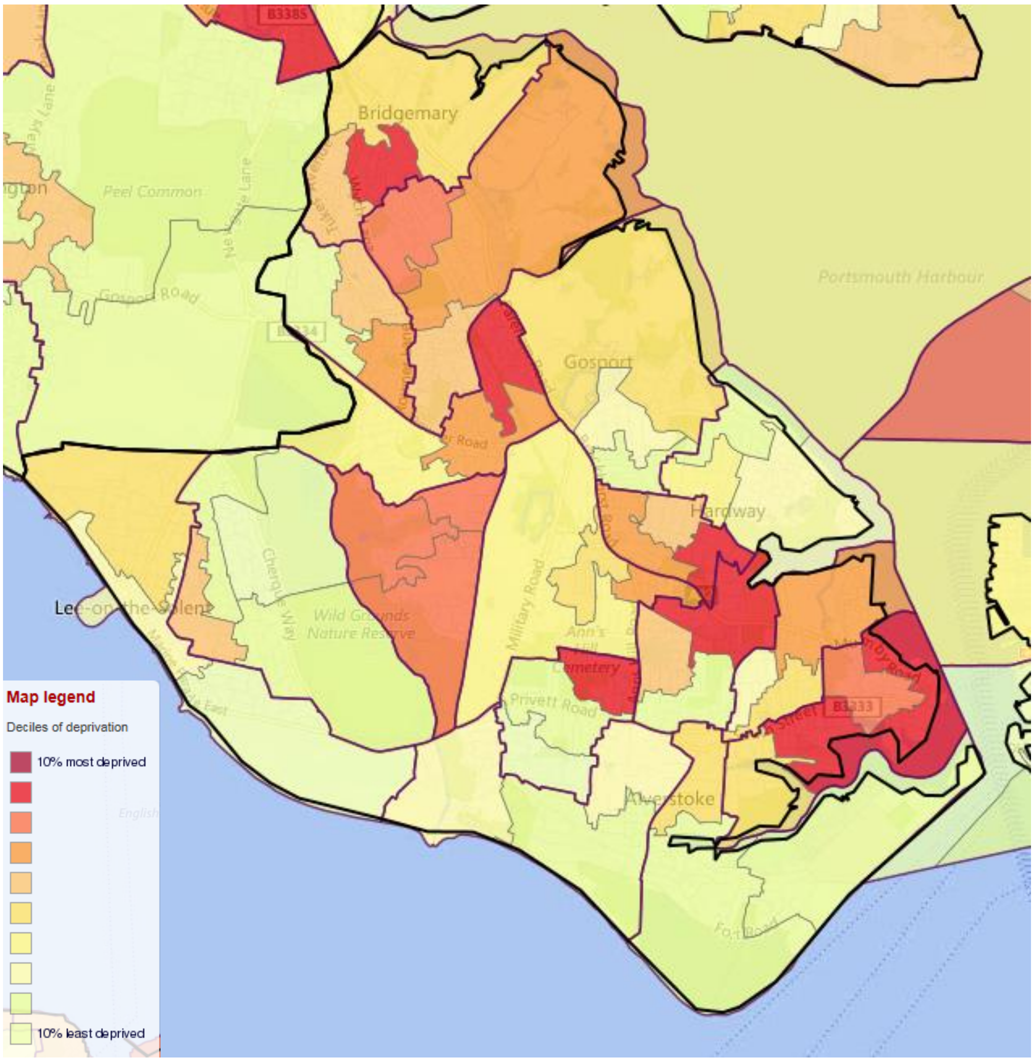
Table 3: Wards higher than national average unemployment for each category (August 2021)

Age group	National average	Gosport average	Gosport wards above national average (%)
16-17	0.3%	0.3%	Bridgemary North (4.4%)
18-24	6.8%	8.0%	Anglesey (7.2%), Bridgemary North (8.1%), Bridgemary South (9.7%), Brockhurst (7.5%), Christchurch (7.9%), Forton (10.3%), Grange (11.9%), Lee West (7.4%), Leesland (9.9%), Privett (7.9%), Town (8.6%)
25-49	5.8%	4.8%	Christchurch (6.5%), Grange (7.3%), Town (8.2%)
50+	4.1%	3.4%	Brockhurst (4.3%), Christchurch (4.7%), Forton (4.2%), Grange (5%), Leesland (4.2%), Town (6.4%)

[11] Between December 2018 and October 2020, SPA changed from 65 years to 66 years for both men and women. Between 2026 and 2046, SPA will increase in two stages from 66 years to 68 years for both sexes. This is based on SPA under the Pensions Act 2014

[12] Source ONS cited by NOMIS

3.24 Within Gosport Borough there are 7 Lower Super Output Areas (LSOA's) which are within the 20% most deprived nationally in terms of employment deprivation. 3 LSOA's are in the 10% least deprived with another 10 in the 20% least deprived LSOA's nationally.



