

## 7.0 SOCIO ECONOMICS

### Introduction

7.1 This chapter of the ES assesses the likely significant effects of the Proposed Development on the environment in respect of likely significant socio economic effects.

### Planning Policy Context

*Planning Policy Wales – Chapter 7 Economic Development November 2012*

7.2 Paragraph 7.1.1 Planning Policy Wales Chapter 7 (PPWC7) refers to the Welsh Government's definition of economic development as '*development of land and buildings for activities that generate wealth, jobs and incomes*'.

7.3 PPWC7 (Paragraph 7.1.3) states that '*the planning system should support economic and employment growth alongside social and environmental considerations within the context of sustainable development. To this end, the planning system, including planning policies, should aim to ensure that the growth of output and employment in Wales as a whole is not constrained by a shortage of land for economic uses*'.

7.4 The PPWC7 further states that local planning authorities should seek to guide and control economic development to facilitate regeneration and promote social and environmental sustainability. In so doing, they should aim to:

- co-ordinate development with infrastructure provision;
- support national, regional, and local economic policies and strategies;
- align jobs and services with housing, wherever possible, so as to reduce the need for travel, especially by car;
- promote the re-use of previously developed, vacant and underused land; and
- deliver physical regeneration and employment opportunities to disadvantaged communities.

7.5 Further to this paragraph 7.1.5 refers to the need to '*work strategically and co-operatively steering development and investment to the most efficient and most sustainable locations, regardless of which local authority area they are in. In addition, travel-to-work patterns do not necessarily respect local authority boundaries and it is essential that local planning*

*authorities identify and make adequate provision for their role in the regional and sub-regional economies of Wales’.*

*Department for Business Innovation Skills Regional and UK Assisted Area<sup>ii</sup>*

- 7.6 Under EU legislation, regional aid may be granted to undertakings, typically businesses, within Assisted Areas. Regional aid can be used to promote the economic development of certain disadvantaged areas and can consist of aid for investment, or in certain limited circumstances operating aid, targeted on specific regions to redress regional disparities.
- 7.7 The government is currently reviewing the Assisted Areas Order that came into force in 2007 and consulting on a draft Assisted Areas Map. The Application Site is located within a Proposed Assisted Ward (Criterion 1/Criterion 4) area. Subject to European Commission agreement, the 2014 to 2020 Map is expected to come into effect in summer 2014.

### **Local Planning Policy**

*Vale of Glamorgan Local Development Plan, Deposit Plan 2011-2026<sup>iii</sup>*

- 7.8 The Deposit Local Plan (DLP) describes the economic profile within the Vale of Glamorgan (VGC) as one of diversity. It concludes that most of the businesses within the VGC employ less than ten employees (85.5%) (Paragraph 3.11).
- 7.9 Paragraph 3.15 comments that a key factor in the employment market is the proximity of the VGC to Cardiff. In 2011, annual statistics on out commuting published by the Welsh Government show that at 52%, the Vale has the highest rate of out-commuting in Wales compared to the national Welsh average of 30%.
- 7.10 The LDP sets out the vision and objectives to guide development across the VGC. The LDP will seek to: develop a diverse and sustainable economy that maximises the VGCs assets and the potential of its position within the region, to provide opportunities for working that benefit residents and business and attracts visitors and investment. (Para 4.3).
- 7.11 Objective 8 aims to ‘foster the development of a diverse and sustainable local economy that meets the needs the VGC and the wider South East Wales region.
- 7.12 The majority of the Application Site is allocated as a strategic employment site, Policy MG11 – Land to The South of Junction 34 M4 Hensol. The Site is allocated to deliver B1/2/8 Use. The intention of Policy MG11 is for the Site to contribute to meeting strategic and local

objectives in order to contribute towards regional and economic goals and targeted job creation.

## **Assessment Methodology**

### *Scope of the Assessment*

- 7.13 The Application Site is located within the administrative area of the VGC. The Applicant currently owns and occupies the existing Renishaw facility located to the west of the Application Site (outside the red line boundary).
- 7.14 The existing Renishaw facility, located adjacent to the Application Site will remain operational, but are currently operating at approximately 20% capacity of the predicted future labour force.
- 7.15 Postcode information from current employees at the existing Renishaw facility have been plotted to establish a labour market areas (referred to as the Study Area), see **Figure 7.1**. The Study Area demonstrates the distance (approximately 40 minutes drive time) that current employee commute from, establishing the impact the Site currently has on the sub regional labour market. **Figure 7.1** shows that the labour pool from the existing Renishaw facility includes residents from the following districts and boroughs; the VGC; Bridgend, Rhondda Cyon Taff; Cardiff, Caerphilly and Torfaen.
- 7.16 As the Application Site is located within the VGC the chapter will assess the socio economic effects on this district, along with the effects on the defined Study Area. To provide a robust assessment, the overall country of Wales has been assessed as a comparative to Study Area and the VGC.
- 7.17 The baseline socio-economic conditions with regard to the existing population and employment were investigated, and where appropriate, projections have been used to represent changing conditions from the year of application (2014) to the anticipated year of completion (2018).
- 7.18 The following topics have been considered in identifying the likely significant socio-economic effects of the Proposed Development:
- Effects on population; and
  - Effect on employment.

