EB606

Epping Forest District and Brentwood Borough Employment Land Review

Final Report

September 2010

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Executive Summary

Scope and purpose of Study

In December 2009 Atkins Ltd were commissioned to undertake an Employment Land Review on behalf of Epping Forest District Council and Brentwood Borough Council in order to analyse the future demand for employment land in these administrative areas to 2031.

This study will provide robust a evidence base and associated policy recommendations to assist in the development of policies in each Council's planning policies and land allocations.

The study will assess the current provision for employment in the administrative areas. It will provide an assessment of future demand and market demands and evaluate current policies and research in neighbouring authorities and sub regions.

Methodology

The study has involved a comprehensive assessment of the future demand for employment land that complies with the PPS4 Guidance Note on Employment Land Reviews, as well as the Employment Land Review Guidance Manual for the East of England

A review of existing policies and strategies was provided along with a summary of the prevailing socio-economic conditions in Epping Forest and Brentwood to set out the socio-economic context which shapes employment land demand and supply factors in the study area

An assessment of the future employment needs in Epping Forest District and Brentwood Borough for the period to 2031 was carried out based on projecting employment growth in the study area. This used the East of England Forecasting Model (EEFM), whilst an Atkins forecast was also produced. The EEFM model run from 2009 takes account for the potential effects of the current economic downturn, the EEFM forecasts have been used as the base for the Atkins forecasts from 2011 – 2031.

A robust assessment of 90 existing employment sites within the administrative areas was undertaken using a site appraisal pro-forma, which enabled a mixture of qualitative and quantitative data to be collated. The sites were assessed to identify the suitability of existing identified employment sites in Epping Forest District and Brentwood Borough to meet future business accommodation requirements to 2031.

In addition, a telephone survey of 250 businesses (125 in each authority) located in the study area was conducted with owners, managers and directors to gain an understanding of the needs and aspirations of businesses in the study area.

The study concluded with a SWOT analysis and provided policy recommendations for achieving a demand – supply balance and meeting demand for the period up to 2031.

A workshop was held with key stakeholders to present the draft findings of the study in March 2010. The workshop is summarised in Appendix H of the report.

Key Findings

Epping Forest District

Employment in Epping Forest District is dominated by three sectors: distribution, hotels and restaurants (25.5%); banking and finance (23.9%) and public services (20.7%). Growth in employment has been strong in the construction industry (5.4% pa) and the transport and communications sectors (7.4% pa).

Business structure is dominated (90.7% of businesses) by micro businesses of 1 – 10 employees. Micro businesses and small businesses (11 - 49 employees) combined make up a total of 60.4% of employment.

Demand for employment land

The Atkins employment forecast identifies a net growth of 1,000 jobs in Epping Forest District to 2031. Sectoral forecasts indicate that future demand for new floorspace would be for B1 premises, and that the requirement would be for an additional 43,700 sqm, this is equivalent to 5.83 hectares of employment land by 2031. The Aktins forecasts take an optimistic view of employment growth. When the EEFM forecasts are considered there is requirement for 32,000sqm or 4.31ha of land. This is a 27% difference in the amount of floorspace between the two forecasts.

The local business survey identifies that there is a high level of satisfaction with current business premises, with only 2% of businesses responding that current premises are unsuitable.

It also identifies that some 42% of local businesses are looking to expand. Medium and large businesses had the highest proportion of businesses wanting to expand, particularly those located in Epping, Ongar and North Weald. In order to expand 43% of these businesses stated that they would require additional floorspace and the majority were unable to accommodate their additional floorspace needs at their existing premises.

Combining the business survey data with the ABI data about the number of B-class businesses in the District, it is estimated that in Epping Forest District existing businesses would require an additional 45,125 sqm over the next 5 years.

Supply of employment land

The survey includes 42 sites in Epping Forest District. Of this, 21 sites were identified as being located in a typically rural environment, whilst the remaining 21 sites were within the urban area.

The majority (67%) of sites within the District are of ‘average’ quality. Overall only 3% of sites were considered to be ‘poor’.

Vacant and opportunity land together provides a theoretical capacity of around 46,000 sqm in Epping Forest District. Although this would contribute to meeting needs it is insufficient to meet all identified future needs on current sites.

Brentwood Borough

Banking and finance is the dominant sector with 31.4% of employment, followed by distribution/hotels/restaurants (20.7%), and public services (20.6%). Growth in employment has been strong in the transport and communications sector (4.9% pa) public administration (3.8% pa) and banking and finance (2.8%).

Business structure is dominated (87.8% of businesses) by micro businesses of 1 – 10 employees. Micro businesses and small businesses (11 - 49 employees) combined make up a total of 53.1% of employment.

Demand for employment land

The Atkins employment forecast identifies a net growth of 4,100 jobs in Brentwood Borough to 2031. The sectoral forecasts indicate that future demand for new floorspace would be for B1 premises, and that the requirement would be for an additional 47,500 sqm, this is equivalent to 6.33 hectares of employment land by 2031. The Aktins forecasts take an optimistic view of employment growth. When the EEFM forecasts are considered there is a slight variation in potential employment floorspace needs, with a requirement for 41,800sqm or 5.57 ha of land.

The local business survey identified that there is a high level of satisfaction with current business premises, with only 5% of businesses responding that their current premises are unsuitable. It identified that some 43% of local businesses are looking to expand. Medium and large businesses had the highest proportion of businesses wanting to expand, particularly those in transport and communications and manufacturing sectors. In order to expand 50% of these businesses stated that they would require additional floorspace and the majority were unable to accommodate their additional floorspace needs at their existing premises.

Combining the business survey data with the ABI data about the number of B-class businesses in the Borough, it is estimated that in Brentwood Borough existing businesses would require an additional 41,833 sqm over the next 5 years.

Supply of employment land

The survey included 48 sites in Brentwood Borough. Of these, 32 sites were within the urban area whilst the remaining 16 sites were identified as being located in a typically rural environment,

The majority (77%) of sites within the Borough are 'average' quality. Overall only 7% of sites were considered to be 'poor'.

Vacant and opportunity land together provides a theoretical capacity of around 20,000 sqm in Brentwood Borough. This is some 50,000 sqm short of what is estimated to be required over the lifetime of the plan, to meet the future needs.

Demand – Supply Balance

The Study concluded that both Councils will need to identify additional sites to meet future requirements and to provide a sufficient range of sites to meet demand of different occupiers.

For the period up to 2031, it is estimated that provision should be made for a net additional increase in B use class floorspace of approximately **66,000 sqm** in Epping Forest District and **71,000 sqm** in Brentwood Borough for the period up to 2031.

The study indicates that consequences of not protecting existing employment sites from alternative development proposals are likely to result in:

- The study area assuming an increasing dormitory role with high and growing levels of (net) out-commuting;
- A reduction in available local job opportunities for local residents which is particularly important for those who are less well qualified to travel outside the area for employment; and
- Locally grown businesses being forced to locate and/or relocate outside the area as a result of lack of choice and availability of sites and premises.

The study recommends that improving the qualitative supply can be achieved through a combination of the following measures:

- Encouraging intensification of uses within some existing employment locations;
- Introducing complementary ancillary employment uses that fall outside the B use class;
- Redevelopment of some existing sites for continued employment use;
- Redevelopment of some existing employment sites for employment-led mixed use development;
- Redevelopment of windfall and/or other key sites with opportunities for mixed-use development with a significant employment component;
- Encouraging improvements to environmental and security conditions; and

- In addition, given the tightness in identified future supply relative to demand, it will be necessary for both Epping Forest District and Brentwood Borough to consider the allocation of potential new employment sites.

1. Introduction

Background and Objectives

1.1 Atkins Ltd was commissioned in December 2009 to undertake an Employment Land Review on behalf of Epping Forest District Council and Brentwood Borough Council. The purpose of the study was to provide a robust evidence base and associated policy recommendations to assist in the development of policies in the Council's emerging Core Strategy and associated Development Plan Documents (collectively, the Local Development Framework). The core objectives of the study were to:

- Assess the current provision for employment in Epping Forest District and Brentwood Borough;
- Assess the future demand and market conditions across both these administrative areas; and
- Assess current policies and research in neighbouring authorities and sub regions.

1.2 In accordance with the Council's brief, the study has been conducted in accordance with the Government's Guidance Notes on Employment Land Reviews (see Section 2).

Coverage

1.3 The study is concerned specifically with employment land and premises that fall within the "B-Class" of the Town and County Planning (Use Classes) Order 1987 (the "UCO"). Specifically the UCO identifies the following categories for employment land within the "B-Class":

- **Class B1 – Business**

Use for all or any of the following purposes:

(a) as an office other than a use within Class A2 (financial and professional services),

(b) for research and development of products or processes, or

(c) for any industrial process,

being a use which can be carried out in any residential area without detriment to the amenity of that area by reason of noise, vibration, smell, fumes, smoke, soot, ash, dust or grit.

- **Class B2 – General Industrial**

Use for the carrying on of an industrial process other than one falling within Class B1 above.

- **Class B8 – Storage or distribution**

Use for storage or as a distribution centre.

Structure of Report

1.4 This report is structured as follows:

- Section 2 summarises the key strategic policy issues that will need to be taken into consideration in the development of employment land planning policies in Epping Forest District and Brentwood Borough.
- Section 3 provides a summary assessment of socio-economic conditions and prospects in the Borough.

- Section 4 sets out our scenarios of future employment floorspace and land needs during the plan period.
- Section 5 describes the current position in terms of employment land supply in Epping Forest District and Brentwood Borough.
- Section 6 provides an overview of potential future supply requirements and identifies a ‘portfolio’ of potentially suitable employment sites to meet future needs in Epping Forest District and Brentwood Borough.
- Section 7 sets out our conclusions and policy recommendations.

1.5 The report is supported by the following appendices:

- Appendix A – Travel to Work Analysis
- Appendix B – Site Proforma and Guidelines
- Appendix C – Socio – economic Assessment
- Appendix D – Site Details (Epping Forest)
- Appendix E – Site Details (Brentwood)
- Appendix F – Site Suitability (Epping Forest and Brentwood)
- Appendix G – Site Maps
- Appendix H – Workshop Summary
- Appendix I – Employment Reviews for Rest of Essex
- Appendix J - Glossary

2. Policy Context

2.1 This Section provides an update of the strategic policy context which will influence the development of employment land planning policy for both Epping Forest District Council and Brentwood Borough Council. Particular consideration is given to recent policy guidance issued at the national and regional levels. The implications of these policy developments are summarised at the end of the Section.

National and Regional Policy Context

PPS4: Planning for Sustainable Economic Growth (2009)

2.2 PPS4 was published in December 2009 and identifies planning as key to contributing towards improving productivity and the UK's long term economic performance. Planning influences the drivers of productivity and facilitates employment growth. However, if it is not responsive to market signals it can also represent a barrier to employment and productivity growth. By providing certainty of land use the planning system can encourage investment commitments. In addition, well planned infrastructure can improve productivity and create environments in which people want to live and work.

2.3 In seeking planning that positively encourages sustainable economic growth, the PPS highlights a number of objectives that are summarised as follows:

- encourage sustainable economic growth identifying priority areas with high levels of deprivation that should be prioritised for regeneration;
- supports existing business sectors;
- plan for the location, promotion and expansion of clusters or networks of knowledge driven or high technology industries;
- make the most efficient and effective use of land, prioritising previously developed land which is suitable for re-use;
- identifies, protects and promotes key distribution networks;
- plan for the delivery of sustainable transport and other infrastructure;
- disaggregate minimum job targets to local authority level;
- identify a range of sites, to facilitate a broad range of economic development, including mixed use;
- encourage new uses for vacant or derelict buildings;
- consider how sites for different business types can be delivered; and
- facilitates new working practices.

2.4 The PPS sets out national planning policies, describing how local planning authorities should plan for economic development through preparation and maintenance of a robust evidence base. The evidence base will help authorities to understand both existing business needs and likely changes in the market. At the local level, the evidence base should:

- be informed by regional assessments;
- assess the detailed need for land or floorspace for economic development, including for all main town centre uses over the plan period;

- identify any deficiencies in the provision of local convenience shopping and other facilities which serve people's day-to-day needs;
- assess the existing and future supply of land available for economic development, ensuring that existing site allocations for economic development are reassessed against the policies in this PPS, particularly if they are for single or restricted uses. Where possible, any reviews of land available for economic development should be undertaken at the same time as, or combined with, strategic housing land availability assessments; and
- assess the capacity of existing centres to accommodate new town centre development taking account of the role of centres in the hierarchy and identify centres in decline where change needs to be managed.

PPS3: Housing

2.5 PPS3 promotes the re-designation of vacant or non-viable employment land for housing or mixed use purposes, which has further increased the pressure on these sites.

PPS7: Sustainable Development in Rural Areas (2004)

2.6 PPS7 sets out the Government's planning policies for rural areas, including country towns and villages and the wider, largely undeveloped countryside up to the fringes of larger urban areas. The objectives of PPS7 are:

- To raise the quality of life and the environment in rural areas;
- To promote more sustainable patterns of development;
- Promoting the development of the English regions by improving their economic performance so that all are able to reach their full potential (by developing competitive, diverse and thriving rural enterprise); and
- To promote sustainable, diverse and adaptable agricultural sectors.

2.7 PPS7 states that in rural areas, planning authorities should focus new development in or near to local service centres where employment, housing, services and other facilities can be provided close together. However, it goes on to highlight that:

2.8 *'Planning authorities should set out in LDDs their policies for allowing some limited development in, or next to, rural settlements that are not designated as local service centres, in order to meet local business and community needs and to maintain the vitality of these communities. In particular, authorities should be supportive of small-scale development of this nature where it provides the most sustainable option in villages that are remote from, and have poor public transport links with, service centres'.*

2.9 In meeting the economic needs of rural areas, PPS7 states that local planning authorities should:

- Identify in LDDs suitable sites for future economic development, particularly in those rural areas where there is a need for employment creation and economic regeneration; and
- Set out in LDDs their criteria for permitting economic development in different locations, including the future expansion of business premises, to facilitate healthy and diverse economic activity in rural areas.

2.10 PPS7 states that most assessed sites are judged to require ongoing Development Plan protection. This may include in some cases a more robust protective policy approach than is currently in place which would better protect less strategic and often more rural sites that are vulnerable from housing development.

East of England Plan (2008)

2.11 Up until July 2010 The Regional Spatial Strategy (RSS) for the East of England, known as the East of England Plan, published May 2008, provided the spatial vision for the region up to 2021. In March 2010, a draft revision to the East of England Plan was published covering the period up to and beyond 2031. The Government announced its intention to abolish RSSs in the summer of 2010. At the time of writing this report it was not clear what arrangements will be put in place to replace RSSs, however, the evidence used to develop the RSS can still be considered to be of relevance for the purpose of developing local planning policy.