Job density

3.25 Gosport has the lowest job density in the South East of England with 0.52 jobs for each resident of working age. (ONS Jobs Density 2019). It was 0.68 in 2000.

3.26 Analysis included in the GIIP (2019) acknowledges that if workplace employment in Gosport were to increase to match the current Solent-wide job density of 0.79, this would necessitate the creation of an additional 14,150 jobs over and above the current stock of 27,240. The report recognises that this is a particularly challenging trajectory, but provides a useful indication of the current scale of opportunity to enhance the Borough's economic performance.

Total jobs in Gosport[13]

3.27 There are approximately 27,000 jobs (employees, self–employed and Government supported trainees) in Gosport Borough[14], this is an increase from

13 This section sis sourced from ONS data cited by Nomis unless stated otherwise

14 ONS Annual population survey cited Nomis Labour Market Profile- this is a workplace measure and includes employee jobs, self-employed, Government trainees and HM forces

24,000 jobs in 2012 although a decline from 33,000 in 2000 representing an 18% decrease in the employment base. The 2019 figures are still the latest available figure cited by Nomis on this matter.

3.28 Table 4 compares Gosport with the other core PfSH authorities and clearly identifies that since 2000 it is the only authority to experience a reduction in the number of workplace jobs and together with the cities Portsmouth and Southampton seen a decline in job density (see section below).

Table 4 Changes in workplace job and job density in core PfSH authorities between 2000 and 2019

Area	**Workplace jobs**		**Job density**		**Change between 2000-201**	
	2000	2019	2000	2019	Job numbers as %	Change in job density figure
Eastleigh	64,000	74,000	0.87	0.91	+15.6%	+0.04
Fareham	53,000	57,000	0.79	0.83	+7.5%	+0.04
Gosport	**33,000**	**27,000**	**0.68**	**0.52**	**-18.2%**	**- 0.16**
Havant	47,000	51,000	0.65	0.6	+8.5%	+0.04
Portsmouth	120,000	129,000	0.98	0.89	+7.5%	- 0.09
Southampton	123,000	132,000	0.85	0.77	+7.3%	- 0.08

3.29 Of the 27,000 jobs in the Borough 19,000 of these are employee jobs[15].

Type of jobs in Gosport

3.30 In terms of jobs located within Gosport Table 5 identifies the largest sectors[16] (over 500 jobs) and compares this with the regional proportion. The public sector orientated workforce is clearly shown with a higher representation in health, education, public administration and defence sectors. The significantly higher representation of manufacturing jobs as a proportion of the local employment is also highlighted. Conversely the Borough has a lower proportion of professional, scientific, technical, and information and communication employment. In addition it has a low representation in the finance and insurance sector (only 125 jobs) with a proportion of 0.7% of local jobs compared with 2.7% regionally.

Table 5: Employee jobs in Gosport by key industry (over 500 jobs)

Industry	Employee Jobs in Gosport	Proportion of Gosport employees	Proportion of South East employees
Human health and social work	3,000	15.8%	12.9%
Retail and whole sale motor vehicle repair	3,000	15.8%	16.4%
Manufacturing	2,500	13.2%	6.6%
Education	2,500	13.2%	10%
Accommodation and food service activities	1.750	9.2%	7.7%

http://www.nomisweb.co.uk/reports/lmp/la/1946157304/report.aspx#tabempunemp (as viewed 2/6/14)

15 http://www.nomisweb.co.uk/reports/lmp/la/1946157304/report.aspx?#ld

16 ONS cited by Nomis

Industry	Employee Jobs in Gosport	Proportion of Gosport employees	Proportion of South East employees
Professional, scientific, technical	1,250	6.6%	9.1%
Public admin and defence	1,250	6.6%	3.2%
Construction	1,000	5.3%	5.3%
Admin and support	900	4.7%	8.4%
Transportation and storage	600	3.2%	4.5%
Other service activities	500	2.6%	2.4%

Earnings[17]

3.31 Earnings by workplace (Table 6) for both males and females have remained lower within the Borough when compared to those at both national and regional level over the longer term period. Earnings by residence have also shown a general long term trend to be below those at the national and regional level.