## Employment

- 7.19 The potential number of jobs created during the construction phase has been calculated utilising the Labour Forecasting Tool, under licence from CITB (Construction Industry Training Board). The Labour Forecasting Tool draws on a comprehensive survey of real life construction projects on a national scale, allowing analysis by region.
- 7.20 The operational employment numbers generated by the Proposed Development have been calculated using two methods. Different methodology has been used to calculate potential job creation in Area A compared to B, C and D (**See Tables 7.11 – 7.18**). This decision is based on Renishaw Plc occupying Area A, whilst it is currently unknown who will occupy other parts of the Application Site.
- 7.21 To ensure a robust assessment, employment generated within Area A has been calculated using comparable employee to floorspace ratios from existing Renishaw Plc developments, supplied by the Applicant<sup>1</sup>. This methodology has been utilised to best represent the type of use that will take place within Area A, acknowledging the level of labour requirement and machine use. Using an existing staff to floorspace ratio gives a more accurate prediction of labour requirement based on the proposed use.
- 7.22 Paragraph 7.14 above concludes that the existing Renishaw facility is currently operating below capacity. The Application has confirmed that this space will provide approximately 750 jobs when operating at full capacity.
- 7.23 The operational employment numbers within Areas B, C and D (which may not be occupied by Renishaw Plc) of the Proposed Development have been calculated using the Homes and Communities Agency, Employment Densities Guide 2<sup>nd</sup> Edition, 2010<sup>iv</sup>.

## Determining Significance of Effects

- 7.24 The significance of effects will be determined in accordance with the significance criteria in Chapter 2, EIA Methodology and the Significance Matrix provided. Where possible the effects have been assessed on a qualitative basis, the significance of this is based on professional judgement.

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<sup>1</sup> Comparable site information used to generate job to floorspace ratio  
Woodchester/Stonehouse Sites, Gloucestershire  
Assembly Ratio (Woodchester) 350 staff in 150,000 sq ft = 1 job:429 sqft  
Machining (Stonehouse) is 180 staff in 100,000 sqft = 1 job:556 sqft

## Limitations and Assumptions

- 7.25 As, the planning application is outline the employment calculations provided are intended as a guide for how many potential jobs could become available as a result of the Proposed Development based on the assumed use class split. Specific assumptions are set out in the assessment section of the chapter. There is no minimum parameter for the Proposed Development, therefore the assessment in this chapter has assumed the development would come forward based on the floorspace applied for (shown on the parameter plan at **Figure 4.1**).

## Baseline Conditions

### *Population and Age Profile*

- 7.26 Based on the most recent Census data (2011 Census)<sup>v</sup> the population of the Study Area totalled 1,115,895 in 2011, 126,336 of whom were residents within the VGC.
- 7.27 The age profile of the Study Area is set out in **Table 7.2** (2011 Census). The 2011 demographic composition of the Study Area demonstrates a higher percentage of 16 to 64 year old residents than within the VGC and Wales. Both the VGC and Wales also have a higher proportion of residents aged 65+ than the Study Area.

**Table 7.2: Age Profile 2011 Census**

2011 Age Profile	The Vale of Glamorgan	Study Area	Wales
Young Population (0 to 15)	18.8%	18.7%	18.1%
Working Age Population (16 to 64*)	62.9%	65.2%	63.5%
Older Population (65+)	18.3%	16.1%	18.3%

Nomis, 2011 Census

## Employment

### *Economic Activity*

- 7.28 **Table 7.3** sets out the economic activity rate across the Study Area, comparing the results to the VGC and Wales. The VGC has the highest proportion of economically active residents. It also has the highest proportion of residents in employment. The Study Area exhibits the highest rates of unemployment out of the three assessment areas. The proportion of economically active residents within the Study Area is comparable with the rest of Wales.

**Table 7.3: Economic Activity (16 to 74)**

	The Vale of Glamorgan	Study Area	Wales
Economically active	69.0%	65.8%	65.8%
In employment	62.2%	57.5%	58.2%
Unemployed	4.3%	4.6%	4.3%
Economically Inactive	31.0%	34.2%	34.2%

7.29 In comparison to the VGC, the Study Area has a higher proportion of economically inactive residents. **Table 7.4** sets out the profile of economic inactivity. There is a higher percentage of residents within the Study Area who are retired (42.2%), compared to the VGC and Wales. It is evident that VGC has a lower proportion of the population within the 16 to 64 age group compared to the wider study area but residents appear, not VGC resident appear to remain economically active for longer.

**Table 7.4 Economically Inactive**

	The Vale of Glamorgan	Current Labour Market Study Area	Wales
Economically Inactive	31.0%	34.2%	34.2%
Retired	16.2%	42.2%	16.1%
Student (including full-time students)	4.6%	19.6%	6.0%
Looking after home or family	3.7%	11.8%	3.8%
Long-term sick or disabled	4.8%	19.8%	6.3%
Other	1.6%	6.6%	2.0%

Nomis, 2011 Census

7.30 Further evidence of unemployment levels are established via the ONS, Job Seeker Allowance (JSA) claimant count<sup>vi</sup>. It is evident from **Table 7.5** that there is an available labour pool within the VGC and the wider Study Area across a range of occupations. Whilst the Proposed Development will offer a variety of occupation opportunities, a large proportion of employment within Area A for example would fall within the process, plant and machine operatives occupation. There are currently 140 residents within the VGC seeking employment within this occupation and a total of 2,895 across the Study Area.