2.12 The regional plan placed Epping Forest District and Brentwood Borough in the 'Rest of Essex' district grouping with Harlow, Uttlesford, Chelmsford and Maldon, and within this group an indicative target of 56,000 new jobs over the period 2001 – 2021 was set. The Greater Essex Study (Essex County Council, February 2009) broke down the RSS target of 56,000 to estimate how many jobs will be provided in each district according to four growth scenarios (RSS residual, National Housing Planning Unit (NHPAU) low, NHPAU High and GVA growth).

2.13 Brentwood is located within the Heart of Essex sub-region. For Brentwood the Greater Essex Study estimated a net employment growth figure (2007-2031) of between 9,516 and 17,924 jobs up to 2031. This equates to an average annual rate of between 181 – 428 new jobs, as shown in Table 2.1

Table 2.1 – Employment growth levels for Brentwood

	RSS		NHPAU low		NHPAU high		GVA Growth*	
	No.	Average annual rate	No.	Average annual rate	No.	Average annual rate	No.	Average annual rate
Brentwood Borough	9,516	181	10,425	223	12,613	332	17,924	428
Heart of Essex	44,482	1,450	49,009	1,674	62,117	2,326	70,951	2,396
Greater Essex	149,467	6,670	167,405	7,625	214,527	10,106	228,512	8,896

Source: Greater Essex Study
*Regional Economic Strategy (RES) 2.3% per capita annual growth in real workplace based GVA over 2007-2031

2.14 Epping Forest is located within the M11 corridor sub-division. For Epping Forest the Greater Essex Study estimated a net employment growth figure (2007–2031) of between 2,294 and 10,111 jobs up to 2031. This equates to an average annual rate of 96 – 421 jobs, as shown in Table 2.2.

Table 2.2 – Employment growth levels for Epping Forest

	RSS		NHPAU low		NHPAU high		GVA Growth	
	No.	Average annual rate	No.	Average annual rate	No.	Average annual rate	No.	Average annual rate
Epping Forest District	2,294	96	3,588	149	6,899	287	10,111	421
M11 Corridor	32,694	1,640	35,804	1,804	44,108	2,238	50,939	1,615
Greater Essex	149,467	6,670	167,405	7,625	214,527	10,106	228,512	8,896

Source: Greater Essex Study

2.15 The RSS set out criteria employment sites should meet including:

- Minimise commuting and promote more sustainable communities by achieving a closer relationship between jobs and homes;
- Meet the needs of the region's significant sectors and clusters as set out in the Regional Economic Strategy or identified through Local Development Documents;
- Maximise use of public transport; and
- Minimise loss of, or damage to, environmental and social capital; this will often mean giving preference to the re-use of previously developed land and the intensification of use within existing sites over release of greenfield land.

2.16 Epping Forest District and Brentwood Borough are part of the London Arc, which is a key 'engine of growth' in supporting the regeneration of the network of interdependent urban areas that are closely linked to London. In the London Arc the RSS sought to encourage the supply of a mix of employment land and premises in sustainable locations to meet the needs of a variety of businesses, support growing sectors and start-ups.

2.17 The overarching challenge in the London Arc is to balance the priorities of restraining urban sprawl, preserving the Green Belt and developing green infrastructure against meeting the need for urban regeneration in a sustainable way. A key outcome of this study will therefore be the development of a strategy which uses employment land in the most efficient way, in order to accommodate future growth without compromising the distinctive character and identity of existing settlements and countryside.

East of England Regional Economic Strategy (2008)

2.18 The Regional Economic Strategy for the East of England 2008–2031 (RES) provides the framework for the economic development and regeneration priorities in the region. The RES sets out a vision for the East of England to excel as a globally-competitive region, which is underpinned by low-carbon and resource efficient economy.

2.19 The Strategy sets out a broad vision for the region with the intention that by 2031 it will be:

- Internationally competitive with a global reputation for innovation and business growth;
- A region that harnesses and develops the talents and creativity of all;
- At the forefront of the low-carbon and resource-efficient economy.

2.20 The Strategy outlines eight strategic goals and associated priorities that provide a clear framework for the economic development of the region. There is a key focus on strengthening the region's enterprise culture. It is considered that new enterprises can contribute significantly to economic growth, productivity and job creation. In addition, the increased market competition can also assist in stimulating the adoption and development of innovations.

Mid Essex Economic Futures Review (2006)

2.21 The Mid Essex Economic Futures Review was undertaken by the University of the West of England on behalf of Braintree, Chelmsford, Maldon and Brentwood Councils and provides an appraisal of the local economy and assessment of the future outlook. Although much of the data used in this study relates to 2003, the document provides a significant economic baseline, as well as economic projections, for consideration as part of the Employment Land Review.

2.22 The Review identifies the following economic characteristics for Brentwood, which are summarised as follows:

2.23 **Productivity** - Brentwood Borough appears to have the most productive firms, the highest capital/labour ratio and the largest firms measured by the average size of all firms' workforce. It also has the highest educated workforce.

2.24 **Employment** - Brentwood has experienced growth of 15.8% in overall employment over the period 1998–2003. It is strong in financial and business services and weak in the manufacturing sector. It has also experienced decline in employment in the financial services, the public sector and retail sectors. Brentwood is relatively strong in high tech services and provides an attractive destination for knowledge intensive services.

2.25 The Borough has disproportionate strength in Renting of Machinery and Equipment, Transport Manufacture, Waste Services, Financial Services, Post and Telecommunications and Construction. Brentwood also differs from the national picture in the relatively greater importance of small firms and the lesser importance of the largest firms in terms of share of employment.

2.26 **Labour Market** - Brentwood has high levels of out commuting to London, especially for more highly qualified labour. Only 45% of the workforce of Brentwood live in the Borough and there are relatively high levels of commuting from other parts of Essex (outside the mid-Essex sub-region) and outside the region. Brentwood is also more orientated to London and the rest of the UK with firms selling 65% of their goods and services outside the East of England region.

2.27 **Employment land use in Mid Essex -** In Brentwood, office and retail space dominate the stock of commercial premises both in terms of the number of properties and in terms of floor space. The key trends for the period 2000-04 suggest that significant amounts of office space have been developed in Chelmsford whilst change in retail floor space has concentrated in Brentwood.

2.28 Brentwood commands much higher rental values for commercial property than other parts of Mid Essex. Between 2000 and 2004, average rateable values declined in relation to both office and retail property, whilst factory and warehouse values have remained constant.

2.29 The state of the London Economy and development of the Thames Gateway are considered major factors in influencing future growth in Brentwood. The review has formulated an Enhanced Growth Forecast for Mid Essex, which provides an indication of future employment levels in Brentwood and the Mid Essex Districts up to 2021.

Table 2.3 – Enhanced Growth Forecast for Mid Essex

Employment	2001	2005	2021	2001 - 21	2005 - 21
Braintree	45,029	49,981	59,904	14,876	9,923
Brentwood	29,157	31,084	33,299	4,142	2,215
Chelmsford	69,761	81,841	93,643	23,882	11,802
Maldon	18,587	20,357	22,109	3,523	1,752
Total	162,534	183,263	208,956	46,422	25,693

Source: Mid Essex Economic Futures Review (2006)

Local Policy Context

Epping Forest District Local Plan (1998) and Epping Forest District Local Plan Alterations (2006)

2.30 The Development Plan for Epping Forest District is formed of the Local Plan 1998 and the Local Plan Alterations 2006.

2.31 Policy E1 (Employment Areas) supports the redevelopment or extension of existing premises for business, general industrial and warehouse uses in existing employment areas. The redevelopment of existing sites for uses other than business, general industry or warehousing will not be permitted.

2.32 Policy E2 (Redevelopment/Extension of premises for business and general uses) supports the redevelopment or extension of existing premises for business and general industrial uses in existing employment areas. The redevelopment of existing sites for other uses other than business and general industry will not be permitted.

2.33 Policy E3 (Warehousing) supports the development of warehousing in areas subject to policy E2, if it can be demonstrated there is a particular need to locate there due to existing or potential trade links locally or if there are no other suitable alternatives available.

2.34 Policy E4A (Protection of Employment Sites) supports the protection of employment land or land last used for employment purposes anywhere in the District. Redevelopment of existing employment land for alternative uses will only be permitted if it can be shown by an independent appraisal that:

- The site is particularly poorly located in relation to housing or access by sustainable means;
- There are material conflicts with adjoining land uses (e.g. by reason of noise, disturbance, traffic, environmental and amenity issues; or
- Existing premises are unsuitable in relation to the operational requirements of modern businesses; or
- There is a demonstrable lack of market demand for employment use over a long period that is likely to persist during the plan period; and
- There are very significant development or infrastructure constraints, making the site unsuitable or uneconomic to redevelop for employment purposes.

2.35 There is consideration that small employment sites within and close to rural settlements can be beneficial to the local economy, as they enable small and medium enterprises (SMEs) to operate which can be vital to economic success and can prevent loss of Green Belt in other more sensitive locations.

2.36 Policy E4B (Alternative Uses for Employment Sites) supports alternative uses for employment sites, where it can be proven that there is no further need for employment uses on a particular site and other community facilities are more appropriate. If there is an identified need for a particular community facility (e.g. community or health care centre, accommodation for the elderly or even waste management facilities) it needs to be proven that the site is unsuitable for that use before housing can be considered.

2.37 The circumstances in which the Council may make an exception to this policy and consider alternative uses for an employment site or premises are if it has been marketed for a considerable period of time, at a reasonable price, and where no suitable development has come forward or is likely in the foreseeable future.

2.38 Policy E5 (Effect of Nearby Development) seeks to ensure that planning applications for development, which are located in close proximity to established or proposed employment uses should not place planning constraints on the employment uses or effect the desirability of the established use.

2.39 Policy E6 (Sites for Business/Industry/Warehousing) allocates the following sites for development for business and/or general industrial and/or warehousing or distribution purposes:

- Former parade ground and extension of existing employment area at North Weald Airfield;
- Doe's site, Fyfield.

2.40 Policy E7 (Sites for Business/Industry) the following sites are allocated for business and/or general industrial use:

- Part of the former Royal Ordnance site, Waltham Abbey;
- Land at Langston Road, Loughton.

2.41 Policy E8 (Sites for Small Business/Industry Workshops) the following sites are allocated for the provision of small workshop units, for business and general industrial uses:

- Land at Oakwood hill, Loughton;
- Part of the former Council depot, Rectory Lane, Loughton.

2.42 Policy E10 (Town Centre Offices) allows offices within town centres (identified on the Proposals Map) provided that the development, in terms of the floor space proposed, is appropriate to its location and surroundings.

2.43 Policy E11 (Employment Uses Elsewhere) restricts development for business, industrial and warehouse and distribution development outside sites either allocated for, or with established use rights for, such purposes (unless in accordance with policy E12).

2.44 Policy E12 (Small Scale Business / Working from Home) allows for small scale business activities outside the Green Belt, including (where necessary) consent for working from home, provided that the proposed development: will not have a significantly adverse effect on either: the amenities of any nearby property; or the character of the surrounding area. Any planning permission granted for working from home will: be subject to the development remaining subsidiary to the residential use; and relate solely to the person who occupies the dwelling and carries out the activity.

2.45 Policy E12A (Farm Diversification) recognises that farmers are diversifying into other economic activities. When considering proposals for diversification weighting will be placed on the economic and social needs of the area and whether local jobs are created or safeguarded.

2.46 Policy CP1 encourages sustainable development and seeks to secure a mix of local employment and commercial activities that both meet local needs and reduce reliance on the use of the private car. New development should seek to minimise its impact upon the environment and minimise the use of non-renewable resources, including Greenfield land.

2.47 Policy CP3 promotes new development that can be accommodated within the existing or planned infrastructure capacity of the area, encourages sustainable modes of transport and achieves a more sustainable balance between local jobs and workers.

2.48 Policy CP8 promotes economic and commercial development which will:

- Facilitate economic regeneration in areas of relative social deprivation to reduce disparities in economic success across the district;
- Reflect capacity and result in balanced and sustainable economic and housing growth in urban areas and across the district as appropriate;
- Within the rural areas, make provision for environmentally and economically sustainable activities and adequate housing to encourage renewal and vitality;
- Encourage local economic diversity;
- Encourage the development of appropriate high value added economic activities where this is economically beneficial and environmentally acceptable;
- Satisfy other plan policies.

2.49 Green Belt policies GB1 (Green Belt Boundary) and GB2A (Development in the Green Belt) and Policy CP2 (Protecting the Quality of the Rural and Built Environment) seek to preserve the green belt and rural environment of the District. Over 90% of the District remains undeveloped open countryside due to the restrictive development policies that are associated with its Green Belt location, which presents a key challenge to future development.

Epping Forest District Core Strategy Issues and Options

2.50 Epping Forest District Core Strategy is at the Issues and Options consultation stage which is to be held in Spring 2011. The Core Strategy will set the overarching policy framework and is anticipated to be adopted in 2013.

Epping Forest District Community Strategy 2004 -2021 (2004)

2.51 The Community Strategy sets out the long term Strategy for the Epping Forest District drawn up jointly by all the key agencies working in the District. One of the key focuses of the Strategy is to develop a thriving and sustainable local economy.

2.52 The Strategy seeks to encourage and support innovation and enterprise, especially by small and growing businesses. It is considered that attracting new businesses to the area, particularly those in the financial or business services and IT will enhance the future economic prosperity of the District. The Strategy also aims to accommodate appropriate levels of growth whilst protecting the rural landscape. This will assist in securing Epping Forest as a District which has a unique, green and sustainable environment.

Epping Forest District Annual Monitoring Report (December 2009)

2.53 The Annual Monitoring Report provides a detailed assessment of performance against local and national policy. In monitoring floorspace in employment use it has proved difficult to obtain wholly accurate figures. In 2008/09 3.408ha net floorspace was completed for employment use (classes B1 to 8 only). Over the monitoring period all of the gains in gross floorspace (3.933ha) were completed on previously developed land.

2.54 There are no sites allocated for employment in the Local Plan which have not been used already. The relevant local planning policy documents making site allocations for employment land have not been published yet.

Epping Forest District Profile (2009)

2.55 Epping Forest District Profile produced by the One Epping Forest Partnership provides key economic data about the District to support the production of a new Sustainable Community Strategy.

2.56 Epping Forest District has the 3rd highest rate in Essex for working age adults with NVQ level 1 qualifications with 80%. With higher level qualifications at NVQ level 2 and 3 this is much lower, with rankings of 7th and 8th in Essex, respectively. In Epping Forest District, 19.6% achieve high level qualifications of NVQ level 4 or above, which is lower than the Essex average of 23.4%.

