

Employment and Skills Plan

**Pursuant to Condition 36
of Outline Planning Permission BE/81/20/OUT**

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On Behalf of Chalcroft Associates LLP

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1. **Introduction**

- 1.1 This Employment and Skills Plan (ESP) has been prepared pursuant to condition 36 of outline planning permission BE/81/20/OUT which granted permission for:

'Outline application with all matters, except for access, reserved for the development of up to 20 residential dwellings, 2,240 sqm of commercial space (Use Class A1, B1(b) B1(c) and B8), landscaping, access, parking and associated infrastructure.'

- 1.2 Reserved matters were approved in December 2024 (BE/26/24/RES) for 8 no. new units arranged as a central block of 4 no. units and 2 blocks of 2 no. units. The uses across the site will not exceed those set out in condition 04 of the outline planning permission, but likely to be a mix. Furthermore, the retail uses will not exceed the floor space limit in condition 04. The following uses are shown indicatively for each unit:

Unit no.	Use	Floor area
1	A1 (now E(a))	92sqm
2	B8	92sqm
3	A1 (now E(a))	92sqm
4	B8	92sqm
5	B1 (now E(g))	92sqm
6	B8	92sqm
7	B1 (now E(g))	92sqm
8	B1 (now E(g))	92sqm

- 1.3 Whilst the permissions are in place and the applicant is working to have all pre-commencement conditions discharged so that development may commence, the end occupiers are not yet known. 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

2. **Policy Considerations**

- 2.1 Condition 36 states:

Prior to commencement of development the applicant shall prepare and submit an Employment and Skills Plan to the Local Planning Authority for approval in writing. Following approval of the

Employment and Skills Plan the developer will implement and promote the objectives of the approved plan.

Reason: In accordance with Policy SKILLS SP1 of the Arun Local Plan. It is considered necessary for this to be a pre-commencement condition as it relates to the construction phase of development and to ensure measures are in place so that local crafts people and apprentices are employed on the development.

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."

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".

2.3 The key objectives are therefore to:

- Maximise local employment opportunities for Arun residents
- Provide a practical framework for future occupiers

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 will encourage the use of local sub-contractors and local labour resources where possible.

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. Occupation Phase Strategy for Future Occupiers

4.1 The landlord will prepare and distribute an Employment and Skills Charter to all incoming tenants. Tenants will be encouraged to:

- Advertise job vacancies locally, including via:
 - Jobcentre Plus
 - Consider local candidates as part of recruitment processes
- 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
 - Long-term unemployed individuals
 - Underrepresented or disadvantaged groups

4.2 An estimation of the likely employment has been undertaken using published standard employment density assumptions. Given the speculative nature of the development and the flexibility within Use Classes, a blended and realistic approach has been applied. The development is expected to generate approximately 37 Full-Time Equivalent (FTE) jobs, depending on the final occupiers, operational models and level of automation. The breakdown used is as follows:

Use Class	Floorspace (sqm)	Density (sqm/job)	Estimated Jobs (FTE)
E(a) – Commercial / Retail	184	1 per 19 sqm	10
B8 – Storage or Distribution	276	1 per 70 sqm	4
E(g) – Office / Light Industrial	276	1 per 12 sqm	23
Total	736 sqm		37 FTE

Note: Figures are indicative and subject to end occupier requirements and based on overall GIA.

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.
- 5.2 The applicant will promote and record tenant engagement with the ESP Charter requesting feedback on the uptake of local recruitment initiatives.

6. Implementation and Responsibility

- Construction Phase: Applicant / Main Contractor
- Post-Completion: Applicant / Estate Management Company

7. Conclusion

- 7.1 This ESP has been prepared to satisfy the requirements of Condition 36 of the outline planning permission BE/81/20/OUT. It provides a framework that:
- Meets the expectations of Policy SKILLS SP1
 - Ensures local employment and skills benefits during construction
 - Establishes a clear pathway for tenant participation, despite unknown occupiers
 - Supports sustainable economic growth within Arun District