**Table 7.5: Job Seeker Allowance (JSA) claimant count**

Occupation Type	The Vale of Glamorgan	Current Labour Market Study Area	Wales
Managers and Senior Officials	75	620	1,535
Professional Occupations	60	645	1,610
Associate Professional and Technical Occupations	100	1,250	2,820
Administrative and Secretarial	250	2,610	5,620

Occupation Type	The Vale of Glamorgan	Current Labour Market Study Area	Wales
Occupations			
Skilled Trades Occupations	200	2,100	5,460
Personal Service Occupations	145	2,105	4,905
Sales and Customer Service occupations	730	8,675	21,055
Process, Plant and Machine Operatives	140	2,895	6,975
Elementary Occupations	510	7,080	16,985

Nomis, 2011 Census

- 7.31 **Table 7.6** sets out the claimant count specifically for construction employment. There are currently 95 residents seeking employment within the construction industry in the VGC, and a total of 920 across the Study Area.

**Table 7.6: Job Seeker Allowance (JSA) claimant count – Construction Sector**

Assessment Area	Skilled Construction and Building Trades
The Vale of Glamorgan	95
Current Labour Market Study Area	920
Wales	2175

Nomis, 2011 Census

#### *Earnings and Job Density*

- 7.32 **Table 7.7** sets out the 2012 Annual Survey of Hours and Earnings<sup>vii</sup>, showing resident and workplace weekly earnings across the districts and boroughs within the Study Area. **Table 7.7** demonstrates an average gross weekly wage of £496.4 for the workplace population within the VGC compared to an average gross wage of £514.1 for the resident population. The higher weekly earnings of residents would indicate that those residents who are economically active may commute out of the local area to achieve higher paid employment. This could suggest a mismatch between employment sought by residents within VGC and available workplace pay.
- 7.33 **Figure 7.1** demonstrates that there are currently few employees on site residing within the VGC. The majority of those employed currently commute from the surrounding boroughs and districts. This demonstrates the importance of the Site to a wider labour force. For example 31% of current employees commute from within Rhondda Cyon Taff, and a further 32% from within Bridgend. **Table 7.7** demonstrates that both these areas have a higher resident wage compared with workplace wage.
- 7.34 It is evident that the Site currently provides employment to a wide labour market area. The few employees currently residing within the VGC could possibly suggest a mismatch

between local resident occupation specifications, compared to residents within the wider districts and boroughs. The diversity of the planned uses within the Proposed Development could allow more self contained, provided employment for residents who commute outside the Study Area.

7.35 **Table 7.7: Weekly Resident Earnings**

Assessment Areas	Resident Weekly Pay (£)	Workplace Weekly Pay (£)
Bridgend	481.1	498.0
Caerphilly	437.3	452.3
Cardiff	494.4	485.7
Rhondda, Cynon, Taff	453.6	431.5
The Vale of Glamorgan	514.1	496.4
Torfaen	420.2	408.8
Wales	452.6	455.0

Source: NOMIS

#### *Employment by Industry*

7.36 **Table 7.8** sets out the employment profile in the VGC, the Study Area and Wales. The highest employing sector within the VGC is the wholesale and retail sector (14.6%), followed closely by human health and social work activities (14.5%).

**Table 7.8: Employment by Industry (2011)**

Employment Sector	The Vale of Glamorgan	Study Area	Wales
A Agriculture, forestry and fishing	0.7%	0.3%	1.7%
B Mining and quarrying	0.1%	0.2%	0.2%
C Manufacturing	7.0%	10.4%	10.5%
D Electricity, gas, steam and air conditioning supply	1.1%	1.0%	0.8%
E Water supply; sewerage, waste management and remediation activities	0.5%	0.9%	0.9%
F Construction	7.5%	7.9%	8.2%
G Wholesale and retail trade; repair of motor vehicles and motor cycles	14.6%	15.2%	15.6%
H Transport and storage	4.8%	3.8%	3.9%
I Accommodation and food service activities	5.2%	5.7%	6.2%
J Information and communication	2.7%	2.7%	2.3%
K Financial and insurance activities	4.3%	4.0%	3.1%
L Real estate activities	1.4%	1.3%	1.2%
M Professional, scientific and technical activities	5.9%	4.7%	4.3%



Employment Sector	The Vale of Glamorgan	Study Area	Wales
N Administrative and support service activities	4.2%	4.2%	4.0%
O Public administration and defence; compulsory social security	9.7%	8.5%	7.9%
P Education	10.9%	10.4%	10.1%
Q Human health and social work activities	14.5%	14.2%	14.5%
R, S, T, U Other	4.8%	4.6%	4.5%

Nomis, 2011 Census

- 7.37 The Study Area contains a higher proportion of residents employed within manufacturing (10.4%), when compared to the VGC (7.5%) but has a similar proportion to the rest of Wales (10.5%). The manufacturing sector is the second highest employer in the Study Area.
- 7.38 The Construction sector accounts for 7.5% of employment across the VGC. This is slightly lower than the 8.2% experienced across Wales, but representative of the 7.9% across the Study Area.