2.57 Epping Forest District has a higher proportion of people in managerial and professional occupations than the County, region and national averages. There are fewer people working in the sales / customer service / machine operatives / elementary occupations category when compared to the rest of Essex, Eastern region and England.

2.58 The unemployment rate in Epping Forest District has been just above the regional average since 2007, but is below the national average at around 5%.

The Harlow Options Appraisal (2009)

2.59 In January 2009 Harlow, East Hertfordshire and Epping Forest District Councils appointed Scott Wilson Consultants to undertake a technical appraisal of the planning, transport, and infrastructure options for the regeneration and growth of Harlow. The Issues and Options consultations are anticipated to run concurrently in each district in autumn 2010.

Harlow Infrastructure Study (2010)

2.60 The Harlow Infrastructure Study undertaken by Atkins to identify the infrastructure requirements for Harlow up to 2031 arising from housing and employment growth. The study area covered all of the district of Harlow and part of surrounding districts that will see Harlow's growth expand into their areas.

2.61 The study looked at the infrastructure requirements related to the potential employment growth within and adjacent to Harlow. Work undertaken by GVA Grimley on the future potential growth of employment at Harlow was used to inform the assessment.

Brentwood Borough Local Plan (2005)

2.62 The existing Development Plan for Brentwood Borough is set out in the Replacement Local Plan 2005.

2.63 Policy E1 (Areas Allocated for General Employment) seeks to encourage a wide range of employment uses including B1, B2 and B8 uses, with particular encouragement given to small units suitable for start-up businesses (e.g. 20 -100 sqm). Light and general industrial use (Classes B1c and B2 are also encouraged).

2.64 Where it can be demonstrated that there is no reasonable expectation that B1, B2 or B8 need to be retained and the proposal does not facilitate a concentration of non-B1, B2 and B8 uses then other appropriate employment generating uses can be considered.

2.65 Mixed use development (containing a mix of Class B and residential uses) will be considered within areas allocated or used for employment purposes that are outside of the main employment areas. This development should not result in the reduction in the existing level of employment opportunities and that there is no reasonable expectation that B1, B2 or B8 need to be retained.

2.66 Policy E2 (Areas allocated for Office Purposes) promotes office development that satisfies employment development criteria in Policy E8 and which does not result in the loss of residential, shopping or community uses within such allocated areas.

2.67 Policy E4 (Sites for Additional Employment Land) identifies the following sites for employment uses:

- Land adjacent to the Council Highways Depot, Warley;
- Hallsford Bridge Industrial Estate, Stondon Massey;
- Land at Childerditch Industrial Park; and
- Land at West Horndon Industrial Estate.

2.68 Policy E5 (Land adjacent the Council Depot, Warley) identifies around 1 hectare of land adjacent to the Council Highways Depot, Warley for employment purposes. The redevelopment of the site should provide for a mix of B1 (a), B1(b) and B1(c) uses including the provision of small starter units (e.g. 20-100sqm.), have substantial screen planting and earth mounding to the boundaries and satisfy employment demand criteria set out in Policy E8.

2.69 Policy E6 (Childerditch Industrial Park) is allocated partly for open storage uses and partly for employment purposes. The redevelopment of the site should provide for a mix of employment uses and satisfy employment development criteria set out in Policy E8.

2.70 Policy E8 (Employment Development Criteria) seeks to ensure that all employment development is of a scale and nature appropriate to the locality, accessible by sustainable modes of transport;

road access avoids using narrow streets and lanes and appropriate landscaping and screening is provided.

2.71 The Green Belt policies GB1 (Green Belt) and GB2 (Development Criteria) seek to preserve the Green Belt in the District, as such inappropriate development within the Green Belt will only be allowed in very special circumstances. In particular, development should preserve or enhance existing landscape features and not impact on public rights of way. Despite development constraints from its Green Belt location, additional employment floorspace has been provided from the effective utilisation of existing employment land and change of use/redevelopment of previously developed land.

Brentwood Borough Core Strategy and Sustainable Community Strategy

Issues and Options (2009)

2.72 The first formal stage of consultation on Issues and Options ended on 23rd December 2009. This was a joint consultation on the Core Strategy and Sustainable Community Strategy prepared by the Council and Brentwood Local Strategic Partnership to set out a common vision, objectives and themes.

2.73 Draft strategic objectives for the Borough most relevant to the Study are as follows:

- Direct growth to the most sustainable locations and manage it to that which can be accommodated by the available infrastructure and services;
- Maximise the best use of available urban land through appropriate and well balanced mixed use development;
- Ensure a prosperous and vibrant local economy; and
- Promote social inclusion through equality of access to employment, housing, education, health and recreational facilities and open space.

2.74 'Local Economy and Economic Development' is identified as a key strategic theme. The issues and Options Consultation document identified that in the Borough the current availability of undeveloped allocated employment land is minimal (approximately 3.2 hectares across the Borough), although there is a significant amount of vacant floorspace and extant planning permissions (2.43 hectares).

2.75 A key objective is to encourage strong and diverse economic growth and a competitive local economy. Key issues to be addressed in the next stages of the Core Strategy are how to:

- Provide sufficient land for employment purposes;
- Provide good quality premises that meet the economic and business needs of the area;
- Safeguard sufficient land and premises on brownfield sites to support the growth of existing and new businesses;
- Promote new enterprise and encourage the development of local business and new job opportunities;
- Attract new investment to the Borough, in order to support new business start-ups and to develop existing businesses;
- Maximise employment opportunities for local people arising from new developments;
- Support existing local businesses to remain viable and competitive;

- Support the local economy and work with businesses and education establishments to raise skill levels and training;
- Attract the right businesses to match the skills of the future local population;
- Strike a suitable balance between enabling business growth and protecting the area's high quality environment; and
- Provide sufficient housing as well as employment land while protecting the Borough's greenfield land and local character.

Emerging Sustainable Community Strategy

2.76 A new Sustainable Community Strategy is expected to be published soon following consultation on issues and options for the Core Strategy and Sustainable Community Strategy in November 2009 and further consultation in July 2010. This will be produced by the Brentwood Local Strategic Partnership and replace the current version adopted in December 2004.

2.77 Economic development and the local economy will form a key theme for developing the Borough's prosperity by ensuring a prosperous and vibrant local economy while preserving and enhancing the natural and historic environment, biodiversity and visual character.

Brentwood Borough Annual Monitoring Report (December 2009)

2.78 The AMR records that the provision of new employment land in the Borough is constrained by its Green Belt location. The AMR considers that the future availability of employment land within the Borough will become a significant issue to be considered through the local planning policy process.

2.79 Brentwood Replacement Local Plan provides employment land allocations totalling some 3.92 hectares of vacant land, which, together with some 1.81 hectares of land available from extant planning permissions, provides a total of 5.73 hectares (net) of land available for employment development.

2.80 Over the monitoring period (April 2008-March 2009) there was no loss of allocated employment land to other uses. There was a total of 6,782 sqm. (gross) of business floorspace completed in 2008/09. The monitoring year shows a net gain of 3,022 sqm of employment floorspace (due to the loss of 3,760 sqm, resulting from a change of use of Brentwood House, King's Road, Brentwood from office to a hotel).

2.81 There remains a significant amount of floorspace with outstanding planning permission, a total of 1.81ha for all business uses, which shows that there is potential for a considerable amount of further employment provision in the Borough.

Local Enterprise Partnerships

2.82 In June 2010 the Government set out plans for local enterprise partnerships that will bring together councils and business on an equal footing with one voice, replacing the current Regional Development Agencies. Local enterprise partnerships will provide strategic leadership in their local areas and create the right environment for business success and economic growth

Key Messages for Epping Forest District and Brentwood Borough

2.83 Following the appraisal of key strategic policy, the core messages for Epping Forest District and Brentwood Borough are summarised below:

- There is a need to be proactive and positive in planning for economic growth. Land should be used efficiently, prioritising previously developed land which is suitable for reuse. A good range of sites should be promoted (including mixed-use) for large and small businesses.
- Where appropriate re-designate vacant or non-viable employment land for housing or mixed use purposes.
- Encourage local economic diversity and make provision, within the rural areas, for environmentally and economically sustainable activities. Local authorities are required to set out, in local planning policy, criteria for permitting economic development in different locations.
- There is a need to strengthen the areas' enterprise culture. New enterprises can contribute significantly to economic growth, productivity and job creation.
- Minimise commuting and promote more sustainable communities by achieving a closer relationship between jobs and homes.

Other Essex Employment Land Reviews

2.84 Other Essex Employment Land Reviews have been considered as part of this study and are summarised in Appendix I.

3. Socio-Economic Profile

Introduction

3.1 This section provides a summary profile of the prevailing socio-economic conditions in Epping Forest District and Brentwood Borough. It aims to provide the socio-economic context which shapes employment land demand and supply factors in the study area. It provides an important context for understanding economic demand/need, having regard to the wider regional and national economies. Further detail is provided at Appendix C.

Epping Forest District

3.2 The following represents the key findings of the socio-economic analysis of the Epping Forest District economy.

Employment

- Total employment in the District is 41,441 jobs[1] with an annual rate of growth of 1.9% over the period 1998–2008.
- Employment is dominated by three sectors: distribution, hotels and restaurants (25.5%); banking and finance (23.9%) and public services (20.7%).
- Growth in employment has been strong in the Construction industry (5.4% pa) and the transport and communications sectors (7.4% pa).
- There have been declines in employment in the energy and water (-10.1% pa) and manufacturing (-7.1% pa) sectors. Decline in both sectors is above the County and Regional averages.
- At sub – sector level 'other business activities' represents the largest proportion of employment (18%) and is the sub-sector that has seen the largest absolute growth in employment (2,607 jobs).
- Over half the sub-sectors in decline in Epping Forest are based in the manufacturing sector.
- B-use employment accounts for 78.6% of total employment in the District with distribution, hotels and restaurants accounting for 32.4% of the total. Banking, finance and insurance accounts for 30.4%.
- In terms of industrial related employment, employment declined across all sectors except construction.
- In terms of warehousing related employment Epping Forest is reasonably well represented, and there has been annual growth of 7.6% pa, largely as a result of growth in storage and warehousing.
- Unemployment has been declining between 2004 – 2008, however with the impact of the downturn, unemployment is beginning to rise and the JSA[2] claimant Count is now at 3.4%.

[1] Annual Business Inquiry, NOMIS, 2008
[2] Job Seekers Allowance (Dec 2009)

Businesses

- Business structure is dominated (90.7% of businesses) by micro businesses of 1 – 10 employees.
- Business growth 1998 – 2008 has been 2.3% per annum (faster than the county, regional and national average). This has been strongest in micro businesses (1-10 employees).
- Micro businesses and small businesses (11 - 49 employees) combined make up a total of 60.4% of employment.
- Micro businesses dominate most sectors except the public administration, education and health sector.
- The overall level of entrepreneurial activity 1998 – 2008 (measured through VAT registrations per 1,000 population) has been consistently above the county, regional and national averages.
- The strongest sectors for entrepreneurial activity have been in the 'construction', 'wholesale, retail and repairs' and 'real estate, renting and business' sectors.
- The level of self employment as a percentage of the economically active population is much higher than the County, regional and national levels.

Population and Labour Market

- Population growth has been slower than the regional and national averages over the period 1998 – 2008.
- The population profile broadly matches that of the County and region. Working age population is 75.6% of total population.
- During the period 2004 – 2009 the number of economically active people increased by 1.7% which is above county, regional and national averages.
- Average weekly wages are higher than the regional average, and national average. As might be expected due to the strong commuting pattern into London, the average wages for those living in the District but commuting for work are considerably higher than those working in the District.
- Wages have declined 2008 – 2009 which as a result of the economic downturn.
- The District has a relatively high proportion of people employed as managers and senior officials as well as associated professional and technical occupations and administrative and secretarial occupations.
- The proportion of working age population with qualifications in the District is broadly in line the regional and county levels.

Brentwood Borough

3.3 The following represents the key findings of the socio-economic analysis of the Brentwood Borough economy.

Employment

- Total employment in the Borough is 30,383 jobs[3] with an annual rate of growth of 1.6% over the period 1998 – 2008.

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[3] Annual Business Inquiry, NOMIS, 2008

- Banking and finance is the dominant sector with 31.4% of employment, followed by distribution/hotels/restaurants (20.7%), and public services (20.6%).
- Growth in employment has been strong in the transport and communications sector (4.9% pa) public administration (3.8% pa) and banking and finance (2.8%). These are all above the rates for the County and region.
- There have been declines in employment in the energy and water (-29.7% pa) and manufacturing (-2.9% pa) sectors. Decline in manufacturing is below County and regional averages.
- At sub – sector level 'other business activities' represents the largest proportion of employment (19.2%) and it has seen the largest absolute growth in employment (2,812 jobs). Public sector activities including 'health and social work' (1,285 jobs) and 'education' (1,097 jobs) have also seen large levels of absolute growth.
- B-use employment accounts for 79% of total employment in the Borough with banking, finance and insurance accounting for 39.7% of the total, accounts distribution, hotels and restaurants accounts for 26.2%.
- In terms of industrial related employment, employment declined in manufacturing and sewage & refuse disposal, but there has been growth in construction and motor vehicle activities.
- Warehousing is reasonably well represented and there has been average growth of 2.1% pa.
- Unemployment has been declining between 2004 – 2008, however with the impact of the downturn, unemployment is beginning to rise and the JSA[4] claimant Count is now at 2.3%.

Businesses

- Business structure is dominated (87.8% of businesses) by micro businesses of 1 – 10 employees.
- Business growth 1998 – 2008 has been 2.0% per annum. Below the County average but in line with the East of England and above the national average. This has been strongest in micro businesses (1-10 employees).
- Micro businesses and small businesses (11 - 49 employees) combined make up a total of 53.1% of employment.
- Micro businesses dominate most sectors except public administration, education and health.
- The overall level of entrepreneurial activity 1998 – 2008 (measured through VAT registrations per 1,000 population) has been high and mostly above regional and national averages during the ten year period.
- The strongest sectors for entrepreneurial activity have been in the 'construction', 'wholesale, retail and repairs' and 'real estate, renting and business' sectors.
- The level of self employment as a percentage of the economically active population is much higher than the County, regional and national levels.

Population and Labour Market

- Population growth has been slower than the regional and national averages over the period 1998 to 2008.