Table 6: Earning at workplaces in Gosport and by Gosport residents

Earnings by place of work (2020)			
Gross Weekly Pay	Gosport (Pounds)	South East (Pounds)	Great Britain (Pounds)
Full-Time Workers	£ 583.0	£ 608.6	£ 586.7
Male Full-Time Workers	£ 649.5	£ 658.9	£ 622.9
Female Full-Time Workers	£ 486.8	£ 543.6	£ 544.0
Earning by residents (2020)			
Gross Weekly Pay	Gosport (Pounds)	South East (Pounds)	Great Britain (Pounds)
Full-Time Workers	£550.9	£631.8	£587.1
Male Full-Time Workers	£582.1	£683.7	£622.9
Female Full-Time Workers	£484.8	£560.6	£544.3

Skills

3.32 Whilst improvements have been made in addressing basic skills, the profile for Gosport is still skewed towards a lower skilled workforce. The definitions are included in Box 3 below (Nomis Dec 2020)

[17] ONS annual survey of hours and earnings cited by Nomis

Table 7: Qualification and Skill levels in Gosport and regional and national comparisons

	Gosport (level)	Gosport (%)	South East (%)	Great Britain (%)
NVQ4 and above	16,200	30.1	44.9	43.1
NVQ3 and above	29,700	55.1	63.5	61.4
NVQ2 and above	41,400	76.8	80.6	78.2
NVQ1 and above	49,400	91.6	90.3	87.9

3.33 30.1% are qualified to level 4, compared to a South East average of 44.9%. According to the Solent LEP this is a potential barrier to future growth in high-skilled employment.

Box 3: Qualification definitions

No qualifications - No formal qualifications held.

Other qualifications- includes foreign qualifications and some professional qualifications.

NVQ 1 equivalent - e.g. fewer than 5 GCSEs at grades A-C, foundation GNVQ, NVQ 1, intermediate 1 national qualification (Scotland) or equivalent.

NVQ 2 equivalent - e.g. 5 or more GCSEs at grades A-C, intermediate GNVQ, NVQ 2, intermediate 2 national qualification (Scotland) or equivalent.

NVQ 3 equivalent- e.g. 2 or more A levels, advanced GNVQ, NVQ 3, 2 or more higher or advanced higher national qualifications (Scotland) or equivalent.

NVQ 4 equivalent and above e.g. HND, Degree and Higher Degree level qualifications or equivalent

Location of employment and commuting

3.34 The Borough experiences significant out-commuting with relatively poor infrastructure and connectivity with a limited road/public transport network on a peninsula leading to significant road congestion over an extended peak period) exacerbated by the limited employment opportunities which have been significantly affected by the massive rationalisation of MoD and related facilities over the past three or so decades.

3.35 The only commuter data available is the 2011 Census which pre-dates recent improvements to the bus network via the Bus Rapid Transit. Consequently there is likely to have been some modal shift towards bus transport, however given the scale of the out-commuting issue traffic congestion during the extended peak hours remain a significant problem in terms of journey times, a barrier to investment and air quality. Whilst data will shortly be available form the 2021 Census it is likely the influence of the pandemic will have significant affected the findings regarding commuting.

3.36 Key findings from the 2011 are used below to highlight key structural commuting and employment issues affecting Gosport. The long term implications of the pandemic on travel to work patterns are yet known.

3.37 The table below highlights that out-commuting from Gosport Borough has increased since 1991. The 2011 figures represent a 13% increase from 2001 and a 59% increase from 1991.

Table 8: Out-commuting from Gosport Borough

Year	Number of residents out-commuting
1991	12,900
2001	18,159
2011	20,553

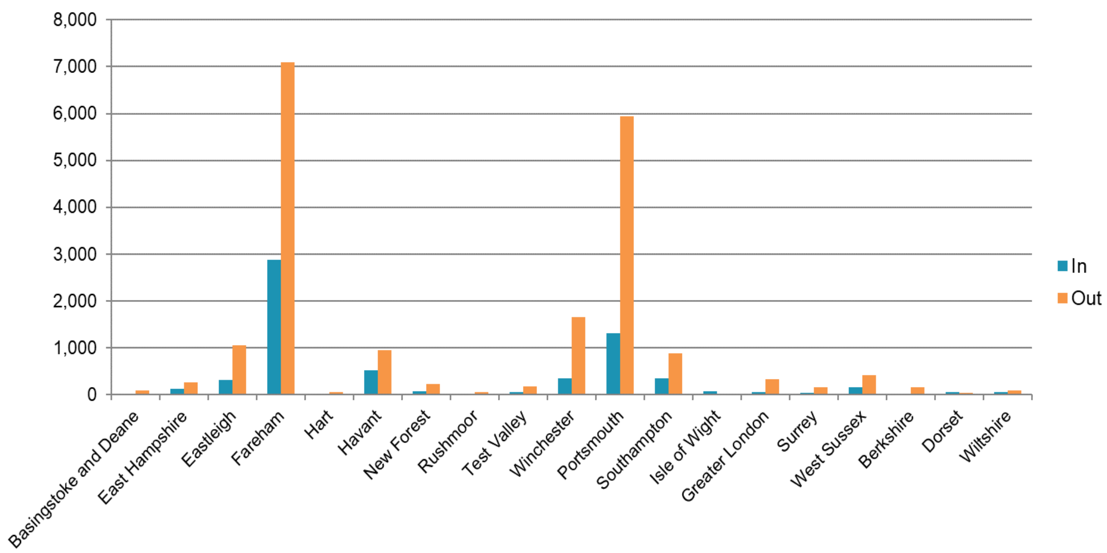
3.38 The graph below highlights the destination for out-commuters and origins for in-commuters. Whilst Portsmouth has traditionally been the main location for out-commuting in more recent times this has switched to Fareham Borough which has had implication for congestion on the A32.

