



Adoption of the Employment and Skills Supplementary Planning Document

Individual Cabinet Member Decision (Councillor Hanson)

Report of Chief Officer (Regeneration and Planning)

PURPOSE OF REPORT				
To seek ICMD approval for the adoption of the Employment and Skills Plan SPD for planning purposes.				
Key Decision	<input type="checkbox"/>	Non-Key Decision	<input checked="" type="checkbox"/>	Referral from Cabinet Member
Date of notice of forthcoming key decision		N/A		
This report is public				

RECOMMENDATION OF THE CHIEF OFFICER (REGENERATION & PLANNING)

- a. **That the Employment and Skills Supplementary Planning Document should be adopted for planning purposes.**

1.0 INTRODUCTION

- 1.1 The Council are currently preparing a new Local Plan for the district which will set a new planning framework and direction for growth in the coming years. The preparation of the Local Plan is a statutory requirement for the Council.
- 1.2 Where necessary the Council can seek to supplement the content of the Local Plan through the preparation of Supplementary Planning Documents (SPDs). These SPDs can provide more detailed guidance which supplements the policies which are contained in the district wide Local Plan. Once adopted SPDs can be used to inform planning applications and decisions and are material planning considerations. The preparation of SPDs must be done in accordance with the legal requirements found in the Town and Country Planning (Local Planning) (England) Regulations 2012.

2.0 BACKGROUND

- 2.1 The Council have been for some time seeking to prepare a SPD in relation to Employment and Skills Plans (Appendix A). The purpose of this SPD is to maximise the opportunities afforded to local people for training and apprenticeships as part of major new development, in particular through the construction phases of development. The SPD will seek to supplement existing planning policy which

already exists in the adopted Development Management DPD (2014) and the emerging Development Management DPD, which has now been submitted to the Government.

- 2.2 The SPD has been prepared jointly between the Planning & Housing Policy and Economic Development Teams and has had the full support of the Construction Industry Training Board (CITB) and other local training providers.
- 2.3 Work on the SPD began in 2015, where the Council consulted on a draft SPD on Employment and Skills Plans. The draft document secured in principle support from a range of providers and the development industry subject to a number of amendments to provide greater clarity and flexibility. The SPD was duly amended to take account of comments made on the draft document.
- 2.4 There has been a hiatus in preparation of the SPD due the need for the Council to be accredited as a 'National Skills Academy for Construction (NSAC) stakeholder which is needed before any SPD can be successfully implemented. This has taken some time to secure but, following a Cabinet decision in December 2016, the SPD can now be finalised.
- 2.5 Work commenced on finalising the SPD in late 2017 and, in accordance with Town and Country Planning Regulation 2012 formal consultation on the finalised SPD took place in early 2018. Consultation on the finalised version of the SPD highlighted significant support for the intention to facilitate employment opportunities for local people (Appendix B).

3.0 OPTIONS AND OPTIONS ANALYSIS (including Risk Assessment)

- 3.1 There are two options available to the Council which involve either preparing and adopting an SPD on this matter or not preparing any supporting guidance and place a reliance on the policy wording already providing in the Development Management DPD.
- 3.2 The policy wording provided in both the adopted and emerging Development Management DPD provide the principle that the Council will seek to secure Employment and Skills Plans, however the policy in itself lacks sufficient detail to direct how these Plans will be prepared and implemented.
- 3.3 It is therefore essential to successfully implement this policy that an SPD is prepared to provide clarity to the development industry and decision-makers determining planning applications. The risks of not creating an SPD is that Employment and Skills Plans cannot be successfully delivered.

4.0 CONCLUSIONS

- 4.1 It is hoped that the adoption of an SPD on this matter will allow the Council to effectively deliver greater opportunities for training and apprenticeships through the construction phases of new development, providing more jobs within the district which can only have positive economic benefits for the district's residents.
- 4.2 The Council will continue to monitor how the SPD is being implemented and its outcomes to consider whether any future amendments need to be made to the document to ensure that its requirements are being delivered effectively. The use of an SPD ensures that changes can be made to its content in a flexible manner without the need to change the wider Local Plan.

RELATIONSHIP TO POLICY FRAMEWORK

The Supplementary Planning Document seeks to provide clarification and supporting guidance on the content of the Adopted Development Management DPD, in particular Policy DM48. It also supports the content of the emerging Local Plan, specifically Policy DM14 of the new Development Management DPD.

Once adopted, this Supplementary Planning Document will become a material consideration in the determination of planning applications.

CONCLUSION OF IMPACT ASSESSMENT

(including Health & Safety, Equality & Diversity, Human Rights, Community Safety, HR, Sustainability and Rural Proofing)

The delivery of Employment and Skills Plans will seek to deliver greater opportunities for apprenticeship and training for local people through the construction phases of new development. This will provide job opportunities for a wide range of people within the district. The implications of employment and skills plans on equality and diversity have been considered and assessed as part of the Sustainability Appraisal for the wider Local Plan.

LEGAL IMPLICATIONS

Supplementary planning documents should be prepared only where necessary and in line with paragraph 153 of the National Planning Policy Framework which states:-

'Each local planning authority should produce a Local Plan for its area. This can be reviewed in whole or in part to respond flexibly to changing circumstances. Any additional development plan documents should only be used where clearly justified. Supplementary planning documents should be used where they can help applicants make successful applications or aid infrastructure delivery, and should not be used to add unnecessarily to the financial burdens on development.'

As soon as reasonably practicable after the local planning authority adopt a supplementary planning document they must make available (in accordance with regulation 35 of the Town and Country Planning (Local Planning) (England) Regulations 2012) both the supplementary planning document and an adoption statement, as well as sending a copy of the adoption statement to any person who has asked to be notified of the adoption of the supplementary planning document.

Regulation 35 provides that the SPD and adoption statement should be made available for inspection at the Council's principle office and at other such places within the area as the Council consider appropriate, during normal office hours, and published on the Council's website.

The adoption statement is a statement specifying the date on which a supplementary planning document was adopted and any modifications made. It must also state that any person with sufficient interest in the decision to adopt the supplementary planning document may apply to the High Court for permission to apply for judicial review of that decision but that any such application must be made promptly and in any event no later than 3 months after the date on which the supplementary planning document was adopted.

FINANCIAL IMPLICATIONS

There are no financial implications on the Council through the implementation of the Employment and Skills Plans SPD. The process will be managed by the Economic Regeneration Team to ensure that Employment and Skills Plans are delivered. Any financial costs which arise from this process will be the responsibility of the development industry.

OTHER RESOURCE IMPLICATIONS**Human Resources:**

Officer support has been put in place for Employment and Skills Plans via the Economic Regeneration Team, however, this may need to be re-considered in the future if demand increases.

Information Services:

None.

Property:

None.

Open Spaces:

None.

SECTION 151 OFFICER'S COMMENTS

The Section 151 Officer has been consulted and has no comments.

MONITORING OFFICER'S COMMENTS

The Monitoring Officer has been consulted and has no comments.

BACKGROUND PAPERS

Employment and Skills Plan SPD – Final Version.

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