#### *Occupation*

- 7.39 The majority of residents with the Study Area and the VGC work within professional occupations (see **Table 7.9**). The Study Area contains a higher proportion of residents employed within process, plant and machine operative occupations (7.8%), in comparison to the VGC (5.4%). Both areas are lower than level observed across Wales (8.1%).

**Table 7.9: Occupation Profile**

	The Vale of Glamorgan	Study Area	Wales
Managers, directors and senior officials	11.25	8.8%	9.2%
Professional occupations	18.3%	17.1%	15.8%
Associate professional and technical occupations	14.1%	12.0%	10.8%
Administrative and secretarial occupations	12.2%	11.8%	11.1%
Skilled trades occupations	11.0%	11.1%	13.4%
Caring, leisure and other service occupations	10.2%	10.1%	10.5%
Sales and customer service occupations	8.8%	9.7%	9.0%
Process plant and machine operatives	5.4%	7.8%	8.1%
Elementary occupations	8.9%	11.6%	11.9%

7.40 The top three occupations within the VGC and the Study Area are set out in **Table 7.10**. Whilst demonstrating similar profiles the VGC represents a slightly higher proportion of the population working within professional/associate roles compared to the Study Area, which has a higher proportion of resident in skilled trade occupations.

**Table 7.10 Top Three Occupation Types**

<b>Top Occupation Types</b>	<b>3 The Vale of Glamorgan</b>	<b>Current Labour Market Study Area</b>
1	Professional Occupations (18.3%)	Professional Occupations (17.1%)
2	Associate Professional and Technical (14.1%)	Associate Professional and Technical (12%)/ Administrative and Secretarial (11.8%)
3	Administrative and Secretarial (12%)	Skilled Trades Occupations 11.1%

*Previous Employment Context*

- 7.41 Bosch, the former site operative announced in 2010 that they would be relocating to Hungary. Operations ceased in the summer of 2011 following a phased wind down. The land has been acquired by Renishaw Plc (the Applicant).
- 7.42 At its peak the former operative employed approximately 1,800 people. Currently the existing facility (outside the Application red line boundary), now under the ownership of Renishaw Plc, employ 83 people (not running at full capacity).

**Likely Significant Effects**

## Construction Phase

*Effects on Population*

- 7.43 It is not anticipated that the population of the surrounding area will increase as a result of the construction works related to the Proposed Development as an existing construction workforce has been identified (**Table 7.5 & 7.8**) and additional workers are unlikely relocate for the duration of the build period, resulting in a negligible effect on population.

*Effects on Employment*

- 7.44 The construction phase of the Proposed Development is expected to operate between 2016 and 2018. During this period the Proposed Development is expected to generate temporary construction employment.
- 7.45 The benefits associated with the construction phase have been calculated utilising the Labour Forecasting Tool, under licence from CITB (Construction Industry Training Board).

The Labour Forecasting Tool draws on a comprehensive survey of real life construction projects on a national scale, allowing analysis by region.

- 7.46 The number of jobs created during the construction phase is based on construction costs of the Proposed Development (Order of Cost Estimate 2/09/13 provided by Mace Cost Consultancy Limited on behalf of the Applicant). This details the Order of Cost for each Area separately. Two construction job scenarios have been assessed, Option 1 and Option 2. Both represent the same overall GIA and construction cost figure but assess different construction durations. Option 1 would provide an average job count of 1,419 over a 24 month construction period. Alternatively the construction phase may stretch to 30 months (Option 2) this would result in an average job count of 1,132. The job count would be higher under Option 1 due to a greater intensity of labour over a shorter period of time.
- 7.47 The Proposed Development could provide potential employment for a proportion of residents seeking work in the construction industry who, are currently claiming out of work benefits. Baseline data has indicated that currently a total of 950 residents across the Study Area are seeking employment within the construction sector, and a total of 2,175 across Wales.
- 7.48 In addition to jobs created as a direct effect of the construction and management of the project, further indirect employment and economic benefits will be experienced as a result of the supply chain expenditure from the potential purchase of building supplies to local provision of meals, refreshments, fuel and potential temporary accommodation (e.g. B&B) for the workforce.
- 7.49 The Proposed Development is therefore considered to have a temporary moderate beneficial effect on employment within the Study Area during the construction phase.

## **Operational Phase**

### *Effects on Population*

- 7.50 Based on **Figure 7.1** 93% of current employees on Site live within an identified Study Area. Based on this it is feasible that a large proportion of the anticipated work force will come from within this identified labour market area. This will have a positive effect on the proportion of economically active residents, helping to balance the demographic profile within the identified Study Area, having a minor beneficial effect.