3.39 64% of the jobs in Gosport were filled by Gosport residents and consequently when jobs are provided locally that there is a significant retention.

Quantum of employment floorspace development

3.40 The Borough Council is proposing 90,000 sq.m of net additional employment floorspace between 2021-2038 and this is based on evidence from a variety of sources including the Council's own assessment of employment floorspace capacity, the work contained in the EDNA/ELAA (BE Group 2018), the GIIP (Lichfields for the Solent LEP 2019) and the Employment, Economic and Commercial Need Study (Stantec/Vail Williams for PfSH 2021).

3.41 A variety of scenario and forecasts have been considered. Box 4 sets out the main elements of each scenario with a signpost to the relevant plan or evidence study for further information with Table 9 setting out the figures of each scenario.



Box 4: Brief summary of scenarios/forecasts

Sub-regional Policy

1) The South Hampshire Strategy Spatial Position Statement identifies 46,000sq.m of floorspace in the light industrial (B1c), general industrial (B2) and warehousing (B8) uses classes with 28,000 sq.m of offices (B1a) for Gosport Borough with a total of 74,000 sq.m. This is based on Solent wide assessments with consideration taken of overall capacity across the Solent

PfSH Economic, Employment and Commercial Needs (March 2021)

2) Past Take 5 Year trend projected over the period 2019-2041 for office and industrial. For the purposes of the analysis for Gosport the Council has chosen to combine the figures. This may under-estimate the amount of industrial floorspace anticipated based on past trends as it assumes a significant loss of office space which is already limited in the Borough.
3) Past Take 10 Year trend projected over the period 2019-2041for office and industrial. For the purposes of the analysis for Gosport the Council has chosen to combine the figures. This may under-estimate the amount of industrial floorspace anticipated based on past trends as it assumes a significant loss of office space which is already limited in the Borough.
4) 5-Year Past Trends (Industrial) including an allowance made for Vacant Stock (Vacancy Factor) + office figure from forecast 2
5) Labour Demand (2019-2040)
6) Recommended Approach = Office Labour Demand +Net Industrial Need (5 year trend) 2019-2040

Local policy

7) This is based on the net annualised employment floorspace set out in current adopted Gosport Borough Local Plan 2011-2029.

Historic floorspace take-up forecasts

8) This approach reviews the actual take-up of employment floorspace in the Borough over a period 1996/97-2016/17. Further details are set out in Section 10 of the EDNA/ELLA.

9) This approach reviews the actual take-up of employment floorspace in the Borough over the peak growth average between 2010/11-2016/17. Further details are set out in Section 10 of the EDNA/ELAA.

Historic floorspace take-up forecasts with 5-year buffer

It is recognised that in many instances it is necessary to plan for an additional buffer if actual growth is above the original forecast and that this is prudent to include at the outset

10) 5 year buffer of scenario 3 (see Section 10 of the EDNA/ELAA).
11) 5 year buffer of scenario 4 (see Section 10 of the EDNA/ELAA).

Employment based forecast

This scenario uses at its base an Experian econometric model. The forecast projects employment change by sector from the current date to 2036 and after some modelling forecasts the demand for floorspace based on sector demand. Further details are set out in the Section 10 of the EDNA/ELLA (paragraphs 10.24). These have been adjusted on a pro-rata basis to cover a 16 year period rather than a 20 year period.

12) Floorspace demand by sector based on Experian Forecasts 2016-2036
13) Floorspace demand based on growth sectors only- considering the demand from the growth sectors only when considering land and floorspace requirements.

Site capacity work

14) This is based on a realistic assessment of employment floorspace potential on a number of brownfield sites in the Borough many associated with existing employment uses and/or have the potential to utilise key employment assets such as deep water

access close to the Solent (e.g. Blockhouse) or airfield /slipway facilities at Daedalus (details of sites included later in this section).

Requirement to reach average job density figure of the Solent LEP area (as at 2019)

15) As identified in the section on job density the GIIP (2019) identified that in order to increase job density in the Borough from 0.53 to the current Solent LEP job density figure of 0.79 a total of 14,150 jobs over and above the current levels would be required. It is recognised that employment takes place within a wide range of use classes outside of the B uses (for example A and D class uses). However in order to demonstrate the sheer scale of employment floorspace required it is considered useful to set out this scenario.