[4] Job Seekers Allowance (Dec 2009)

- The population profile broadly matches that of the County and region. Working age population is 75% of total population.
- During the period 1991 – 2009 the number of economically active people fell by 4.5% which is well below county, regional and national averages, although as a percentage of total population the rate at 2009 was broadly consistent with the wider area.
- During the period 1998 – 2009, average weekly wages for people living but not working in the Borough are higher than the regional average. The average wage for those living (but not working in the Borough) is slightly higher than for those working in the Borough. This is as might be expected, due to the strong commuting pattern into London.
- Wages have declined 2008- 2009 which as a result of the economic downturn.
- The Borough has a relatively high proportion of people employed as managers and senior officials as well as associated professional and technical occupations and administrative and secretarial occupations.
- The proportion of working age population with higher level qualifications at level 4/5 and 2 in the Borough is above the national, regional and county levels. The proportion of level 3 qualifications is above the national average only and the proportion with no qualifications is lower than the national, regional and county levels

3.4 The above findings have helped to inform our assessment of future employment demand in the study area set out in section 4.

Business Survey – Key Findings

3.5 A telephone survey of 250 businesses (125 in each authority) located in the study area was conducted with owners, managers and directors to gain an understanding of the needs and aspirations of businesses in the study area. The findings of the business survey are set out in the Business Survey Results Report. The findings from the business survey, in particular the need for new business floorspace, provide a useful way of checking the land requirements that are identified through the study forecasting work (section 4).

3.6 This section provides a brief summary of the findings.

Epping Forest District

3.7 Key findings from the business survey for Epping Forest District:

- Businesses have a localised workforce 71% live within 10 miles, sectors such as construction (53%) and manufacturing (62%) tend to have a lower proportion of employees from within 10 miles of work. Large companies have the lowest proportion of employees that live within 10 miles.
- There is a high proportion of local customers, 47% from within Essex.
- High level of satisfaction with current business premises, with only 2% of businesses responding that current premises are unsuitable.
- For those that did feel premises were unsuitable the key reason for premises being unsuitable was that they are too small, there are parking problems, high business rates, and premises are too old.
- Businesses are optimistic with 42% planning to expand. Medium and large businesses had the highest proportions of businesses wanting to expand. Businesses in Epping (56%), Ongar (65%) and North Weald (54%) showed the highest proportions wanting to expand.

- 22% of businesses have considered relocating. Small businesses and those in the manufacturing sector are most likely to consider relocating. 39% have considered a location within Epping Forest and 18% have considered locating elsewhere in Essex, 24% have considered locating in Hertfordshire.
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- When considering relocation town centres are the most popular locations.

3.8 Of those businesses in Epping Forest District that wanted to expand 43% said that this would lead to a need for additional floorspace, and the majority (83%) of these said that they would be unable to accommodate their additional floorspace needs at their existing premises (either through extension, refurbishment, redevelopment or more intensive use).

3.9 By using the data from the survey and applying this to the findings of the socio-economic assessment (see Appendix C) about the number of B-class businesses in the District, estimates can be provided of the total expansion requirements of indigenous businesses in the study area. The estimate for Epping Forest District is that existing businesses would require an additional 45,125 sqm over the next 5 years.

3.10 Analysis of those businesses that will require additional floorspace shows that these are mostly businesses in the manufacturing sector.

Brentwood Borough

3.11 Key findings from the business survey for Brentwood Borough:

- Businesses have a localised workforce 70% live within 10 miles of work.
- The transport and communications sector (48%) has the lowest proportion of employees from within 10 miles of work.
- Large companies (200+ employees) and micro businesses (1-10 employees) have the highest proportion of employees living within 10 miles.
- There is high proportion of local customers, 54% from within Essex.
- There is a high level of satisfaction with current business premises, with only 5% of businesses responding that their current premises are unsuitable.
- For those that did feel premises were unsuitable the key reasons are that premises are too small, parking issues, high business rates, and age of premises.
- Businesses are optimistic with 43% planning to expand. Medium and large businesses had the highest proportions of businesses wanting to expand. Transport and communications (58%) and manufacturing (56%) were the sectors with the highest proportions of businesses that were planning to expand.
- 16% have considered relocating, with medium sized businesses and those in the manufacturing sector most likely to have considered relocating. 48% have considered relocating elsewhere in the Borough.
- When considering relocation dedicated industrial areas are the most popular locations for relocating to.

3.12 Of those businesses in the Borough that wanted to expand 50% said that this would lead to a need for additional floorspace, and the majority (59%) of these said that they would be unable to accommodate their additional floorspace needs at their existing premises (either through extension, refurbishment, redevelopment or more intensive use).

3.13 By using data from the survey and applying this to the findings of the socio-economic assessment (see Appendix C) about the number of B-class businesses in the Borough estimates can be provided of the total expansion requirements of indigenous businesses in the study area. The estimate for Brentwood Borough is that existing businesses would require an additional 41,833 sqm over the next 5 years.

3.14 Analysis of those businesses that will require additional floorspace shows that the majority are businesses in the manufacturing sector.

4. Future Employment Needs

Introduction

4.1 This section provides an assessment of future employment needs in Epping Forest District and Brentwood Borough for the period to 2031. This section begins by providing an analysis of employment targets set out in the East of England Plan Review (henceforth referred to as the RSS Review) for Epping Forest District and Brentwood Borough. It seeks to:

- Provide an understanding of the processes involved in establishing the RSS housing targets and related job figures;
- Set out basic scenarios and techniques upon which targets have been established;
- Provide an estimated breakdown of the RSS Review indicative job targets for B-use employment in Brentwood Borough and Epping Forest District;
- Compare top level scenario outputs with RSS Review indicative job targets;
- Where possible, contrast the targets with other existing forecasts and further Atkins analysis;
- Consider the suitability of RSS job targets for Brentwood Borough and Epping Forest District; and
- Finalise a recommended B-use employment change and employment land requirement for the purposes of the Employment Land Review.

4.2 This study was largely complete prior to the Government's announcement of the abolition of Regional Spatial Strategies. However, despite the abolition of Regional Spatial Strategies the evidence provided within this report is still considered relevant for the purposes of local planning policy.

The RSS Approach

4.3 The East of England Plan was published by the Secretary of State for Communities and Local Government in May 2008. Following this, in March 2010, a draft revision to the East of England Plan was published to make provision for the East of England’s development needs for the period 2011 – 2031. The draft was submitted to the Secretary of State in March 2010.

4.4 The RSS established housing growth targets across the region together with job growth numbers to support these.

4.5 The development of RSS outputs were informed by different forecasting models and techniques and by considering likely growth trajectories under a series of different future scenarios. Over the past two years a series of iterations of forecast outputs has been produced, allowing for the views and opinion of councils and other bodies received through various rounds of consultation.

4.6 Two key forecasting models were used to guide the development of the scenario outputs: the Chelmer Model and the EEFM Forecasting Model.

4.7 The Chelmer Model[5] was managed by Cambridge Econometrics with the aim of providing projections of population, households and labour force. The model provides a population-led and a housing-led approach to forecasting and is published by EERA.

4.8 The East of England Forecasting Model (EEFM) is an econometric forecasting model[6], originally designed by Oxford Economics and now managed by Insight East, it is used to establish

[5] Cambridge Econometrics (2009). *Chelmer Model Runs for the East of England Plan Review – Summer 2009.* EERA

employment forecasts. The overall structure of the model as summarised in the Oxford Economics (2009) report "captures the interdependence of the economy, demographic change and housing at a local level, as well as reflecting the broader economic trends on the East of England. The forecasts take account of the supply and demand for labour….." It should also be noted that the forecasts are unconstrained and based on past trends. The forecasts run to 2031, in line with the RSS Review period.

4.9 Atkins has considered the approach and methodology which underpin the EEFM and has had discussions with Insight East about the model inputs and outputs. Atkins considers the model to be a robust representation of the UK and lower spatial level economies and as such able to provide justifiable and realistic forecasts.

The Scenarios

4.10 The East of England Regional Assembly used a process of establishing different scenarios which describe how development in the future may occur to build up a picture of future housing requirements and growth in jobs. The purpose of these is to consider different possible growth paths to facilitate discussion and review.

4.11 RSS scenarios[7] were published in autumn 2009. The first scenario is based on the advice of local councils whilst the other three are based on government advice which seeks to test different elements of housing growth. The four scenarios concentrate on housing growth, which is the key focus of the RSS, and only publish very limited information regarding jobs growth.

4.12 The scenarios are described as follows:

- Scenario 1: Roll forward of existing Plan

  This scenario is broadly based on the views of local councils in the region and effectively rolls forward the rate from the original RSS. Council's generally felt that this would be the highest rate that could be delivered, and would require government support for new infrastructure.

  Scenario 1 is therefore a 'bottom-up' scenario that rolls forward both the amount and distribution of growth in line with the current Plan. This is 26,000 homes per year (521,000 overall) and 25,400 jobs per year (508,000 overall). The distribution of growth is concentrated at the main towns and cities in the region identified as 'key centres for development and change' in the current Plan.

  Following the consultation on the growth scenarios the preferred option taken forward in the Draft RSS submitted to the Secretary of State was identified as Scenario 1. The following represents those scenarios not taken forward but considered:

- Scenario 2: National housing advice and regional new settlements

  Scenarios 2 and 3 are based on broadly the same amount of development, although distributed in different ways. The lower end of the Government's housing advice needs to be tested. Scenarios 2 and 3 test about 30,000 homes per year (rates that have been achieved in the region before, albeit in the late 1980s at the height of the property boom). It implies about 80,000 more homes than a roll forward. These require about 28,000 new jobs annually. The distribution of this growth across the county is based on a capacity assessment (Regional Scale Settlement Study).

- Scenario 3: National housing advice and regional economic forecasts

  Scenario 3 tests 30,000 homes per year, with distribution based upon economic growth potential of different areas. The combination of higher growth in economically buoyant areas,

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[6] Oxford Economics (2009). *East of England Forecasting Model – Technical Report: Model Description and Data Sources.* EEDA
[7] EERA (2009). *2031 Scenarios for Housing Growth and Economic Growth.* EERA

and maintaining growth in less successful areas provides a regional housing total that meets the Government's range for testing. The additional growth in scenario 3 is spread over more districts, but with particular concentrations in the districts within Hertfordshire, south Essex and Cambridgeshire.

- Scenario 4: National household projections

  This scenario takes both its scale and distribution of growth from the Government projections of new households, which are based on long-term demographic trends (such as people living longer) and movement of people into and out of different areas. The amount of dwellings required by this scenario is greater than the other three, at about 33,700 new dwellings a year. The figures imply a further 150,000 homes over a roll forward of the Plan, and a further increase in the need to generate additional jobs. This scenario focuses the majority of additional growth in Hertfordshire, Essex, Norfolk and Suffolk.

4.13 Further iterations of the EEFM have also been run for the purposes of informing the RSS, utilising a series of refined scenarios. These forecasts were published in autumn 2009 and therefore also reflect an updated view on the macro economy and the effects of the recession from those produced earlier in spring 2009.

- Scenario 1: RSS Continuation

  This is the same as the Scenario 1 which was consulted on during the recent RSS review consultation. It was run through the EEFM Spring 2009 version, and is being rerun now to see the effects of the more recent autumn 2009 forecasts. It rolls forward the East of England Plan housing target rates for another ten years to 2031. For the region as a whole, this equates to 26,050 net new dwellings per annum over 2011–31 or a total of 521,120 new dwellings over that period.

- Scenario 1b: RSS Continuation – lower growth

  This is based on Scenario 1 but takes the responses to the recent RSS review consultation into account in developing a lower growth scenario for the region. Where local authorities offered lower targets for their areas in their consultation responses, these were included in the scenario. Elsewhere, housing targets not taking into account under-provision over 2001–06 against the East of England Plan target for those years were used. For the region as a whole, this equates to 24,895 net new dwellings per annum over 2011–31 or a total of 497,710 new dwellings over that period.

- Scenario 3b: Local Authority Economic Aspirations

  In this scenario, it is employment growth over 2011–31, rather than housing growth, which is inputted into the EEFM. The assumptions were informed by the EEFM baseline forecast, and moderated to take account of discussions between EEDA and the region's local authorities seeking to quantify their vision and the capacity for the economic development of their areas during 2011–31. For the region as a whole, this scenario equates to about 26,500 net new jobs per year over 2011–31 or a total of 529,100 new jobs over that period.

4.14 The EEFM produces a baseline forecast, which takes no account of RSS and other policies or local authority aspirations. The baseline forecast is established based on known relationships between variables and trends within the local, regional and national economies. It takes economic growth potential as the key input and can therefore be considered as a 'labour demand' approach i.e. unconstrained by the supply of labour. This is in contrast to Scenarios 1 and 1b which constrain economic growth potential by specifying labour supply as an input by specifying housing completion rates. In light of this approach, the baseline forecast is described as being "Oxford Economics' best estimate of future regional economic trends on the basis of the most recently available data on a range of key indicators".

Council Response to Initial RSS Targets

4.15 A series of responses to the original four scenarios tested by EERA have been submitted by public sector organisations. These views have to some extent, been reflected in the published preferred RSS targets. A summary of those responses is provided below:

4.16 Key points raised in Essex County Council's Spatial Planning Advice of relevance to Epping Forest District and Brentwood Borough:

- Selection of Scenario A as preferred i.e. no higher growth scenarios; appears to be led by consideration of capacity issues rather than underlying ability to achieve the rates, as well as the need for significant commitment from government for associated infrastructure investment;
- Ability to deliver housing at rates above those seen during the recent property market boom doubted;
- Lack of robust evidence to support scenarios; and
- Higher growth rates – jobs and housing – seem unrealistic given the depth of the 2009 recession.

4.17 Epping Forest District Council responded independently to the EERA consultation. The response stated that a fifth scenario should be considered with a realistic assessment of infrastructure provision in terms of delivering housing and economic growth. The Council believed that the growth total proposed for the District in Scenarios 3 and 4 were unrealistic. Scenario 1 was the preferred option although the suggested fifth scenario was likely to be most realistic.

4.18 Brentwood Borough Council also responded[8] independently to the consultation. Brentwood's response emphasised the Council's opinion that housing targets were unrealistic, particularly under Scenarios 2, 3 and 4 in light of past completion rates and the effects of the UK's economic recession. It also noted a lack of technical evidence provided to support the 2031 Scenarios for housing growth and economic growth.

Finalising the RSS Scenarios and Targets

4.19 In March 2010, a draft revision to the East of England Plan was published to make provision for East of England's development needs for the period 2011 to 2031. As noted above the RSS has now been abolished. However, evidence regarding housing growth and numbers within the RSS is considered relevant for the purposes of informing planning policy at the local level.

Headline Employment Outputs

RSS Review

4.20 Employment outputs in the RSS Review (March 2010), policy E1, were provided in the form of an indicative target growth level for the period 2011–2031 as follows:

- Brentwood Borough: 3,700 additional jobs
- Epping Forest District: 3,600 additional jobs

4.21 No breakdown by sector was provided in the RSS Review.

[8] East Of England Plan: Review To 2031 - Scenarios For Housing & Economic Growth. Consultation response by Brentwood Council (November 2009). Unpublished letter.

