Employment and Skills Plan

Pursuant to Condition 13

of Outline Planning Permission AL/178/22/OUT

Land to the Rear of Meadow Way, Westergate

On Behalf of Barratt Redrow (Southern Counties)

October 2026

Henry Adams

1. Introduction

1.1 This Employment and Skills Plan (ESP) has been prepared pursuant to condition 13 of outline planning permission AL/178/22/OUT which granted permission for:

'Outline planning application with all matters reserved, other than principal means of access and demolition of 24 Meadow Way, for the construction of up to 89 residential dwellings, with access taken from Meadow Way, together with the provision of open space, landscaping and associated infrastructure.'

1.2 The Reserved matters were submitted for determination by Arun District Council in April 2026 (application reference: AL/35/26/RES). This application is still in the process of being determined.

1.3 The applicant is working to have all pre-commencement conditions discharged so that development may commence upon the determination of the Reserved Matters. As such this ESP provides a framework-based approach to securing employment and skills benefits, ensuring alignment with:

- Arun Local Plan objectives (economic growth and skills)
- West Sussex labour market priorities
- National guidance on inclusive economic development

1.4 The development is expected to generate employment opportunities throughout the construction phase through the engagement of contractors, subcontractors, suppliers and training providers. The commitments contained within this ESP are considered proportionate to the scale of the development comprising up to 89 dwellings.

1.5 Barratt Redrow has an established track record of supporting employment, skills and local economic growth through its residential developments. Across the Southern Counties region during 2025, the business supported more than 3,100 direct, indirect and induced jobs, worked with over 500 subcontractor companies and more than 350 supplier companies, and delivered 16 graduate, apprentice and trainee opportunities. The Group also maintains a strong commitment to local procurement, with approximately 90% of centrally purchased materials manufactured or assembled within the UK. These outcomes demonstrate the applicant's ability to support local employment, skills development and supply chain opportunities, which will be reflected, at a proportionate scale, through the delivery of this development.

2. Policy Considerations

2.1 Condition 13 states:

No development shall commence until an Employment and Skills Plan has been submitted to and approved by the Local Planning Authority. The approved Employment and Skills Plan shall be carried out and adhered to throughout the construction of the development hereby approved.

2.2 Policy SKILLS SP1 (Employment and Skills) states that the Council will encourage development proposals that support the following:

a. Raise skills levels and increase employability;
b. Tackle skills shortages in existing and potential business sector clusters that are, or have the potential to be, strengths in the local economy;
c. Promote skills on strategic housing and employment sites particularly with regard to construction skills;
d. Address barriers to employment for economically inactive people; and
e. Provide for the development of childcare facilities within or close proximity to employment sites."

2.3 The explanatory text of this Policy states that "Employment and Skills Plans in Arun District will not require any financial payments but will instead deal with site-specific measures delivering jobs and training for local people. These measures will be negotiated on a site-by-site basis and will not be unduly onerous while still delivering real benefits on the ground".

2.4 The key objectives are therefore to:

- Maximise local employment opportunities for Arun residents
- Provide a practical framework for future occupiers
- Increase opportunities for apprenticeships and vocational training
- Promote careers in construction to local young people
- Encourage participation from underrepresented groups
- Support local supply chains and SMEs
- Address local construction skills shortages

3. Construction Phase Commitments

3.1 Local Employment

- The applicant is likely to appoint a main contractor who will be responsible for all stages of the construction. Given the scale of the development and the management of the build by the applicant, it is likely that the contractor will be locally based (Arun District and surrounding West Sussex area) employing local people.
- The applicant and appointed contractor will seek to advertise employment opportunities locally and will actively encourage the engagement of subcontractors based within Arun District and West Sussex where commercially and operationally feasible.

3.2 Local Supply Chain

- The applicant will promote the use of local companies to provide construction materials, hard and soft landscaping and other supplies.

4 Employment Opportunities

4.1 The applicant recognises the importance of addressing skills shortages within the construction sector and supporting pathways into employment. Barratt Redrow's wider apprenticeship, graduate and trainee programmes provide a framework through which work experience, vocational training, apprenticeships and recognised qualifications can be delivered. The commitments contained within this Employment and Skills Plan seek to build on that experience by creating opportunities for local people to develop practical skills and gain experience within the construction industry.