A number of sound assumptions have been made and this is included in the table contained in Appendix 1 **The aim of this work is to identify the scale of floorspace required to meet the Solent LEP job density average.**

Table 9: Future Requirements of employment floorspace (net) based on different forecasts/scenarios

Forecast/Scenario	Total proposed in document	Per annum	Re-calculated to cover the 17 year period 2021-2038 (rounded to nearest 500sq.m)
PUSH Spatial Position Statement 2016 2011-2034			
1) PUSH Spatial Position Statement 2016 2011-2034	74,000 sq.m.	3,217 sq.m.	54,500 sq.m.
PfSH Economic, Employment and Commercial Needs (March 2021)			
2) Past Take 5 Year trend 2019-41 (22 years)	30,737 sq.m (-11,713 office) (+42,450 industrial)	1,397 sq.m	23,500 sq.m
3) Past Take 10 Year trend 2019-41 (22 years)	20,173 sq.m (-6,178 office) +26,351 (industrial)	917 sq.m	15,500 sq.m
4) 5-Year Past Trends (Industrial) including an allowance made for Vacant Stock (Vacancy Factor) + office figure from forecast 2- 2019-41 (22 years)	47,673 sq.m (-11,713 office) (+59,386 industrial)	2,167 sq.m	37,000 sq.m
5) Labour Demand-Economic Forecast 2019-2040	68,719 sq.m (+12,535 office) (+56,184 industrial)	3.272 sq.m	55,500sq.m
6) Recommended Approach = Office Labour Demand +Net Industrial Need (5 year trend)2019-2040	76,538 sq.m (+ 14,616 Office) +61,922 Industrial)	3,645 sq.m	62,000sq.m
Current Local Policy			

7) Current Local Plan employment figures 2011-2029	84,000 sq.m	4,667 sq.m	79,000 sq.m
Historic floorspace take-up forecasts (GBC Commissioned Study)			
8) Baseline (average between 1996/97-2016/17	N/A	3,100 sq.m.	52,500sq.m
9) Peak growth average (2000/01/2006/07)	N/A	5,800 sq.m	98,500sq.m
Historic floorspace take-up forecasts with five year buffer			
10) Baseline (scenario 3) +5 year buffer	N/A	3,875sq.m	66,000 sq.m
11) Peak growth (scenario 4) +5 year buffer	N/A	7,250 sq.m	123,500 sq.m
Employment based Forecasts			
12) Floorspace demand by sector based on Experian Forecasts 2016-2036	N/A	-250sq.m	-4,500sq.m
13) Employment forecast-growth sectors only	N/A	1,620sq.m	27,500sq.m
Assessment of likely available sites suitable for employment			
14) Realistic known capacity figure based on available sites in Gosport Borough (see Table 10)	N/A	4,974sq.m	84,564 sq.m
Estimated floorspace requirement in order to reach average job density of Solent LEP average			
15) LEP average job density scenario	N/A	24,118 sq.m.	410,000 sq.m

3.42 As a result of this work 90,000 sq.m figure is considered to be an appropriate, realistic yet aspirational figure. There is clear justification from the evidence outlined above regarding the Borough's economic performance and its employment profile to justify an employment figure at the higher end of the scenarios. This is particularly important when considering the Borough's existing low job density. An increase of local jobs will assist in reducing out-commuting and easing road congestion; it will regenerate a number of brownfield sites for a mix of uses including utilising key economic assets where Gosport has a locational advantage (coastal location, deep water access, hi-tech local skills related to the defence industry and the re-use of specialist assets associated with former MoD sites).

3.43 The EDNA/ELAA produced by the BE Group identified a number of appropriate employment sites and this work has been supplemented by the latest supply information with the supply of sites included in Table 10. This highlights that the Borough has a good range of employment sites. The Council considers that it should allocate these sites which can realistically provide new employment floorspace and facilitate a 'catch-up' with its neighbouring authorities to boost overall job numbers, increase job densities and reduce out-commuting.

3.44 The Government has stated that it wishes to assist underperforming economies around the country including those of coastal towns and has recognised

Gosport Borough as a Category 1 area in the recent Levelling-Up Fund bidding process. This recognises that Gosport is in the highest priority for funding and the only authority in Hampshire with this categorisation.

3.45 Consequently due to the need to catch-up with the Solent averages on key indicators including job density; and due to the capacity available, it is clearly justifiable to allocate at the higher end of the range (as set out in Table 9) which as past trends have shown through strong growth periods is achievable.

3.46 A figure of 90,000sq.m (5,294 sq.m per annum) is considered an appropriate allocation target to meet the ambitions to delivery economic growth in the Borough. It is a realistic ambition being just over 13% higher than the current Local Plan requirements (annualised). The 90,000 sq.m is slightly higher than the identified capacity of 84,564 sq.m (as at 1st April 2021) and therefore it is necessary to identify additional land through the consultation process and/or ensure that appropriate employment floorspace is secured on any windfall site that is likely to come forward.