4.22 The RSS Review (March 2010) housing targets should be taken into consideration in the ELR as growth in housing impacts on the demand for employment. As such consideration is given here to the housing targets put forward for the two areas.

4.23 The RSS Review proposed housing targets, for the period 2011–2031, continue at the level set out in the adopted RSS as follows:

- Brentwood Borough: 3,400 additional houses (170 per annum)
- Epping Forest District: 3,200 additional houses (160 per annum)

East of England Forecasting Model

4.24 The EEFM provides employment forecasts at local authority level. The autumn 2009 run of forecasts were run based on three different RSS scenarios (as described earlier in this section).

4.25 The forecasts show that both areas have been affected by the recent recession, and that unemployment is not expected to bottom out until 2011. Overall for Brentwood Borough the forecasts show very little variation across the scenarios, and between the scenarios and the central forecast. For Epping Forest District there is a significant difference between the central forecast and the three scenario forecasts. This implies that constraints are expected to impact upon the performance of the economy (in terms of employment). These are likely to take the form of policy drivers, and certain capacity issues.

Analysis of Employment Outputs

4.26 The employment figures are shown in the following figures, including a baseline forecast, three scenario forecasts and the RSS Review targets.

4.27 The forecasts undertaken by Atkins have utilised a Labour Demand Technique, in line with ELR guidance. This technique involves the extrapolation of historical trends in employment over the forecast period. This technique provides an estimate of the future growth of the industrial sectors represented in the Epping Forest District and Brentwood Borough economies based upon their historical performance. The starting point in history for the trend analysis has a significant impact on the outcome of the modelling process. Looking back over the last 20 years, equivalent to the long run growth rate, takes into account more than one full business cycle therefore including both recessions and booms. Looking at trends that have occurred within the last 10 years[9], equivalent to the short run rate, gives more focus to the recent performance and direction of the economy.

4.28 Linear and log-linear regressions have been run on employment data for both local authority areas in order to provide trend line growth forecasts. A combined preferred forecast has been taken at the mid-point between the two trajectories. This represents a marginally more optimistic view on employment growth in the future for the two districts compared to the latest Insight East (EEFM) estimates. It should be noted that the EEFM forecasts for the period to 2011 have been used as a base, with the Atkins forecasts running from 2011 –2031.

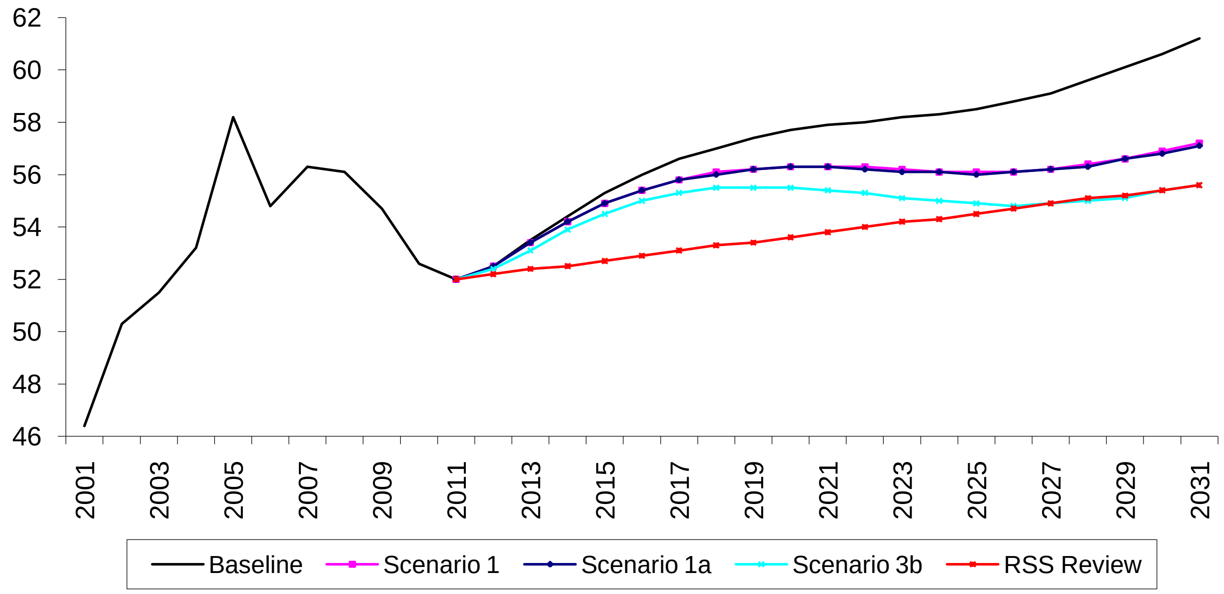
4.29 Given the trend based forecast methodology being used by Atkins, it is not possible to explicitly allow for the UK's current economic downturn (as forecasts are based on past trends). The EEFM provides robust short term outputs which can be included and improve the accuracy of the Atkins forecasts. As trend-based data is only available to 2008, limited recessionary effects are included. However, the EEFM forecasts use a model which allows for potential recessionary effects. The consultants consider it is beneficial to present both methods in the report in order to explore a reasonable range of growth paths over time.

[9] Trend based analysis using Annual Business Inquiry Data up to 2008.

Epping Forest District Employment Forecasts

4.30 Figure 4.1 and Table 4.1 show that the RSS Review indicative job growth target most closely matches Scenario 3b. This job growth forecast is significantly below the baseline forecast, indicating that the rate of housing growth predicted/targeted will provide a significant constraint on the potential performance of the local economy. The baseline forecast shows the level of employment growth that would be expected assuming no labour supply (or other policy) constraints on the economy. The employment forecast provided by the RSS Review is significantly below the baseline, indicating that the RSS policies are preventing the economy growing at its full potential. Forecasts undertaken by Atkins are in line with the baseline forecast from EEFM.

Figure 4.1 – Epping Forest District Employment Forecasts



Source: EEFM Forecasting Model

Table 4.1 – Epping Forest District Employment Forecasts

Scenario	Average per annum growth (%)	Total increase in employment (thousands)
Baseline	0.8	9.1
Scenario 1	0.5	5.1
Scenario 1a	0.5	5.1
Scenario 3b	0.3	3.5
RSS Review	0.3	3.6
Atkins	0.9	10.1

Source: EEFM Forecasting Model and Atkins

4.31 Table 4.1 sets out the population growth associated with the baseline, Scenario 3b and RSS Review housing targets. The RSS Review population figures can be derived by applying average persons per dwelling to the housing target, based on 2.3 people per dwelling[10].

Table 4.2 – Epping Forest District Population Forecasts (2011-31)

Scenario	Population average pa growth (%)	Population increase (thousands)
Baseline	0.5	13.9
Scenario 3b	0.4	10.5
RSS Review (@2.3 people per dwelling)	0.3	7.4

Source: EEFM Forecasting Model and Atkins calculations

4.32 RSS Review housing targets imply notably weaker employment growth than estimated under the baseline and Scenario 3b scenarios. Indeed the population growth under the baseline and scenario 3b are notably more similar than their respective employment forecasts. This inconsistency is a direct result of commuting assumptions. Both expect out-commuting to continue to increase, with scenario 3b seeing a particularly strong increase.

4.33 Given the strength of economic potential in the District, as demonstrated by the baseline scenario and Atkins employment forecasts, it is considered that the Scenario 3b employment forecasts provide a minimum level of likely growth. However, the implied population forecast of the RSS Review housing target is likely to temper any potential to overshoot this growth rate. Despite this constraint, the scale of economic potential in the area would indicate that it would be sensible to include an upper forecast estimate.

4.34 It is considered that the baseline and Atkins forecasts are too high for this purpose, given the labour supply constraint. Therefore an overall growth rate of 0.5% is assumed, inline with the Scenario 1 and 1b scenarios and the baseline scenario population growth rate.

Employment by Sector

4.35 Two scenarios have been taken forward for the Epping Forest District employment forecasts, providing an upper and lower limit, these are set out in Tables 4.3 and 4.4. These figures are taken from two sets of forecasts detailed above; firstly, EEFM Scenario 3b - in line with the job growth target of the RSS Review; and secondly the Atkins baseline forecast.

4.36 Tables 4.3 and 4.4 set out employment by sector for the whole economy, including non B class jobs. B-class job growth is the main focus of this study. The Atkins job forecasts show that net job growth will be predominantly in non B class jobs with health and social security showing large projected increases. However, it is not clear at this stage how large an impact future public spending cuts will have on the health and social security sector in the short and medium term.

[10] Calculated for 2008 from EEFM

Table 4.3 – Scenario 3b Employment Forecast (Epping Forest District)

	Job in thousands, unless otherwise stated				
Sector	**2008**	**2011**	**2031**	**Growth (pa)**	**Growth (total)**
Agriculture & fishing	1.41	1.42	1.22	-0.8%	-0.2
Extraction	0.01	0.01	0.00	-14.3%	0.0
Manufacturing of: food, drink & tobacco	0.04	0.03	0.02	-2.8%	0.0
Manufacturing of: other low tech	0.81	0.62	0.12	-8.1%	-0.5
Manufacturing of: metals & engineering	0.90	0.81	0.50	-2.3%	-0.3
Manufacturing of: chemicals & process industries	0.30	0.26	0.16	-2.4%	-0.1
Manufacturing of: other recycling	0.36	0.31	0.16	-3.2%	-0.1
Utilities	0.05	0.04	0.00	-100.0%	0.0
Construction	10.48	8.59	8.30	-0.2%	-0.3
Distribution	3.56	3.25	3.08	-0.3%	-0.2
Retail	4.86	4.61	4.72	0.1%	0.1
Hotels & restaurants	3.47	3.38	3.70	0.5%	0.3
Air transport	0.04	0.03	0.03	-0.6%	0.0
Communications	0.31	0.29	0.22	-1.4%	-0.1
Land & other transport	2.62	2.49	1.84	-1.5%	-0.7
Water transport	0.01	0.01	0.02	2.4%	0.0
Finance	0.55	0.50	0.45	-0.6%	-0.1
Business services: computer related	0.72	0.78	0.59	-1.4%	-0.2
Business services: labour recruitment, security & cleaning	6.19	5.09	7.06	1.6%	2.0
Business services: other including call centres	1.23	1.27	1.52	0.9%	0.2
Business services: R&D, technical testing	0.13	0.14	0.13	-0.6%	0.0
Business services: Real estate & renting	1.19	1.11	1.18	0.3%	0.1
Business services: other tradable	2.79	2.40	2.39	0.0%	0.0
Public administration	1.00	0.93	0.83	-0.6%	-0.1
Education	4.00	4.12	4.43	0.4%	0.3
Health & social security	4.47	4.94	8.11	2.5%	3.2
Other personal services - miscellaneous	4.32	4.36	4.56	0.2%	0.2
Other personal services - waste	0.23	0.24	0.26	0.3%	0.0
TOTAL Epping Forest District	56.05	52.05	55.59	0.3%	3.5

Table 4.4 – Atkins Scenario 3b Inflated Employment Forecast (Epping Forest District)

	Job in thousands, unless otherwise stated				
Sector	**2008**	**2011**	**2031**	**Growth (pa)**	**Growth (total)**
Agriculture & fishing	1.41	1.42	1.22	-0.8%	-0.2
Extraction	0.01	0.01	0.00	-14.3%	0.0
Manufacturing of: food, drink & tobacco	0.04	0.03	0.02	-2.6%	0.0
Manufacturing of: other low tech	0.81	0.62	0.12	-7.9%	-0.5
Manufacturing of: metals & engineering	0.90	0.81	0.52	-2.2%	-0.3
Manufacturing of: chemicals & process industries	0.30	0.26	0.17	-2.2%	-0.1
Manufacturing of: other recycling	0.36	0.31	0.17	-3.0%	-0.1
Utilities	0.05	0.04	0.00	-100.0%	0.0
Construction	10.48	8.59	8.60	0.0%	0.0
Distribution	3.56	3.25	3.19	-0.1%	-0.1
Retail	4.86	4.61	4.89	0.3%	0.3
Hotels & restaurants	3.47	3.38	3.83	0.6%	0.5
Air transport	0.04	0.03	0.03	-0.5%	0.0
Communications	0.31	0.29	0.23	-1.2%	-0.1
Land & other transport	2.62	2.49	1.90	-1.3%	-0.6
Water transport	0.01	0.01	0.02	2.6%	0.0
Finance	0.55	0.50	0.46	-0.4%	0.0
Business services: computer related	0.72	0.78	0.61	-1.2%	-0.2
Business services: labour recruitment, security & cleaning	6.19	5.09	7.32	1.8%	2.2
Business services: other including call centres	1.23	1.27	1.57	1.1%	0.3
Business services: R&D, technical testing	0.13	0.14	0.13	-0.4%	0.0
Business services: Real estate & renting	1.19	1.11	1.22	0.5%	0.1
Business services: other tradable	2.79	2.40	2.48	0.2%	0.1
Public administration	1.00	0.93	0.83	-0.6%	-0.1
Education	4.00	4.12	4.59	0.5%	0.5
Health & social security	4.47	4.94	8.40	2.7%	3.5
Other personal services - miscellaneous	4.32	4.36	4.73	0.4%	0.4
Other personal services - waste	0.23	0.24	0.26	0.5%	0.0
TOTAL Epping Forest District	56.05	52.05	57.51	0.5%	5.5

B-use Floorspace and Land Requirements

Conversion of Employment to Employment Land

4.37 The purpose of the employment forecasts is to provide the basis for assessing the likely scale of employment floorspace and land that will be required in Epping Forest District and Brentwood Borough over the period to 2031. As such it is necessary to identify the B-use jobs and calculate the associated level of employment floorspace and land required. Employment densities (worker floorspace ratios) are used to underpin this calculation. By applying the appropriate employment densities to the total forecast jobs in each floorspace type, a total amount of floorspace is derived. These densities are based on guidance produced by English Partnerships[11].

[11] Employment Densities: A Full Guide; English Partnerships & the Regional Development Agencies (July 2001).

4.38 The B-use employment floorspace requirements are then converted into the associated employment land requirements using 'plot ratios'. Plot ratios provide a method for estimating the amount of employment land that will be required to be able to provide a particular level of floorspace. The lower the ratio, the less dense the development is. A plot ratio of one, for example, implies that 1,000 square metres of employment land will be needed to provide 1,000 square metres of employment floorspace. The plot ratios have been chosen based on guidance issued in the Employment Land Review Guidance[12].

