

Employment and Skills Plan

Prepared by:	JJR Designs Ltd
Client:	Regent Property
Principal Contractor:	Rishman Construction
Site Address:	2-10 The Hatters Inn, Queensway, Bognor Regis PO21 1QT
Development:	Three storey upward extension and redevelopment of the existing first and second floors to deliver 43 No flats along with associated cycle storage and waste/recycling provision in lieu of previously implemented and extant schemes for 24 No flats across five storeys (resubmission following BR/294/21/PL). This application may affect the setting of listed buildings, affects the character and appearance of The Steyne Conservation Area and is in CIL Zone 4 (Zero Rated) as flats

DOCUMENT CONTROL

Issue	Issue Date	Prepared by	Issued To
01	17.12.2025	Richard Stefanski	Arun District Council
01	17.12.2025	RS	Regent Property
01	17.12.2025	RS	Rishman Construction

Name: Richard Stefanski

Signature: RPS

Date:17.12.2025

1.1 Introduction

This Employment and Skills Plan (ESP) has been prepared by JJR Designs Ltd on behalf of the Applicant/Client, Regent Property, to discharge Condition 6 of the planning permission for the approved extensions at 2–10 The Hatters Inn, Queensway, Bognor Regis.

The Plan sets out a structured framework for the delivery of employment, training and skills opportunities arising specifically from the construction phase of the development. It demonstrates how the development will contribute positively to the local economy and workforce in accordance with Policy SKILLS SP1 of the Arun Local Plan.

This document is submitted as a pre-commencement requirement. No development shall commence until this Employment and Skills Plan has been approved in writing by the Local Planning Authority. Following approval, the objectives of the Plan shall be actively implemented and promoted for the duration of the construction period.

2. Development and Construction Context

The development comprises a three-storey upward extension and redevelopment works to deliver residential accommodation above the existing ground-floor commercial use at The Hatters Inn, which will remain operational throughout construction.

Construction works will be undertaken by Rishman Construction Ltd as Principal Contractor, supported by a range of subcontractors and specialist trades. The scale and duration of the construction phase presents appropriate opportunities to support:

- Local employment within the construction sector
- Skills development and training
- Apprenticeships and work-based learning
- Engagement with local education and training providers

This Plan has been prepared having regard to the urban, town-centre location of the site and the nature of the construction works.

3. Objectives of the Employment and Skills Plan

The objectives of this Employment and Skills Plan are to:

- Maximise opportunities for local employment during the construction phase
- Support the provision of training, apprenticeships and skills development within the construction workforce
- Encourage engagement with local education, training and employment organisations
- Promote awareness of careers in construction and the built environment
- Ensure that employment and training opportunities are promoted in a fair and inclusive manner
- Support the delivery of Policy SKILLS SP1 of the Arun Local Plan

The objectives of the Plan will be pursued in a proportionate manner, having regard to the scale, duration and practical constraints of the development.

4. Local Employment Commitments

The Principal Contractor, Rishman Construction Ltd, will use reasonable endeavours to support local employment during the construction phase.

Measures will include:

- Advertising construction-related job opportunities locally where practicable

- Giving due consideration to suitably qualified local residents for available roles
- Encouraging subcontractors and suppliers to adopt similar local employment practices

Where appropriate, employment opportunities will be promoted through:

- Local job centres or employment services
- Online recruitment platforms
- Direct engagement with local training providers or employment initiatives

The nature of employment opportunities may include site management roles, skilled trades, general construction operatives and specialist subcontractor positions.

5. Training, Apprenticeships and Skills Development

The construction phase of the development provides opportunities for skills development and training within the construction industry.

The Principal Contractor will seek to facilitate, where practicable:

- Apprenticeships, appropriate to the duration and scale of the works
- On-the-job training for construction operatives
- Skills development in key construction trades and site management functions

Training and skills development opportunities may include:

- Trade apprenticeships (such as carpentry, brickwork, electrical or mechanical trades)
- Trainee or assistant roles within site management or supervision
- Health and safety training, including CSCS accreditation
- Skills development aligned with modern construction practices

The provision of training and apprenticeship opportunities will be subject to availability, suitability and the practical requirements of the construction programme.

6. Engagement with Education and Training Providers

Where practicable, the Principal Contractor will seek to engage with local education and training providers operating within Arun District or the wider West Sussex area.

Engagement may include:

- Liaison with local colleges or construction training providers
- Engagement with apprenticeship organisations or skills bodies
- Participation in local employment or skills initiatives

Subject to health, safety and operational considerations, this engagement may involve:

- Offering site visits for students or trainees
- Providing work experience placements where feasible
- Supporting awareness of careers in construction and the built environment

7. Equality, Diversity and Inclusion

Employment and training opportunities associated with the development will be promoted in accordance with equality and diversity principles.

No unlawful discrimination shall take place in recruitment, training or employment practices. Opportunities will be promoted fairly and transparently, with due regard to equal opportunities legislation and good practice.

8. Implementation and Responsibilities

The Principal Contractor, Rishman Construction Ltd, shall be responsible for the day-to-day implementation and promotion of the objectives of this Employment and Skills Plan throughout the construction phase.

The Client, Regent Property, will support the delivery of the Plan and encourage compliance throughout the construction supply chain.

The Plan will be communicated to relevant site personnel and subcontractors, and its objectives will be promoted as part of the overall construction management approach.

9. Monitoring and Review

The implementation of this Employment and Skills Plan will be kept under review for the duration of the construction phase.

Where reasonably requested by the Local Planning Authority, the developer or Principal Contractor will provide confirmation of measures undertaken to promote employment and skills objectives, proportionate to the scale of the development.

10. Compliance Statement

This Employment and Skills Plan has been prepared to fully address the requirements of Condition 6 of the planning permission for the approved development at 2–10 The Hatters Inn, Queensway, Bognor Regis.

Upon approval by the Local Planning Authority, the measures and commitments set out within this Plan shall be implemented and promoted throughout the construction phase of the development, in accordance with Policy SKILLS SP1 of the Arun Local Plan.