3.47 The Council is aware of additional supply that may come forward but not currently deliverable. The most obvious example is HMS Sultan, the Borough's largest employer which could include a phased development of Fort Rowner for employment purposes. The Government has announced that this site could be released after 2029 and consequently the Local Plan recognises the Council's preference that the site is retained as a training base but should any release take place it is clear that most of the western site would be identified for major employment and training opportunities. Such circumstances would trigger a major review of employment supply and of the Local Plan as a whole. There may be the opportunity for small employment land intensification on this site in the meantime to contribute towards the current difference between identified supply and the 90,000sq.m target.

Location of proposed employment sites

3.48 As mentioned previously the EDNA/ELAA study identifies the key employment sites and their attributes. Details of the current supply as at 1st April 2021 are detailed in Table 10.

Table 10: Known employment floorspace supply (net) following review of existing sources of supply identified for the period 1st April 2021-31st March 2038

Site ref	Source of supply	Employment Floorspace (net gain) (sq.m)
Outstanding permissions as at 31st March 2021		
E/LW/1	Daedalus[18]	32,000
E/AG/1	Haslar Hospital (B1a)	1,563
E/BN/3d	Wickham Laboratories, Hoeford Point	7,500
E/TN/6a	Boatyard, Haslar Marina	2,158
E/EL/3	Brockhurst Gate Employment Site	4,404
Subtotal outstanding planning permissions		**47,625**

[18] Based on estimated floorspace capacity

Site ref	Source of supply	Employment Floorspace (net gain) (sq.m)
Outstanding allocations still considered appropriate (identified in GBLP 2011-2029)		
E/CC/3	Victoria Quays (Royal Clarence Yard Retained Area North)	8,000
E/CC/3	Royal Clarence Yard Retained Area South	4,000
E/BS/8	Aerodrome Road	1,100
Subtotal outstanding allocations		**13,100**
Additional employment/mixed use allocation (quantum previously not identified)		
E/AG/5	Blockhouse	12,000
Subtotal Additional employment/mixed use allocation		**12,000**
Remaining developable within existing employment sites without current planning consent		
E/BN/5	Standard Aero	3,750
E/RH/1	Huhtamaki Sites –Rowner Road/Grange Road (B1-8)	7,274
Various	Other sites[19]	815
Subtotal remaining developable land		**11,839**
Estimated supply (as at 1/4/2021)		**84,564**

Protection of existing sites

3.49 In addition to identifying additional employment floorspace it is important to protect existing employment sites which currently benefit from high occupancy rates. The EDNA/ELAA work assesses the appropriateness of protecting these sites and consequently the sites identified in Table 11 have been protected in the emerging Local Plan and are shown on the Policies Map. The sites included in Table 11 were considered important to retain for employment purposes as they contribute to the overall mix of employment uses in the Borough. However it is recognised that some of these sites may need modernising to meet the needs of modern business and that in certain cases some enabling development may be required to facilitate this. It is also recognised that in the changing economy there may be the need to accommodate non- employment uses (i.e. uses that are not E (g) (formerly B1), B2 and B8 uses).

[19] Small developable land within Forton Road Industrial Estates (315sq.m) Fareham Reach (500sq.m)

Table 11: Protect as an 'Existing Employment Site'.

Brockhurst Industrial Estate	Frater Gate Business Park	Huhtamaki, Rowner Road
Cement Works, Fareham Road	Frater Gate: Glenmore Business Park	Institute of Naval Medicine
Cranbourne Industrial Estate	Frater Gate: Gosport Business Centre	Quay Lane Industrial Estate
Daedalus Park	Frater Gate: Oaklands Office Park	Regent Trade Park
Defence Munitions (DM) Gosport (not whole site only core area)	Frater Gate: Ordnance Business Park	Royal Clarence Yard (The Cooperage and North Meadow)
Fareham Business Park	Haslar Marine Technology Park	St George Barracks South
Fareham Reach	Heritage Business Park	Vector Aerospace
Forton Road Industrial Estate	Huhtamaki, Grange Road	Venture Business Park

Business clusters and protection of employment assets

3.50 It is also important for the Local Plan to protect important clusters of businesses within Gosport and the assets that support them. Such features can provide Gosport with a competitive advantage in key sectors where the Borough has particular advantages.

3.51 Business clusters represent the geographic concentration of interconnected businesses and institutions and often highlight that the location has a competitive advantage within that particular sector (*Clusters and Competitiveness* Porter, M 1998). The development of existing clusters and/or the emergence of new ones will impact on the level of demand for new employment floorspace including the type of premises and whether there are any specific locational requirements. In many cases individual businesses enjoy benefits of being located within an area where there are other businesses within a cluster. These benefits include the use of specialised facilities, being part of a specialised supply chain, benefiting from a positive local reputation, sharing knowledge and expertise and the ability to lobby for mutual interests. In addition such clusters support other local businesses including a range of service industries (e.g. catering, retail, business services such as accountancy) which may develop their own linked specialisms.

3.52 In order to strengthen existing clusters it is important to safeguard important assets which help protect and create opportunities. Key assets are outlined below.