4.39 Employment land refers to that which falls within the "B-Class" of the Town and Country Planning (Use Classes) Order 1987 (the "UCO"). Specifically the UCO identifies the following categories for employment land within the "B-Class":

- *Class B1 – Business* - Use for all or any of the following purposes:
  - as an office other than a use within Class A2 (financial and professional services),
  - for research and development of products or processes, or
  - for any light industrial process,
- *Class B2 – General Industrial* - Use for the carrying out of an industrial process other than one falling within Class B1 above.
- Class B8 – Storage or distribution – Use for storage or as a distribution centre.

4.40 Tables 4.3 – 4.4 above provide employment forecasts by sector for Epping Forest District. Floorspace and employment land requirements have been calculated for B-use classes based on the Atkins Forecast. In order to do this those sectors that would constitute a B-use class have been separated from the sectors in the rest of the economy and have been grouped by broader employment sector (see Table 4.5).

4.41 Table 4.5 shows that in Epping Forest District there potentially will be a net loss of 200 B class jobs when the RSS scenario 3b is considered, however the Atkins scenario is more optimistic in terms of job growth in banking and finance and other services sectors, whilst the job losses in transport and communications, distribution and wholesale and construction are not considered to be as great. The Atkins forecast therefore identifies a net growth of 1,000 jobs in Epping Forest District to 2031.

Table 4.5 – Employment Forecast by Sector (Epping Forest District)

Sector	Total Jobs Growth to 2031 (scenario 3b)	Total Jobs Growth to 2031 (Atkins Forecast)	Assumed Floorspace Use class
Epping Forest District			
Banking and Finance	1,900	2,400	B1
Construction	-300	0	B2/sui gen
Distribution and wholesale	-200	-100	B8
Manufacturing	-1,000	-1,000	B2
Other Services	200	400	B1/B2/B8
Transport and communications	-800	-700	B1/B2/B8
Epping Forest District Jobs Growth	**2,100**	**2,800**	-
Epping Forest District Jobs Contraction	**-2,300**	**-1,800**	-
Epping Forest District Net Change	**-200**	**1,000**	-

[12] Employment Land Reviews: Guidance Note; ODPM (December 2004).

4.42 Table 4.6 shows the additional floor space requirements and land requirements by use class for Epping Forest District based on the Atkins forecast for employment growth. The Atkins forecast shows a net job growth of 1,000 compared to the scenario 3b negative growth. The sectoral forecasts show that demand for new floorspace would be for B1 premises which would result in a floorspace requirement for an additional 43,700 sqm. This is equivalent to approximately 5.83 hectares of employment land by 2031.

4.43 This forecast provides a fairly optimistic view on future employment growth prospects. Utilising scenario 3b allows for a more modest growth in line with RSS targets which yield comparatively lower land requirement estimates. Based on the latter (Insight East) scenario Epping Forest would require 32,000 sqm of additional B1 floorspace which is equivalent to approximately 4.31ha of land. This reflects a lower land requirement compared to the Atkins forecast. However, for future planning purposes, this deviation is not significant. Moreover, planning policies and associated allocations based on a more optimistic employment growth scenario will provide the market with a greater degree of choice and flexibility in the delivery of good quality employment sites.

Table 4.6 – Employment Forecast by Sector (Epping Forest District – Atkins forecast)

B-Use Class	Total Job growth	Employment Density (sqm / employee)	Additional Floorspace (sqm)	Plot Ratio	Additional Land (ha)
Offices (B1a & B1b)	2,300	19	43,700	0.75	5.83
Factories (B1c, B2 & Sui Generis	-1,100	32	-35,200	0.4	-8.80
Warehousing	-200	50	-10,000	0.5	-2.00
Epping Forest District Total	1,000		-1,500		-4.97

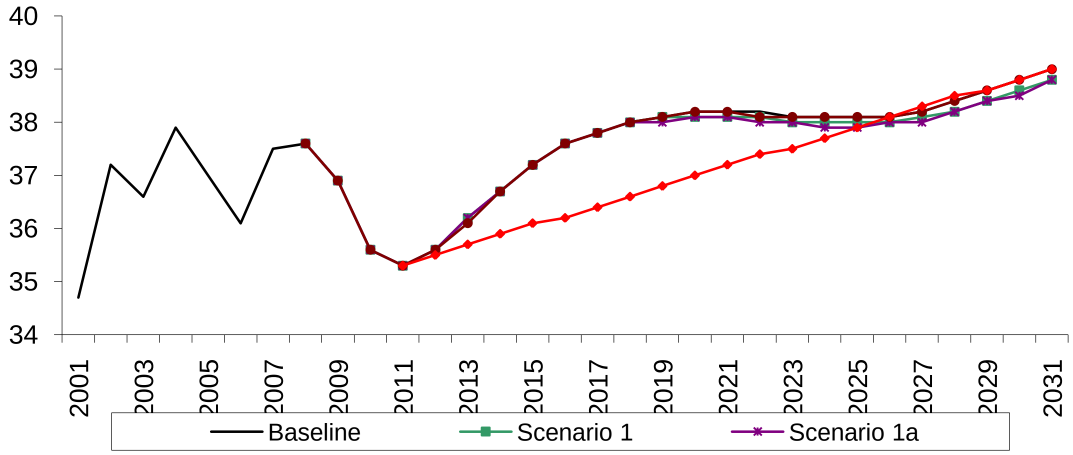
4.44 The findings from the business survey indicate that there is demand for additional floorspace from existing business. This equates to approximately 45,000 sqm, which is broadly in line with the requirements identified through the job growth forecasts, although the demand noted in the business survey is largely for manufacturing businesses. It will therefore be important to ensure that land allocations consider the potential needs of existing businesses as shown in the business survey.

Brentwood Borough Employment Forecasts

4.45 Figure 4.2 and Table 4.7 show that there is very little difference between the growth paths under the baseline forecast, the three scenario forecasts and the RSS Review job targets[13]. Over the long term the employment forecasts used in the RSS end up at the same point as the EEFM forecasts (which include the recession). The baseline forecast and Scenario 3b provide the most suitable comparators to the RSS Review.

[13] It should be noted that the RSS Review job growth target is published as a net change figure between 2011 and 2031. As such a straight line is used to depict growth graphically. This does not mean that this is the trajectory anticipated – it is the end point which should be considered of interest for the RSS Review forecast.

Figure 4.2 – Brentwood Borough Employment Forecasts



Source: EEFM Forecasting Model

Table 4.7 – Brentwood Borough Employment Forecasts

Scenario	Average per annum growth (%)	Total increase in employment (thousands)
Baseline	0.5	3.7
Scenario 1	0.5	3.5
Scenario 1a	0.5	3.4
Scenario 3b	0.5	3.7
RSS Review	0.5	3.7
Atkins	0.6	4.1

Source: EEFM Forecasting Model and Atkins

4.46 Table 4.8 sets out the forecast population growth associated with the baseline, Scenario 3b[14] and RSS Review housing targets. It shows a difference of 900 people between the baseline and Scenario 3b. For the RSS Review population figures can be derived by applying average persons per dwelling to the housing target. Based on 2.3 people per dwelling[15], a 7,800 increase in population is recorded. Dwelling occupancy needs to be reduced to 1.8 in order to provide a population increase more in line with that of the baseline and scenario 3b. This either implies a high level of out-commuting, or it may also be considered that given the housing targets of the RSS Review, the indicative job growth figure of 3,700 may be a little light. This would warrant consideration of the Atkins employment forecast (4,100 jobs) as a secondary job growth option.

[14] Only the baseline and Scenario 3b are considered henceforth as they provide the closest fit to the RSS Review job target.
[15] Calculated for 2008 from EEFM

Table 4.8 – Brentwood Borough Population Forecasts

Scenario	Population average pa growth (%)	Population increase (thousands)
Baseline	0.4	6.2
Scenario 3b	0.3	5.3
RSS Review (@1.8 people per dwelling)	0.4	6.1
RSS Review (@2.3 people per dwelling)	0.5	7.8

Source: EEFM Forecasting Model and Atkins calculations

Employment by Sector

4.47 Two scenarios have been taken forward for Brentwood Borough employment forecasts, providing an upper and lower limit, these are set out in Table 4.9 and 4.10. These figures are taken from two of the sets of forecasts detailed above; firstly, EEFM Scenario 3b - in line with the job growth target of the RSS Review; and secondly the Atkins baseline forecast.

4.48 Tables 4.9 and 4.10 set out employment by sector for the whole economy, including non B class jobs. The Atkins job forecasts show that net job growth will split roughly equally amongst B-class (2,000 jobs) and non B class jobs (2,100 jobs), business services: real estate & renting and health and social security show the largest projected increases. Although it is not clear at this stage how large an impact future public spending cuts will have on the health and social security sector.

Table 4.9 – Scenario 3b Employment Forecast (Brentwood Borough)

	Job in thousands, unless otherwise stated				
Sector	2008	2011	2031	Growth (pa)	Growth (total)
Agriculture & fishing	0.45	0.46	0.49	0.3%	0.0
Extraction	0.00	0.00	0.00	0.0%	0.0
Manufacturing of: food, drink & tobacco	0.14	0.14	0.13	-0.3%	0.0
Manufacturing of: other low tech	0.44	0.36	0.17	-3.8%	-0.2
Manufacturing of: metals & engineering	0.99	0.77	0.21	-6.3%	-0.6
Manufacturing of: chemicals & process industries	0.70	0.64	0.59	-0.4%	-0.1
Manufacturing of: other recycling	0.11	0.11	0.16	1.7%	0.0
Utilities	0.01	0.00	0.00	0.0%	0.0
Construction	4.26	3.54	3.77	0.3%	0.2
Distribution	2.20	1.98	1.65	-0.9%	-0.3
Retail	2.80	2.74	3.00	0.5%	0.3
Hotels & restaurants	2.27	2.22	2.23	0.0%	0.0
Air transport	0.02	0.03	0.41	14.6%	0.4
Communications	1.44	1.40	1.51	0.4%	0.1
Land & other transport	0.84	0.90	1.38	2.2%	0.5
Water transport	0.00	0.00	0.00	0.0%	0.0
Finance	2.11	1.93	2.18	0.6%	0.2
Business services: computer related	0.62	0.69	0.71	0.2%	0.0
Business services: labour recruitment, security & cleaning	2.58	1.97	1.98	0.0%	0.0
Business services: other including call centres	0.83	0.84	1.11	1.4%	0.3
Business services: R&D, technical testing	0.04	0.03	0.00	0.0%	0.0

	Job in thousands, unless otherwise stated				
Sector	2008	2011	2031	Growth (pa)	Growth (total)
Business services: Real estate & renting	0.89	0.94	2.19	4.3%	1.2
Business services: other tradable	4.19	3.59	4.11	0.7%	0.5
Public administration	0.59	0.55	0.39	-1.6%	-0.2
Education	2.89	3.07	3.60	0.8%	0.5
Health & social security	3.48	3.75	4.88	1.3%	1.1
Other personal services - miscellaneous	2.32	2.31	1.97	-0.8%	-0.3
Other personal services – waste	0.36	0.34	0.20	-2.8%	-0.1
TOTAL Brentwood Borough	37.55	35.32	39.02	0.5%	3.7

Table 4.10 – Atkins Employment Forecast (Brentwood Borough)

	Job in thousands, unless otherwise stated				
Sector	2008	2011	2031	Growth (pa)	Growth (total)
Agriculture & fishing	0.45	0.46	0.49	0.3%	0.0
Extraction	0.00	0.00	0.00	0.0%	0.0
Manufacturing of: food, drink & tobacco	0.14	0.14	0.13	-0.3%	0.0
Manufacturing of: other low tech	0.44	0.36	0.17	-3.8%	-0.2
Manufacturing of: metals & engineering	0.99	0.77	0.21	-6.3%	-0.6
Manufacturing of: chemicals & process industries	0.70	0.64	0.59	-0.4%	-0.1
Manufacturing of: other recycling	0.11	0.11	0.16	1.7%	0.0
Utilities	0.01	0.00	0.00	-100.0%	0.0
Construction	4.26	3.54	3.81	0.4%	0.3
Distribution	2.20	1.98	1.67	-0.9%	-0.3
Retail	2.80	2.74	3.03	0.5%	0.3
Hotels & restaurants	2.27	2.22	2.25	0.1%	0.0
Air transport	0.02	0.03	0.41	14.7%	0.4
Communications	1.44	1.40	1.53	0.4%	0.1
Land & other transport	0.84	0.90	1.40	2.2%	0.5
Water transport	0.00	0.00	0.00	-100.0%	0.0
Finance	2.11	1.93	2.20	0.7%	0.3
Business services: computer related	0.62	0.69	0.72	0.2%	0.0
Business services: labour recruitment, security & cleaning	2.58	1.97	2.01	0.1%	0.0
Business services: other including call centres	0.83	0.84	1.12	1.5%	0.3
Business services: R&D, technical testing	0.04	0.03	0.00	-100.0%	0.0
Business services: Real estate & renting	0.89	0.94	2.21	4.3%	1.3
Business services: other tradable	4.19	3.59	4.16	0.7%	0.6
Public administration	0.59	0.55	0.39	-1.6%	-0.2
Education	2.89	3.07	3.64	0.9%	0.6
Health & social security	3.48	3.75	4.93	1.4%	1.2
Other personal services – miscellaneous	2.32	2.31	2.00	-0.7%	-0.3
Other personal services – waste	0.36	0.34	0.20	-2.8%	-0.1
TOTAL Brentwood Borough	37.55	35.32	39.42	0.6%	4.1

B-use Floorspace and Land Requirements

Conversion of Employment to Employment Land

4.49 In order to do this those sectors that would constitute a B-use class have been separated from sectors in the rest of the economy and grouped by broader employment sector (see Table 4.11).

4.50 Table 4.11 shows that there would be a net growth of 1, 700 – 2,000 B class jobs in Brentwood Borough up to 2031 based on the two scenarios.

4.51 Table 4.12 provides an illustration of the additional floor space requirements and land requirements by use class for Brentwood Borough based on the Atkins forecast for employment growth. This follows the process for deriving land area (ha) from floorspace (sqm) as described in paragraphs 4.39 to 4.40.

4.52 Reflecting our sectoral economic forecasts, demand for new floorspace will be solely required for B1 premises. There will be a reduction in the need for B1c, B2 and B8 premises. The sectoral forecasts show that demand for new floorspace would be for B1 premises, and that the requirement would be for an additional 47,500 sqm, this is equivalent to 6.33 hectares of employment land by 2031.