*Effects on Employment*

- 7.51 The Proposed Development will incorporate five elements, Areas A – D. Area A is an extension to the existing Renishaw facility. It will comprise of 33,909 sq m (365,000 sq ft) of possible B1/B2/B8 Use. Area A will allow the Applicant to expand current on-site operations. As identified in the baseline section there are currently 83 staff working on site in the existing Renishaw facility buildings.
- 7.52 To give an indication of the potential employment numbers that could be generated following the development of Area A, a comparable Site owned by Renishaw Plc has been assessed providing an employee to floorspace ratio. The existing site offers an equivalent employment profile.
- 7.53 It has been assumed, based on operations at a comparable site, that there will be a 50:50 split in the available floorspace of Area A between assembly and machining employment. This assumption has been used to generate the potential employment numbers generated by Area A, and also increase capacity across the existing Renishaw facility (the existing facility is not included within the red line boundary). It is anticipated that the proposed expansion will increase overall operations at the existing Renishaw facility.
- 7.54 The existing Renishaw facility measures 42,735 sqm (460,000 sqft). The Applicant has estimated that when operations resume at 100% the existing Renishaw facility could potentially provide 750 jobs.

**Table 7.11: Proposed Job Count at Existing Renishaw Space**

Job Type	Floorspace	Number of jobs
Existing Renishaw Space	42,735 sqm (460,000 sqft)	750

Source: Information provided by Renishaw Plc

- 7.55 Based on the comparable site's employee to floorspace ratio (**Table 7.12**) Area A (365,000 sq ft GIA) could result in 425 assembly jobs and 328 machining jobs (**see Table 7.12**).

**Table 7.12: Area A Potential Job Count**

Job Type	Employee:floorspace based on comparable Site	Floorspace	Number of jobs
Assembly	39.9 sq m : 1 job (429 sq ft : 1 job)	16,954.8 sqm (182,500 sq ft)	425
Machining	51.7 sq m : 1 job (556 sq ft : 1 job)	16,954.8 sqm 182,500 sq ft	328

Source: Based on data provided by Renishaw Plc

7.56 **Table 7.13** sets out the overall potential total job count at the existing Renishaw facility and Area A combined. Based on a comparable site labour profile (see paragraph 7.21 above) the existing floorspace and proposed Area A expansion could possibly generate 1,503 jobs.

**Table 7.13: Total Job Count for Area A combined with Existing Floorspace**

Area	Job Count
Existing Renishaw Space Buildings	750
Area A	753
Total	1,503

7.57 The Proposed Development will also incorporate Area B. The outline nature of the Application means that Area B will comprise 980,625 sq ft (GIA) of possible B1/B2/B8 Use Class floorspace.

7.58 **Table 7.14** sets out the potential indicative number of jobs that may be generated in accordance with the proposed B1/B2/B8 Use Classes in Area B. Guidance is provided by the Homes and Communities Agency Employment Densities Guide 2<sup>nd</sup> Edition, 2010<sup>viii</sup>.

**Table 7.14: Area B Potential Job Count**

Use Class	Area per FTE <sup>2</sup> (sqm)	Floorspace provision (sqm)	Jobs
B1(c) Light Industry (Business Park)	47	91,102 GIA (assume 72,882 – 77437 NIA)  GIA floorspace has been reduced by 15 – 20% to achieve NIA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8	1,551 – 1,648
B8 Large Scale and High Bay Warehousing	80	91,102 GIA (assume 100,212 GEA)  GIA floorspace has been increased by 10% to achieve GEA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8	1,253

7.59 **Table 7.14** assesses two potential job count scenarios, based on the entire Area B floorspace being either B1(c) or B8 Use Class. The assessment of both use classes gives a range in the potential highest and lowest job counts, influenced by use. **Table 7.14** indicates that depending on the Use Class the potential job count in Area B could potentially be between 1,253 and 1,648.

<sup>2</sup> FTE – Full Time Equivalent

7.60 The Proposed Development will also incorporate Area C. Currently Area C is assumed to be a business park area with ancillary uses. Area C will potentially comprise B1/B2/B8 with ancillary A2, A3 and A4 Use. **Table 7.15** sets out the potential job count for Area C. Due to the outline nature of the Application 20% of the floorspace within Area C has been assumed to be ancillary, split between Use A3 and A2 (the Employment Densities Guide 2010 does not provide guidance on FTE/sq m for A4 Use Class). **Table 7.15** assesses the potential job count based on B1(c) and B8 Use, both containing 20% ancillary floorspace. A comparison between B1(c) and B8 has been compared due to it representing a highest and lowest job FTE value.