3.53 **Waterfront sites, particularly deep-water assess:** The importance of this issue is identified previously by the Solent LEP. It identifies sites that are important for marine industries where access to the water including deep-water are necessary. Importantly in addition to the site identified in Table 11 the Local Plan will include a policy which safeguards waterfront sites for primarily marine employment this includes the following:

- Royal Clarence Marina and associated facilities
- Victoria Quay and the remainder of the Retained Area at Royal Clarence Yard
- Gosport Boatyard
- Gosport Marina, Endeavour Quay and associated facilities

- Haslar Marina and associated facilities
- Deep water frontage at Blockhouse, the Gunboat Yard and associated facilities

3.54 **Other marine-related facilities:** Such existing facilities can support existing businesses and encourage others to locate to the Borough. This could include the marine testing tanks at the Haslar Marine Technology Park, the boat lifting facilities at the Gosport Waterfront and diving facilities at Blockhouse. Slipways including the one at Daedalus are also important assets.

3.55 **Airfield and other air-related facilities:** The runways at Daedalus with supporting airfield infrastructure (control tower etc) are critical for attracting investment to the site and new employment opportunities. There are also facilities at Standard Aero that are important.

3.56 In relation to the above the Local Plan will need to include a policy which protects these and other assets. The Plan will also include safeguarding policies which aims to ensure that requirements for uses such as the airfield at Daedalus are not compromised by other forms of development in the vicinity.

3.57 Linked to the importance of protecting assets that support clusters is the need to ensure that local residents have sufficient skills to work in these industries.

Conclusion

3.58 This Background Paper considers key policy documents and evidence studies and provides initial analysis relating to the proposed employment floorspace target for the emerging Local Plan as well as the importance of protecting existing employment sites and assets.

3.59 This document is an interim version and a revised version to support the next stage of the Local Plan will cover a wider range of employment issues as well as address matters arising from the Regulation 18 consultation (September-December 2021).

Appendix 1: Assumptions behind Scenario 10 (see Box 4 and Table 9 in main report)

In order to estimate the amount of employment floorspace required to deliver an additional 14,150 jobs in the Borough to increase the job density in the Borough from 0.53 to the current Solent LEP average (as cited in the GIIP 2019) the following assumptions and calculations have been made.

Assumption 1: Future floorspace will be broadly similar in proportions to the existing mix.

In order to calculate the existing mix the table used in the Employment Land Review 2012 has been updated to include employment floorspace completions since that time up to 31st March 2019. Table A includes this update. Most of the completions have not been for a specific B-class, instead have been in the B1-B8 category. Where completions have obvious characteristics (such as an office or warehouse) they have been apportioned to the relevant B-class. Otherwise for the purposes of calculating employment densities floorspace, the floorspace has been included within the B2 category. For Gosport's employment market this appears to be a good fit given the nature of employment floorspace in the Borough.

The changes since 2012 have only changed the proportions slightly and continues to identify Gosport's strong industrial focus with 67% either light industrial or general industrial. It is also clear that the office sector is very small within the Borough.

Table A Estimated Existing Employment Floorspace and Proportion in Gosport Borough

<table>
<tr><th>Use Class</th><th>Floorspace (m2)</th><th>Proportion</th><th>2012-2019</th><th>Revised total</th><th>Revised proportion</th></tr>
<tr><td>Offices (B1a type uses not A2)</td><td>32,722</td><td>6.8%</td><td>1,634</td><td>34,356</td><td>6.8%</td></tr>
<tr><td>Research and Development (B1b type uses)</td><td>51,536</td><td>10.8%</td><td>-</td><td>51,536</td><td>10.2%</td></tr>
<tr><td>Light Industry (B1c type uses)</td><td>164,804</td><td>34.4%</td><td>-</td><td>164,804</td><td>32.8%</td></tr>
<tr><td>General Industry (B2 type uses)</td><td>149,946</td><td>31.3%</td><td>-</td><td rowspan="2">172383</td><td rowspan="2">34.3%</td></tr>
<tr><td>B1-B8</td><td></td><td></td><td>22,437</td></tr>
<tr><td>Storage and Distribution (B8 type uses)</td><td>79,739</td><td>16.6</td><td></td><td>79739</td><td>15.9%</td></tr>
<tr><td>Total</td><td>478,746</td><td>100</td><td>24,071</td><td>502,817</td><td></td></tr>
</table>

Source: Valuation Office and GBC (2010-2012) with subsequent employment completion updated by GBCFigures subject to rounding

Assumption 2: The Employment Densities Guide 2nd edition[20] (Drivers Jonas Deloitte 2010) has been used

Assuming 100,000 sq.m of floorspace could be delivered in line with existing proportions of floorspace type, Table B sets out the number of jobs that could be created based on the Employment Densities Guide.