Table 4.11 – Employment Forecast by Sector (Brentwood Borough)

Sector	Total Jobs Growth to 2031 (scenario 3b)	Total Jobs Growth to 2031 (Atkins Forecast)	Assumed Floorspace Use class
Brentwood Borough			
Banking and Finance	2,000	2,300	B1
Construction	300	300	B2/sui gen
Distribution and wholesale	-300	-300	B8
Manufacturing	-900	-900	B2
Other Services	-400	-400	B1/B2/B8
Transport and communications	1,000	1,000	B1/B2/B8
Brentwood Borough Jobs Growth	**3,300**	**3,600**	**-**
Brentwood Jobs Borough Contraction	**-1,600**	**-1,600**	**-**
Brentwood Borough Net Change	**1,700**	**2,000**	**-**

4.53 Similarly to the estimates provided for Epping Forest, application of the Insight East scenario 3b forecasts results in an approximate land requirement which is lower than the Atkins forecasts. This scenario equates to some 41,800 sqm of additional B1 floorspace required for Brentwood, which is equivalent to 5.57ha of land.

Table 4.12 - Floorspace Requirements by B-Use Class (Brentwood Borough – Atkins Forecast)

B-Use Class	Total Job growth	Employment Density (sqm / employee)	Additional Floorspace (sqm)	Plot Ratio	Additional Land (ha)
Offices (B1a & B1b)	2,500	19	47,500	0.75	6.33
Factories (B1c, B2 & Sui Generis)	-400	32	-12,800	0.4	-3.20
Warehousing	-100	50	-5,000	0.5	-1.00
Brentwood Borough Total	2,000		29,700		2.13

4.54 The findings from the business survey indicate that there is demand for additional floorspace from existing business. This equates to approximately 42,000 sqm, which is broadly in line with the requirements identified through job growth forecasts. Although the demand noted in the business survey is largely for manufacturing businesses. It will therefore be important to ensure that land allocations consider the potential needs of existing businesses as shown in the business survey.

Employment Land Portfolio

4.55 It is essential to ensure that an adequate choice of employment land and premises is available to meet the needs of inward investors, including their medium-term expansion plans, as well as indigenous businesses. Moreover, in allocating land it is important to allow for obstacles and constraints which may prevent land coming forward during the plan period. Consequently, we recommend that the amount of employment and floorspace provision should be greater than the actual forecast estimate future need. Providing for sufficient choice and diversity is encouraged in PPS4. We estimate the provision figure should be at least 50% more than the amount of land actually likely to be taken up to allow for choice, indigenous and inward investment need. It should be noted that both local authorities are constrained by Green Belt policies, this will mean that in practical terms it will be challenging to find new land for employment use. There will be a need to review Green Belt designations to assess whether there are opportunities to allocate sufficient employment land to meet these needs. The land requirement figure for Epping Forest District and Brentwood Borough is set out in Table 4.13 below.

Table 4.13 – Overall Employment Provision required (Atkins forecast)

Type and location of provision	Up to 2031
Epping Forest District (sqm)	66,000
Epping Forest District (ha)	8.7
Brentwood Borough Floorspace (sqm)	71,000
Brentwood Borough Land (ha)	9.5

5. Supply of Employment Land

Introduction

5.1 This section provides an overview of the results of the comprehensive review of employment sites and premises within Epping Forest District and Brentwood Borough that related to “taking stock of the existing situation”. The results of the review provide the basis upon which to consider how future supply requirements can meet the anticipated demand (detailed in section 4).

5.2 In total 90 employment sites have been considered as part of the assessment. The sites reviewed are for the most part either employment allocations identified within Brentwood Local Plan (2005) and Epping Forest District Local Plan (1998) and Epping Forest District Local Plan Alterations (2006).

5.3 The local plan boundaries were mapped and verified as part of the site survey work. A number of unallocated sites have also been identified as part of the assessment. In order to identify unallocated sites, data on business premises was sourced from the Valuation Office Agency (VOA). The B-Class VOA data was used to indicate the location of clusters of businesses with a significant proportion of employment floorspace. These clusters were then mapped and their location verified during the site surveying process.

5.4 Comprehensive site appraisals were undertaken at each site assessing the following attributes:

- Site specific policy context;
- Location and site type;
- Total number of premises, number of vacant premises and vacant floorspace;
- The site typology including the balance and type of premises at each site;
- The condition of premises and percentage of premises developed within the last five years;
- Appraisal of access and transport issues including external and internal access and parking arrangements;
- Environmental condition and quality including the provision of amenities; and
- Other issues affecting the marketing and management of the site.

5.5 The factors used in the appraisal of sites are consistent with ODPM Employment Land Reviews guidance (2004) and East of England Employment Land Review guidance manual (March, 2008).

5.6 In order to ensure a consistent and robust assessment of the 90 sites considered, a site appraisal pro-forma was developed. This incorporated a variety of closed tick-box style and open-ended questions. Adopting this approach has enabled a mixture of qualitative and quantitative data to be collated.

5.7 To ensure that reliable and consistent data were collected pro-forma guidelines were prepared which established how each question should be completed. Copies of the site pro-forma and pro-forma guidelines can be found in Appendix B. Site surveys were undertaken during February 2010 by a team of town planners. For reference purposes a photograph was taken at each employment site.

5.8 A detailed site-by-site breakdown of the appraisal findings can be found in Appendices D and E. Maps in Appendix G, provide an illustration of each of the sites included within the appraisal process and include site boundary; vacant land; vacant premises; and areas judged to have the potential to provide scope for change through intensification, expansion, regeneration of employment, or alternative uses.

Analysis of Employment Sites

5.9 The site analysis classified sites into either an urban or rural sub-area typology for both Epping Forest District and Brentwood Borough. The identified sub areas have been confirmed by both Councils.

Epping Forest District Sub Areas

- **Urban Sub Area** – The urban sub area includes sites that are within the settlement boundary of urban areas within Epping Forest District.
- **Rural Sub Area** – The rural sub area includes sites beyond urban settlement boundaries. This sub-area is located entirely within the Green Belt.

Brentwood Borough Sub Areas

- **Urban Sub Area** – The urban sub area includes sites that are within the settlement boundary of urban areas within Brentwood Borough.
- **Rural Sub Area** – The rural sub area includes sites beyond urban settlement boundaries. This sub-area is located entirely within the Green Belt.

Site Location and Size

5.10 In Brentwood Borough and Epping Forest District a total of 90 sites were surveyed. The survey included 42 sites in Epping Forest District and 48 sites in Brentwood Borough. Tables 5.2 and 5.17 illustrate the location, site type and summary of existing use for both authorities.

5.11 The identified sites have been identified by their allocated and unallocated type, which is recorded on Maps in Appendix G. The allocated sites are those that have been identified in Brentwood's Replacement Local Plan (2005) and Epping Forest District Local Plan (1998) and Epping Forest District Local Plan Alterations (2006) and are set out in Table 5.1.

Table 5.1 - Schedule of Employment Sites in Brentwood Borough and Epping Forest District

Brentwood Borough	Epping Forest District
Areas Allocated for General Employment (E1)	Employment Areas (E4A)
Areas Allocated for Office Purposes (E2)	Sites for Business/Industry/Warehousing (E6)
Sites for Additional Employment Land (E4)	Sites for Business/Industry (E7)
Unallocated Sites	Sites for Small Business/Industry Workshops (E8)
	Unallocated Sites

Sites in Epping Forest District

5.12 Table 5.2 identifies the proportion of surveyed employment sites in the urban and rural sub areas in Epping Forest District. It illustrates that there is an even split of allocated and unallocated sites across the urban and rural sub-areas in Epping Forest District. The majority of sites are unallocated.

5.13 The largest concentration of unallocated premises is Loughton, which are predominately office accommodation in the town centre. Premises are generally one storey of a two storey converted building along a high street location providing for a mix of uses. The types of businesses are local, such as financial advisers.

5.14 In the rural sub-area of Lower Nazeing there is a concentration of general industrial estates. These sites provide one storey units and workshops for small local industrial businesses, such as car repair services, electrical suppliers, machinery hire.

Table 5.2 - Location of Surveyed Employment Sites in Epping Forest District

Sub Area	Total				Allocated				Unallocated			
	Area (ha)	%	No Sites	%	Area (ha)	%	No Sites	%	Area (ha)	%	No Sites	%
Urban	61.4	48	21	50	53.2	54	8	38	8.2	29	13	62
Rural	65.4	52	21	50	45.3	46	8	38	20.1	71	13	62
Sub-Total	**126.8**	**100**	**42**	**100**	**98.5**	**100**	**16**	**38**	**28.3**	**100**	**26**	**62**

Premises

5.15 The number of employment premises was identified through the site audit. Where one occupier utilises several premises, this is assumed to represent a single employment premise. Vacant premises were independently verified on site. The percentage of vacant employment premises in each site and sub-area is set out in Table 5.3 below.

5.16 A total of 535 employment premises were identified at the 42 sites in Epping Forest District. The urban sub-area has the greatest number of employment premises in the District with 354 followed by the rural sub-area with 182.

5.17 In terms of individual sites, Oakwood Hill Industrial Estate has the highest number of premises with over 148 businesses located on site. Oakwood Hill Industrial Estate (No.4) located in Loughton is a long established industrial area, which has good access to the M11 (Junction 6 – south only) and is close to the Debden Central Line Station. The industrial park provides approximately 10% Offices, 85% Warehouse/Distribution and 5% SME clusters. The site is occupied by some high profile companies occupying large premises, which includes the Bank of England, Clinton Cards and car dealerships (Vauxhall and Volkswagon).

5.18 Hillgrove Business Park (No.15) located in Lower Nazeing provides for 85 premises and Abbey Mead Industrial Park (No.8) in Waltham Abbey provides for 51 premises. These allocated sites provide one and two storey units for general industrial uses.

Vacant premises

5.19 Of these premises, approximately 4% currently are vacant. No vacancies were identified at unallocated sites. Vacancy at the allocated sites in both the rural and urban sub areas was 6%.

5.20 Vacant sites were identified on site and verified using VOA data and mapped and measured using GIS. The District currently contains a total vacant floorspace of approximately 12,015 sqm. Allocated sites Hillgrove Park (No.15) and Abbey Mead Industrial Park (No.8) had the highest level of vacancy with 9 units (11% of units) and 6 units (6% of units), respectively. However, both these sites provide a large number of occupied premises, the vacant units are actively marketed and should be easily occupied over time.

Table 5.3 - Vacant and Occupied Employment Premises in Epping Forest District

Sub Area	Total no. premises				Allocated premises				Unallocated premises			
	No.	Vacant Area (sqm)	Vacant No.	Vacant premises % of total	No.	Vacant Area (sqm)	Vacant No.	Vacant premises % allocated premises	No.	Area (sqm)	Vacant No.	Vacant premises % of unallocated premises
Urban	354	7,660	18	5	300	7,660	18	6	54	0	0	0
Rural	181	4,355	5	3	90	4,355	5	6	91	0	0	0
Total	**535**	**12,015**	**23**	**4**	**390**	**12,015**	**23**	**6**	**145**	**0**	**0**	**0**

Employment Floorspace

5.21 Table 5.4 shows the distribution of total B-class floorspace across Epping Forest District, extracted from the CLG and Valuation Office Commercial and Industrial Floorspace Statistics[16]. These figures encompass the entire District and therefore include hereditaments[17] and floorspace outside of the sites assessed for this study. MSOAs have been grouped according to the sub areas within this section.

5.22 There were 1,732 B-class premises within the District containing 516,000sqm of floorspace. Warehouse floorspace accounted for the majority of B class premises with a total of 609 premises (35%), and 224,000sqm (43%) of B-use floorspace. Factories accounted for a total of 566 premises 33% of B class premises and 179,000sqm (35%) of floorspace. Offices represented 557 premises 32% of the total but 113,000sqm (22%) of total floorspace.

5.23 Table 5.4 also identifies the total amount of floorspace by sub area. Office and factory floorspace was almost evenly spread in both sub-areas, although there was a slightly higher proportion in the urban areas. The rural areas have the largest percentage of warehouse floorspace at 70%, compared to 30% in urban areas.

Table 5.4 - B Use Class Floorspace (SQM) by Sub Area in Epping Forest District

Sub Area	Office Floorspace		Factory Floorspace		Warehousing Floorspace		Total	
	('000 sqm)	% of Total	('000 sqm)	% of Total	('000 sqm)	% of Total	('000 sqm)	% of Total
Urban	65	58	79	44	68	30	212	41
Rural	48	42	100	56	156	70	304	59
Total	**113**	**22**	**179**	**35**	**224**	**43**	**516**	**100**

Source: MSOA, Valuation Office, 2008

[16] Floorspace data is provided at Middle Super Output Areas (MSOAs) level
[17] Hereditaments are equivalent to premises for the purposes of this section they will be referred to as premises.

Average Premises Size

5.24 Table 5.5 uses the data provided in Table 5.4 to provide an indication of the average size of different B-class premises in Epping Forest District by sub area. The table demonstrates that average warehouse premises sizes are the largest at 472sqm, followed by factories (359sqm) and offices (202sqm). The overall average for all premises is 344sqm. Many of the businesses in the District are small, and this is clearly reflected in the small size of average business premises.

Table 5.5 - Average Size of Premises (SQM) in Epping Forest District

Sub Area	Office (sqm)	Factory (sqm)	Warehouse (sqm)	Total (sqm)
Urban	223	465	444	377
Rural	181	253	499	311
Total	**202**	**359**	**472**	**344**

Source: Valuation Office Commercial and Industrial Floorspace Statistics, 2008

5.25 There is some variation in average premise size by sub area. The urban sub-area has premises that are slightly larger than the overall average in each of the three premises types. The rural sub-area has smaller average office premises (181sqm) and factory premises (253sqm) compared to the urban sub-area and the largest average size for warehouse premises (499sqm).

Type of Premises

5.26 It is important to understand the nature of the local property market in terms of location and market segment. In order to understand the market areas in Epping Forest District and Brentwood Borough each of the sites has been classified within a site typology based on the characteristics of the site from a market perspective. The classification of employment property segments was carried out by consultants during the site visit with the system being consistent with advice provided by the Government's Employment Land Reviews Guidance Note (2004).

Table 5.6 - Classification of Employment Sites

Classification	Definition
Established Office Locations	Sites and premises, predominately in or on the edge of town and city centres, already recognised by the market as being capable of supporting pure office (or high technology R&D/business uses).
High Quality Business Parks/R &D	These are likely to be sites, no less than 5ha but more often 20ha or more, already occupied by national or multi-national firms or likely to attract those occupiers. Key characteristics are quality of buildings and public realm and access to main transport networks. Likely to have significant pure office, high office content manufacturing and R & D facilities. Includes 'Strategic' inward investment sites.
Warehouse / Distribution Parks	Large, often edge/out of town serviced sites located at key transport interchanges.
General Industrial Areas/Business Areas	Coherent areas of land which are, in terms of environment, road access, location, parking and operating conditions, well suited for retention in industrial use. Often older, more established areas of land and buildings. A mix of ages, qualities and site/building size.
Incubator / SME cluster sites	Generally modern purpose built, serviced units.
Sites for Specific Occupiers	Generally sites adjoining existing established employers and identified by them or the planning authority as principally or entirely intended for their use.
Recycling /	Certain users require significant external storage. Many of these uses e.g. waste

Classification	Definition
Environmental Industrial Sites	recycling plants can, if in modern premises, occupy sites which are otherwise suitable for modern light industry and offices. There are issues of market and resident perceptions of these users. Some sites because of their environment (e.g. proximity to heavy industry, sewage treatment works etc) may not be marketable for high quality employment uses.
Farm Based employment locations	Sites located in a rural location on working farms or land once used as farms. Generally premises will be located in converted farm buildings and provide small units.