7.61 Depending on the Use Class, Area C could potentially generate between 516 and 618 jobs.

**Table 7.15: Area C Potential Job Count**

Use Class	Area per FTE <sup>3</sup> (sqm)	Floorspace provision (sqm)	Jobs
10% A2 Financial & Professional Services	16	2254.8 GIA (2,020 – 2,146 NIA)  GIA floorspaces have been reduced by 15 – 20% to achieve NIA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8	126 - 134
10% A3 Restaurants & Cafes	18	2254.8 GIA (2,020 – 2,146 NIA)  GIA floorspaces have been reduced by 15 – 20% to achieve NIA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8	112 - 119
80% B8 Use	80	20438 GIA (22,482 GEA)  GIA floorspace has been increased by 10% to achieve GEA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8	278
Total			516 - 531
10% A2 Financial & Professional Services	16	2254.8 GIA (1803.84 – 1916.58 NIA)  GIA floorspaces have been reduced by 15 – 20% to achieve NIA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8	126 -134
10% A3 Restaurants & Cafes	18	2254.8 GIA (1803.84 – 1916.58 NIA)  GIA floorspaces have been reduced by	112 - 119

<sup>3</sup> FTE – Full Time Equivalent

Use Class	Area per FTE <sup>3</sup> (sqm)	Floorspace provision (sqm)	Jobs
B1(c) Light Industry (Business Park)	47	15 – 20% to achieve NIA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8 20,438 (16,350 – 17,372 NIA)  GIA floorspaces have been reduced by 15 – 20% to achieve NIA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8	344 - 365
Total			582- 618

7.62 Area D comprises 1,800 sq m of hotel/residential training centre. The assessment of operational jobs has been calculated based on the assumption of 100 bedrooms. A range in potential employment has been given, assessing the difference in job count at a budget and 3 star hotel. Further jobs will be created within the onsite training centre. It is evident from **Table 7.16** that Area D could generate between 33 and 50 job.

**Table 7.16: Area D Potential Job Count**

Use Class	Number of Rooms	FTE per Room	Jobs
Hotel	Up to 100 Rooms	1 job per 3 bedrooms (Budget Hotel) – 1 job per 2 bedrooms (3 Star Hotel)***  The job calculations represent the range between these two classes of hotel as recommended by the Employment Densities Guide.	33 - 50

7.63 **Table 7.17** sets out the assumptions made during the calculation of operational jobs.

**Table 7.17: Assumptions made for job calculations**

Key	Assumption
*	As the Employment Densities Guide does not provide guidance for Use Class 1B(b), a worst case scenario assumption of 47 sqm per FTE has been applied on the basis that this i) matches the highest possible area within B1(a) and ii) represents the light industry B1(c) area which could have potential comparisons with floorspace required within some elements of Research and Development (B1(b)).
**	GIA floorspaces have been reduced by 15 – 20% to achieve NIA, in accordance with guidance provided by the Employment Densities Guide, Page 3, Paragraph 2.8. GIA Floorspace has been increase by 10% to achieve GEA.
***	The job calculations represent the range between these two classes of hotel as recommended by the Employment Densities Guide. The job calculations represent the range between these two classes of hotel as recommended by the Employment Densities Guide



7.64 **Table 7.18** sets out the total potential job count from the proposed operational development Areas A to D, and also the expected job count at the existing Renishaw space.

**Table 7.18: Total Operational Jobs**

Area	Area sq ft & m Sq (GIA)	Proposed Use Class	Method of assessing Job Count	Job Count
Existing Renishaw Facility	42,735 sq m (146,000 sq ft)	-	Comparable Information	750
Area A	33,909 sq m 365,000 sq ft	B1/B2/B8	Comparable Information	753
Area B	91,102 m sq 980,625 sq ft	B1/B2/B8	Employment Density Guide 2010	1,253 – 1,648
Area C	25,548 m sq 275,000 sq ft	B1/B2/B8 and ancillary A2,A3,A4	Employment Density Guide 2010	516 - 618
Area D	9,290 m sq 100,000sq ft	Hotel/Residential Training Centre	Employment Density Guide 2010	33 -50
Total A-D				3,305 - 3,819 <sup>4</sup>

7.65 The development of Areas A to D could potentially generate between 2,555 and 3,069. The increase in operations at the existing Renishaw space could provide 750 jobs.

7.66 **Figure 7.1** has demonstrated that 93% of the current employees are generated from within the Study Area. Based on this it is assumed that the Proposed Development will provide increased employment opportunities for residents within this area. Policy has indicated that employment on the site should positively impact regional job creation and economic growth.

7.67 Whilst not all jobs created on site will be additional due to the former use, **Figure 7.1** demonstrates the area that could be negatively affected if operations on site had not been continued by the Applicant. Therefore it is important to recognise the significance of sustaining jobs as well as creating additional ones.

7.68 The Proposed Development would help sustain important jobs within the Study Area, whilst also creating a proportion of new employment opportunities; it is assumed the Proposed Development will have a moderate beneficial effect.

<sup>4</sup> It should be noted that the job counts provided in this chapter may differ from those used to generate trip generation in Chapter 11 Transport & Access due to differing methodologies employed to calculate total job creation.

**Mitigation Measures**

## Construction Phase

- 7.69 No mitigation measures are required during the construction phase as no adverse socio economic effects are expected on.

## Operational Phase

*Population*

- 7.70 No mitigation measures are required as no adverse effects are expected on the population.

*Employment*

- 7.71 No mitigation measures are required as no adverse effects are expected on employment.

**Residual Effects***Construction Phase*

- 7.72 The residual effects of the Proposed Development will be a moderate beneficial.

**Operational Phase***Population*

- 7.73 The residual effects of this the Proposed Development will be minor beneficial.