Table B: Potential job creation for 100,000 sq.m of employment floorspace based on existing proportion of floorspace type

Use Class	Revised percentage	Area per FTE	100,000sq.m allocation based on these assumptions would deliver	100,000sq.m allocation based on these assumptions would deliver jobs
Offices (B1a type uses not A2)	6.8%	12	6,800	566
Research and Development (B1b type uses)	10.2%	10	10,200	1,020
Light Industry (B1c type uses)	32.8%	47	32,800	698
General Industry (B2 type uses)	34.3%	36	34,300,	953
B1-B8				
Storage and Distribution (B8 type uses)	15.9%	70	15,900	227
Total	**100**	**n/a**	**100,000**	**3,464**

This creates 3,464 jobs which represents only 24.5% of the jobs required to meet the average Solent LEP density i.e. 14,150 jobs. Consequently in order to deliver this level of jobs the floorspace requirement needs to increase by a factor of 4.1 (i.e.14, 150/3464). Therefore 100,000sq.m multiplied by 4.1 equals **410,000sq.m** Table C confirms that this is the case.

Table C: Potential job creation for 100,000 sq.m of employment floorspace based on existing proportion of floorspace type

Use Class	Revised percentage	Area per FTE	410,000sq.m allocation based on these assumptions would deliver	410,000sq.m allocation based on these assumptions would deliver jobs
Offices (B1a type uses not A2)	6.8%	12	27,880	2,323
Research and Development (B1b type uses)	10.2%	10	41,820	4,182
Light Industry	32.8%	47	134,480	2,861

[20] The guide is the recognised industry-wide point of reference for projected job creation and is used by local authorities, developers and surveyors. The guide includes up to date information about how many jobs you can expect to accommodate in modern properties of different types, from industrial units to commercial offices

(B1c type uses)				
General Industry (B2 type uses)	34.3%	36	140,630	3,906
B1-B8				
Storage and Distribution (B8 type uses)	15.9%	70	65,190	931
Total	**100**	**n/a**	**410,000**	**14,203**

The 14,203 is 53 above the identified figure of 14,150 due to rounding. Clearly there are a number of assumptions in this scenario and if one changes the proportions of floorspace proportions a different overall floorspace requirement would result and similarly not all will come from employment floorspace, although a very significant proportion will.

The aim of this work is to identify the scale of floorspace required to meet just the average of the current Solent LEP average and therefore the need to identify a significant amount of realistically deliverable floorspace even though this may be over the sub-regional projection but yet it is approximately only 25% of the levels required.

Appendix 2: Key background documents

National Guidance

Ministry of Housing, Communities and Local Government (MHCLG) (Ongoing*)* National Planning Practice Guidance www.gov.uk/government/collections/planning-practice-guidance

Ministry of Housing, Communities and Local Government (MHCLG) (2021*)* National Planning Policy Framework (NPPF)L www.gov.uk/government/publications/national-planning-policy-framework--2

Sub Regional Documents

Partnership for South Hampshire (PUSH) (2016)- Spatial Position Statement https://www.push.gov.uk/work/planning-and-infrastructure/push-position-statement/

Solent Local Enterprise Partnership –Planning for Solent 2050- The emerging evidence base, Solent Economic Profile and progress report (2019 ongoing) https://solentlep.org.uk/what-we-do/planning-for-solent-2050/

Solent Local Enterprise Partnership (Aug 2019) - Solent Local Industrial Strategy (LIS): Emerging Evidence Base

Solent Local Enterprise Partnership/AECOM- Maritime Futures: Solent Waterfront Sites (September 2015)

Solent Local Enterprise Partnership- Transforming Solent – Growth Strategy (Solent LEP Jan 2015)- https://solentlep.org.uk/media/1508/transforming_solent_growth_strategy_-_jan_2015.pdf

Solent Local Enterprise Partnership (2014)- Transforming Solent –Solent Strategic Economic Plan 2014-2020- Marine and Maritime Supplement (March 2014) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/303591/transforming-solent.pdf

Solent Solent Local Enterprise Partnership (2014)- Transforming Solent –Solent Strategic Economic Plan 2014-2020 https://www.push.gov.uk/wp-content/uploads/2018/05/Solent-LEP-strategic-economic-plan-2014-20.pdf

Stantec for Partnership for South Hampshire (2021)- PfSH Employment, Economic and Commercial Need

Local Documents

BE Group (2018) - Joint Economic Development Needs Assessment and Economic Land Availability Assessment

Gosport Borough Council (produced by BE Group 2021) – Economic Development Strategy and associated evidence base

Gosport Borough Council (2015) Gosport Borough Local Plan 2011-2029 https://www.gosport.gov.uk/localplan2029

JG Consulting (2019) - Demographics Projections

Solent LEP/Lichfields (Feb 2019) - Gosport Infrastructure Investment Plan (GIIP) https://solentlep.org.uk/media/2544/1639920gosport20infrastructure20investment20plan20final20report20feb202019.pdf