Work Experience Placements

4.2 The applicant will deliver a minimum of 20 work experience placements over the duration of the development for students from schools, colleges and universities (age 16 years plus), who will undertake a work-experience placement for a minimum of 5 working (consecutive or non-consecutive) days.

4.3 In addition to work experience placements, the contractor will seek to facilitate at least one educational site visit for local schools or colleges during the construction of the development. The applicant will be encouraged to:

- Contact the Local College to discuss work experience opportunities with a main contact to be identified.

- The applicant will seek to engage with Chichester College regarding apprenticeship opportunities, work experience placements, curriculum support and careers engagement activities during the construction phase.
- Construction vacancies and apprenticeship opportunities will be promoted through WSCC Employment and Apprenticeship networks where appropriate.
- The applicant will work with the CITB and relevant training organisations, where appropriate, to identify training opportunities, apprenticeship support and funding streams that assist workforce development during the construction phase.
- The applicant will seek opportunities to participate in careers events and employer engagement activities coordinated through the West Sussex, Brighton and Hove Careers Hub or local education providers.

- Support:
  - Apprenticeships
  - Staff training and upskilling
  - Engage with local training providers and colleges

- Offer:
  - Work placements
  - Internships
  - Participate in local careers events where possible

- Encourage recruitment of:
  - Young people (16 years plus)
  - Long-term unemployed individuals
  - Underrepresented or disadvantaged groups

Jobs Created

4.4 The applicant will create new and sustainable job opportunities for new entrants in the sector, this will comprise:

- The development is anticipated to support a minimum of 18 construction-related employment opportunities during the build programme.
  - Including 3 x 18 month Apprenticeships to commence in line with the commencement of development on the site. The apprenticeship vacancy will be promoted through local schools, colleges and training providers within West Sussex.
  - The provision of Labourers, Carpentry and Bricklayer jobs available.

- The applicant will make contact and target Local residents in order to provide 1 apprentice vacancy for Carpentry or Brickwork. Training will be provided following a recognised syllabus of study that has been accredited/certified by either an awarding body for that qualification or by the recognised issuing organisation.
    - One training week = 5 working days (this will form part of the Barratt Redrow Apprenticeship Scheme).

Construction Careers, Information, Advice and Guidance

4.5 The applicant is committed to the organisation and delivery of events focused on improving the image of the sector. These events will be aimed at increasing awareness of the opportunities available within the industry, what it is like to work in Construction and how to get into the sector.

4.6 A delivery programme will be put in place to deliver the following:

- Deliver 2 events to include:
    - The Local College- Awards Ceremony
    - Targeted Secondary Schools- Moving on Day

Qualifying the workforce

4.7 The development will provide opportunities for persons to gain a nationally recognised qualification equivalent to Level 2 or above. Achievements can include:

- Vocational awards/diplomas
- Apprenticeship completions
- Professional qualifications
- Leadership and Management courses (including ILM)
- Health and Safety (including IOSH,NEBOSH,SMSTS & SSSTS)

4.8 The applicant will target the provision of:

- The delivery of 16 qualifications.
- Identify suitable training outcomes and require sub-contractors to share information to support this target.

5. Monitoring

5.1 The applicant will oversee and monitor the construction phase working closely with the main contractor to meet the objectives of Section 3 and 4.

5.2 An annual monitoring summary will be maintained by the applicant or contractor and made available to the Local Planning Authority upon request.

Measure	Target	Monitoring
Apprenticeships	3 x 18 month	Applicant/Contractor
Work experience placements	20	Placement/Applicant
Jobs Created	18	Employment Records
Careers Events	2	Attendance Records
Qualifications Achieved	16	Training Certificates
Training Plans	6	Applicant/Contractor

5.3 The applicant will draw upon Barratt Redrow's established reporting and monitoring procedures to record employment, apprenticeships, training and outreach activities undertaken during the construction phase. Information will be collected from the principal contractor and relevant subcontractors to demonstrate the delivery of commitments contained within this plan.

6. Implementation and Responsibility

- Construction Phase: Applicant / Main Contractor
- Post-Completion: Applicant

7. Conclusion

7.1 This ESP has been prepared to satisfy the requirements of Condition 13 of the outline planning permission AL/178/22/OUT. It provides a framework that:

- Meets the expectations of Policy SKILLS SP1
- Ensures local employment and skills benefits during construction
- Supports sustainable economic growth within Arun District