*Employment*

- 7.74 The residual effects of the Proposed Development will be moderate beneficial.

### **Cumulative Effects**

7.75 Consideration has been given to the socio economic effects of six additional Schemes.

*Hensol Castle, Miskin, Pontyclun (2005/00087/FUL)*

7.76 Development at Pontyclun comprises a mixed-use redevelopment including conversion and extension of the castle as a hotel, conversion of blocks to residential use, development of holiday accommodation, a new two storey staff accommodation and restoration of walled gardens.

7.77 The accommodation and food sector currently employs 5.3% of residents within the VGC and 5.7% within the Study Area. Therefore the Scheme will support growth within this sector. The scheme will provide temporary construction employment and permanent operational employment opportunities within this sector, having a minor beneficial effect.

7.78 Should the construction phase of the proposal coincide with the Proposed Development it is considered that an existing labour force sufficient in size has been demonstrated to offset the need for in-migration of construction labour. It is also feasible that this scheme could offer potential employment to those unemployed and/or JSA claimants who are seeking work in construction related roles. It would, therefore, be anticipated that an overall moderate beneficial effect on employment will result.

*Llanerch Vineyard, Hensol (2011/00680/FUL)*

7.79 The Scheme proposes a single storey events complex. This will generate temporary construction employment and permanent operational employment, having a minor beneficial effect.

*Rhondda Cyon Taf, (RCT) Western Power Distribution Site, Church Village (2008/0438/2013)*

7.80 The Scheme has outline permission for the redevelopment of the existing site of 80 residential units. The scheme will increase the proportion of economically active residents in the local area, having a positive impact on the local labour pool.

*Land adjacent to Cowbridge Road and A473 (11/1330)*

7.81 The Scheme consists of an outline application for a new town centre comprising food store, petrol filling station, retail floor space, café, financial & professional services, food & drink,

office, D1 space, 8 screen cinema, 80 bed hotel, multi-storey and surface level car park and associated infrastructure.

- 7.82 Baseline data demonstrates that a large proportion of residents within the identified Study Area are employed within the wholesale and retail sector. The Scheme will act to support this industry, providing employment opportunities.
- 7.83 The scheme will provide permanent employment opportunities for a range of occupation types across a range of industries, supporting growth aspirations through the creation of jobs and providing a location where household expenditure can be spent on goods and services, having a beneficial effect on the economy of the area.
- 7.84 It is anticipated the construction period for the scheme will take longer than the estimated 24-30 months expected for the Development at Land South of Junction 34. It is not anticipated that the population of the surrounding area will increase as a result of the construction works related to the Proposed Development. The scheme will provide temporary construction employment.

*Land South of A473 Headquarters, Talbot Green (12/1102)*

- 7.85 The scheme proposes a full application for the erection of a Sainsbury's supermarket (same food store as included in above outline application), service yard, petrol filling station and new access from A473. The application will increase temporary and permanent employment opportunities within the local area.

*Fire Service Headquarters, Lanelay Hall, Talbot Green*

- 7.86 The scheme comprises an outline application for proposed residential development at Lanelay Hall comprising conversion of existing building and additional residential units. The scheme will assist in meeting housing need and have a positive impact on the number of economically active residents within the area.

**Cumulative Summary**

- 7.87 During the construction and operation phase, the cumulative effect with regard to employment creation is considered to be moderate beneficial. With regard to effects on population, the cumulative effect is considered to be minor beneficial as the schemes will have a positive effect on the proportion of economically active residents in the area.

## Summary

- 7.88 The Proposed Development will deliver Areas A to D, providing an expansion to the existing Renishaw facility on site and a range of B1/B2/B8 Uses. The development of Areas A to D could potentially generate between 2,555 and 3,069.
- 7.89 The Proposed Development will act to sustain employment, following the relocation of the former site operative, whilst also providing new employment opportunities.
- 7.90 The following table of significance (**Table 7.19**) provides a summary of the likely significant effects of the Proposed Development.

**Table 7.19: Table of Significance – Socio Economics**

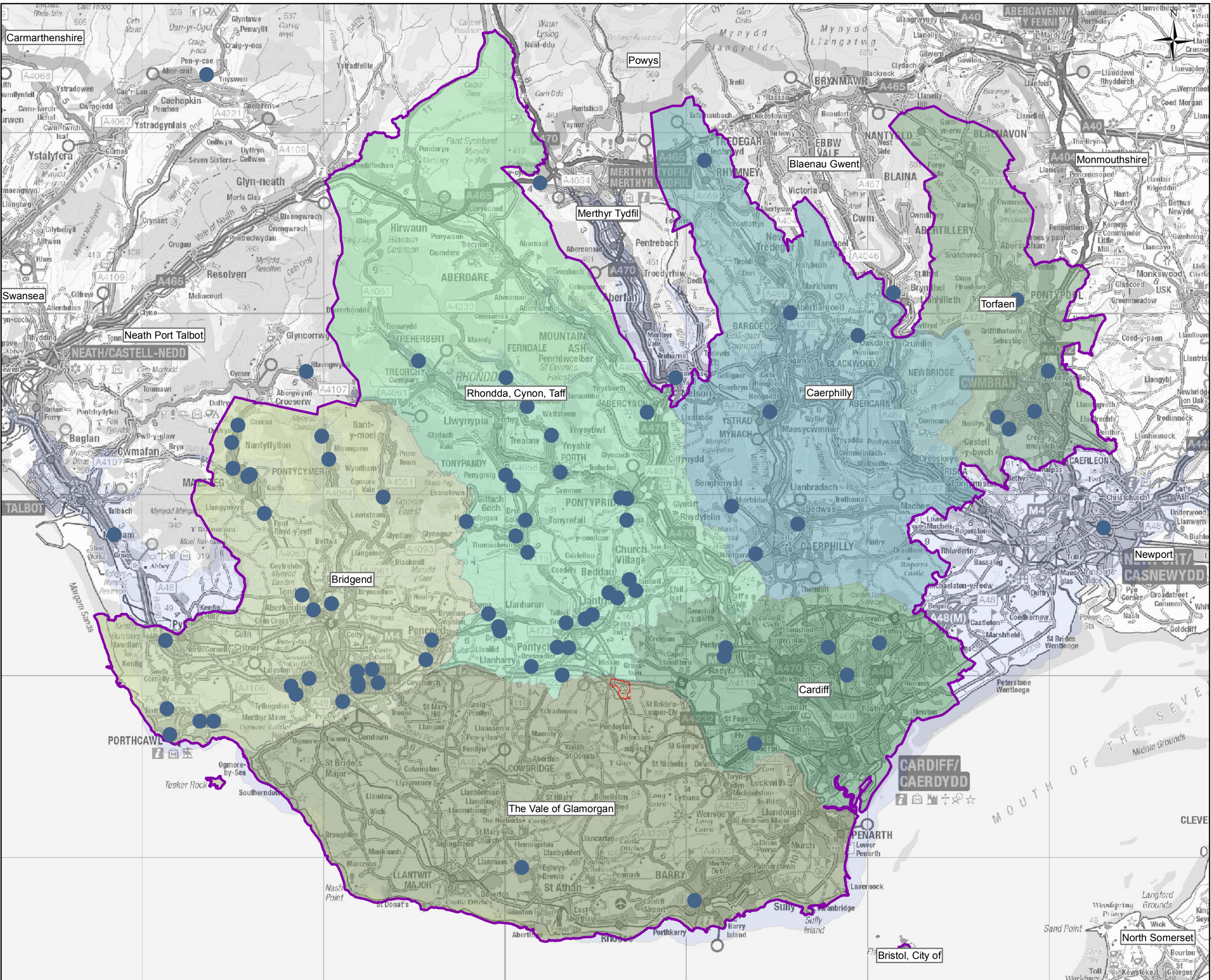
Potential Effect	Nature of Effect (Permanent/ Temporary)	Significance (Major/Moderate/Minor) (Beneficial/Adverse/ Negligible)	Mitigation / Enhancement Measures	Geographical Importance*							Residual Effects (Major/Moderate/Minor) (Beneficial/Adverse/ Negligible)
				I	UK	E	R	C	B	L	
<b>Construction</b>											
Effect on Population	Temporary	Negligible	None Required						*	*	Negligible
Effect on Employment	Temporary	Moderate Beneficial	None Required					*	*	*	Moderate Beneficial
<b>Completed Development</b>											
Effect on Population	Permanent	Minor Beneficial	None Required						*	*	Moderate Beneficial
Effect on Employment	Permanent	Moderate Beneficial	None Required					*	*	*	Moderate Beneficial
<b>Cumulative Effects - Construction</b>											
Effect on Population	Temporary	Negligible	None Required						*	*	Negligible
Effect on Employment	Temporary	Moderate Beneficial	None Required					*	*	*	Moderate Beneficial
<b>Cumulative Effects – Completed Development</b>											
Effect on Population	Permanent	Minor Beneficial	None Required						*	*	Moderate Beneficial
Effect on Employment	Permanent	Moderate Beneficial	None Required					*	*	*	Moderate Beneficial

**\* Geographical Level of Importance**

I = International; UK = United Kingdom; E = England; R = Regional; C = County; B = Borough; L = Local

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- i See Ref 7.1
  - ii See Ref 7.2
  - iii See Ref 7.3
  - iv See Ref 7.4
  - v See Ref 7.5
  - vi See Ref 7.6
  - vii See Ref 7.7





- Legend**
- Application Site
  - Commuting Origins of Existing Employees
  - Study Area
  - Bridgend
  - Cardiff
  - Rhondda, Cynon, Taff
  - The Vale of Glamorgan
  - Torfaen

**Figure 7.1**  
**Project**  
 Land South of Junction 34 of the M4, Hensol  
**Drawing Title**  
 Study Area Plan

<b>Date</b>	<b>Scale</b>	<b>Drawn</b>	<b>Checked</b>
30.10.13	1: 200,000 @A3	VL	JD
<b>Project No</b>	<b>Drawing No</b>		<b>Revision</b>
20184	GIS01		-



Planning - Master Planning & Urban Design  
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