Source: Employment Land Reviews Guidance Note (2004) as amended by consultants to reflect local circumstances.

5.27 Employment uses were categorised according to the key types set out in Table 5.6, those types in the ELR Guidance note that are not relevant to Brentwood Borough and Epping Forest District have been removed, and the consultants have included an additional classification of farm based employment.

Premises by Type in Epping Forest District

5.28 Table 5.7 below summarises the quantity of employment land used for each of the eight premises types within each sub-area.

5.29 In terms of coverage in Epping Forest District as a whole, General Industrial Areas take up the largest amount of land (38.98 ha) followed by Warehouse Distribution Parks (36.16 ha). General Industrial Areas also provide the largest number of sites with a total of 164 premises spread over 17 sites, which is closely followed by Established Office Locations with 15 sites.

5.30 The General Industrial Areas/Business Areas represents the type of site that is most common in rural sub-area with 82 premises spread over 15 sites. In the urban sub-area established offices locations are the most common with 82 premises spread over 14 sites.

5.31 There is one site for a specific occupier located at No.84 (Rectory Lane) in Loughton. It provides a two storey building and one storey showroom building with an accompanying parking lot for a Honda car dealership.

5.32 The SME clusters are provided over six sites, which include Oakwood Hill Industrial Estate (No.4), Dunmow Road (No.77), Fyfield Business and Development Park (No.78), The Maltings (No.48) and Hastingwood Business Centre (No.94).

5.33 The Maltings (No.48) provides a small business park in a converted old maltings. The site provides a variety of premises types with approximately 70% offices and 30% SME cluster sites. The one storey and two storey buildings provide good quality premises for a variety of businesses, including electrical suppliers, glass suppliers, car repair services, refrigerator parts, leather repairs. The site is served by some cafés and retail specialists, including antique dealers. Another good example of an SME Cluster is Oakwood Hill Industrial Estate (No.4). The Seedbed Centre is an SME cluster situated on the Industrial Estate that provides 42 new, good quality, one storey units within a multi-purpose centre for start up businesses.

5.34 Although there are sites based in rural locations these premises are not based on farms in converted farm buildings. Sites in rural areas tend to be general industrial parks occupying plots which are buffered by trees and foliage to screen from sensitive neighbouring uses.

Table 5.7 - Employment Land by Premises Type in Epping Forest District

Site Typology		Urban	Rural	Total
Established Office Locations	No.	62	20	82
	Ha	10.4	1.29	11.69
	%	17	11	15
High Quality Business Park	No.	0	0	0
	Ha	0	0	0
	%	0	0	0
Warehouse / Distribution Park	No.	127	15	141
	Ha	30.6	5.56	36.16
	%	36	8	26
General Industrial Areas	No.	41	124	164
	Ha	11.5	27.48	38.98
	%	11.5	67.9	30.7
Incubator / SME Cluster Sites	No.	37	23	59
	Ha	8.8	0.94	9.73
	%	10	12	11
Sites for Specific Occupiers	No.	1.0	0	1
	Ha	0.2	0	0.18
	%	0	0	0
Recycling / Environmental Industrial Sites	No.	0	0	0
	Ha	0	0	0
	%	0	0	0
Retail	No.	0	1	1
	Ha	0	24.42	24.42
	%	0	0	0
Farm Based Employment Locations	No.	0	0	0
	Ha	0	0	0
	%	0	0	0
Total premises		354	182	536
Total Area*		61.4	59.7	121.1

* Sites 18, 19 are omitted as there are no occupied premises. The total area for the sites accounts for 5.7ha.

Development Opportunities and Constraints

5.35 The site audit identified whether the existing operations on employment sites were incompatible with sensitive neighbouring land uses. It also considered the potential of sites to support 24 hour working and whether the introduction of non B-Class Uses could compromise the effective operation of the site.

5.36 Table 5.8 identifies the development opportunities and constraints on each site in Epping Forest District by sub-area and the amount of land potentially affected.

5.37 Overall there are a total of 9 sites (21%) that have existing operations that are incompatible with sensitive neighbouring land uses. Furthermore, 11 sites (26%) have the potential for 24 hour working[18] and 18 sites (43%) could be affected by the introduction of non B-Class Uses on site[19]. The rural sub-areas have a high proportion of sites that are potentially constrained in comparison to the urban sub-areas.

5.38 Several sites had identified development constraints that could impact on the future development of the site. Bower Hill Industrial Estate (No.10) is constrained by its proximity to a railway line and residential areas (and the issues in accessing this site via residential areas) and Abbey Mead Park (No.8) is located adjacent to a good quality recreational park and residential areas.

5.39 Flood risk potential does not appear to impact on any of the sites[20].

Table 5.8 - Development Constraints in Epping Forest District

Sub Area	Potential to support 24 hour working		Introduction of non B-Class uses may compromise the effective operation of the site		Existing Operations incompatible with sensitive neighbouring land uses		Floodplain Constraints	
	No. sites	%	No. sites	%	No. sites	%	No. sites	%
Urban	1	2	3	7	1	2	0	0
Rural	10	24	15	36	8	19	0	0
Total	11	26	18	43	9	21	0	0

Source: Consultants

Age of Building Stock

5.40 The proportion of premises developed in the last five years was identified during the site assessments[21]. Table 5.9 shows the average percentage of premises per site that have been developed in the last five years within each sub-area.

5.41 Overall, some 5% of the total site area of premises has been developed in the last five years. The majority (5.4 ha) of this is attributed to Oakwood Hill Industrial Estate (No.4), which has had approximately 30% of its offices and 15% of its warehouse/distribution units developed in the last five years.

[18] This considers the surrounding area/land uses and the potential impact 24 hour working might have on these.
[19] Introduction of non B class uses e.g. bulky goods retail may compromise the operation of the site for employment uses.
[20] Based on consideration of Environment Agency flood risk maps
[21] It should be noted that this is on the basis of external site inspection and has not be verified against planning completions data.

5.42 Table 5.9 does not include refurbished premises. When considering the likely need for refurbishment or new build, the condition of premises is an important factor, condition of premises is discussed below. It should be noted that only 0.05% of the total site area of in the rural sub-area had been developed in the last 5 years.

Table 5.9 - Percentage of Sites developed in Last 5 years in Epping Forest District

Sub Area	Total Area of Premises	Total Area of premises developed in last 5 years (sqm)	% of area of premises developed in last 5 years (sqm)
Urban	614,000	57,091	4.7
Rural	597,000	275	0.05
Total	**1,211,000**	**57,367**	**5**

Source: Consultants

* Sites 18, 19 are omitted as there are no occupied premises. The total area for the sites accounts for 5.7ha.

Condition of Sites

5.43 The site assessment included consideration of overall site quality. For each site its overall site quality was classified as either of ‘good’, ‘average’ or ‘poor’ according to the following quality criteria.

Table 5.10 - Classification of Premises by Quality

Condition of Premises	Description of Quality
Good	All buildings in excellent or good condition/upkeep. Well maintained/managed and no obvious problems. Possible evidence of some lack of maintenance/upkeep (holes in fence, peeling paint). High probability if existing occupier vacates - possibly minor works required.
Fair / Average	Buildings adequate for existing user adequately maintained no visual evidence of major dilapidation. Reasonable probability of re-occupation if existing occupier vacates - possibly minor works required.
Poor	Significant dilapidation of buildings. Possible structural problems including cracks in external walls, leaking roofs, damp, broken windows. Limited building lifespan without major repairs/renovation.

5.44 Table 5.10 summarises the findings of the condition assessment by sub area. The majority (67%) of sites within the District are ‘average’ quality. Overall only 3% of sites were considered to be ‘poor’.

5.45 The urban sub-area has the greatest proportion (83%) of sites that are assessed as ‘good’, with 2% of sites considered ‘poor’. The rural sub-area has a high proportion of sites assessed as ‘good’ quality (45%) with 4% of sites considered to be ‘poor’. A successfully converted site from a former Maltings is The Maltings (No.48), which provides a variety of one and two storey units for SMEs within a business park. The site is located close to Sawbridgeworth mainline railway station which links to Stansted Airport and London Liverpool Street. Buckingham Court (No.5) located in Loughton is a two storey office development providing good quality office space, which is currently occupied by Hern & Co.

5.46 The poor quality sites include High Road, North Weald (No.2), which provided poor quality one storey units for general industrial uses, such as scaffolding, automotive businesses and Vicarage Lane (No,96) in North Weald, which provided a series of one storey units and sheds of a poor quality and appearance.

Table 5.11 - Condition of Premises in Epping Forest District

Sub Area	Total Area	Good		Average		Poor	
		Total Area	%	Total Area	%	Total Area	%
Urban	61.4	8.7	14	50.7	83	1.0	2
Rural	59.6	26.6	45	30.4	51	2.6	4
Total	121	35.4	29	81.1	67	3.6	3

Source: Consultants

* Sites 18, 19 are omitted as there are no occupied premises. The total area for the sites accounts for 5.7 ha.

Public Transport

5.47 The proportion of premises with access to public transport was identified for each site by identifying the proximity of the site to a bus or a railway station.

5.48 Many of the urban areas in the District benefit from excellent transport links. The area is served by tube and rail for access to the centre of London and also contains the M25 and M11 motorways. The District contains only one mainline railway station, in Roydon, but there are many more adjacent to its borders. Roydon Station is on the London Liverpool Street to Cambridge line. However, large parts of the District, in particular rural areas, have poor transport links.

5.49 In the urban sub-area sites have generally better access to public transport with 31% of sites within 400-800m of the Central line station, in comparison to the rural sub-area with only 5% of sites having good access to a train station. This is also the case in terms of access to buses, with 26% of urban sites within 400m of a bus stop, in contrast to only 5% of rural sites.

Table 5.12 - Site Proximity to Public Transport in Epping Forest District

Sub Area		Urban		Rural	
		No. Sites	%	No. Sites	%
Train	On Site	0	0	1	2
	Within 400m	6	14	1	2
	Within 800m	7	17	1	2
Bus	On Site	2	5	2	2
	Within 400m	11	26	2	5
	Within 800m	0	0	2	5

Source: Consultants

Car Parking and Access

5.50 The proportion of premises with access to car parking facilities was assessed for each site by identifying the types of parking available. 29 sites out of 42 sites (69%) in Epping Forest District have access to dedicated parking facilities, which is evenly split between the urban and rural sub areas.

5.51 Car parking is generally not an issue for the sites within the rural area with 86% of sites having dedicated car parking areas on site, which prevents local roads from being impacted. There is also on-street parking available for some of the sites. Within the Urban sub-areas parking is more limited, due to controlled parking zones located within the main towns. These affect premises along Epping High Street, Clifton Road Loughton and Queens Road Buckhurst Hill. Despite these restrictions, it is considered that these are sustainable locations as they are well served by public transport connections in terms of bus and the Central Line.

5.52 The majority of sites had good site access and were well served by the roads. Access was constrained on a few specific sites, which included Birchwood Industrial Estate (No.98). Hoe Lane (No.100) and Flux Lane (No.90) have poor access from a dirt track road.

Table 5.13 - Car Parking Access in Epping Forest District

Sub Area	Urban		Rural	
	No. Sites	%	No. Sites	%
Dedicated parking areas/car park	11	52	18	86
On Street Parking	3	14	1	5
Yellow/double lines	9	43	2	10
Controlled parking zone/paid parking	6	29	0	0
Total	29		21	

Source: Consultants

Scope for Change in Epping Forest District

5.53 Sites were assessed in terms of their possible scope for change with a view to potentially either:

- providing additional employment floorspace to accommodate employment growth; or
- providing new, up-to-date or upgraded premises to meet the needs of modern businesses through redevelopment, intensification or refurbishment.

5.54 This assessment differentiated sites (or parcels of land therein) which show some short-term (1-3 years) development opportunities from those where upgrading of premises on site through redevelopment, intensification or refurbishment represents a medium (3 – 5 years) or long-term (5+ years) opportunity (subject to viability constraints).

Opportunity Land – Short Term

5.55 Opportunities for the provision of potential additional employment floorspace were identified and mapped (see Appendix G). Land identified under this category was considered to represent a reasonable opportunity for short-term development.

5.56 Two categories of land were used:

- Scope for change in terms of re-use of unoccupied land with vacant or obsolete buildings; and/or
- Development of identified vacant or derelict land.

5.57 Opportunities for the re-use of land incorporated buildings which were clearly abandoned, severely dilapidated or unusable. Vacant or derelict land represented empty plots of land where no buildings were present. In some cases, this included potential extensions of existing employment areas.

Scope for Change in Epping Forest District – Short Term

5.58 Of the 42 sites assessed, only four sites contain areas of land with short-term development opportunities, equating to 3.8 ha in total. This represents less than 3% of the total employment land supply in the District. The urban sub area had the largest amount of vacant land (3.7 ha). This largely reflects the fact that the Oakwood Hill Industrial Estate (No.103) includes 3.35 ha of vacant / derelict land. Table 5.14 sets out the amount of opportunity land that is considered suitable for future development. Overall, there are potentially 3.8 hectares of suitable land, which should be subject to detailed feasibility testing.

5.59 The opportunity sites were identified on site and verified using the VOA data then mapped and measured using GIS. The District currently contains a total vacant land amount of approximately 3.8ha.

Table 5.14 - Opportunity Land in Epping Forest District – Short Term

Sub Area	Total Employment Land (ha)	Total Opportunity Land (ha)	%
Urban	61.4	3.7	6
Rural	65.4	0.1	0.2
Total	**126.8**	**3.8**	**3**

Source: Consultants

Opportunity Land – Medium/Long term

5.60 In addition to the identification of vacant/derelict land and premises which offer some short-term development opportunities, an assessment of longer term scope for change at key sites through redevelopment, intensification or refurbishment was also undertaken. These longer-term opportunities were identified at sites where typically they contained occupied land and premises scope for change and in the longer term had regard to:

- existing use and condition / age of buildings;
- site layout in particular considering whether improvements could be achieved through reconfiguration to enable intensification / redevelopment of the site; and
- likely potential demand for premises in the location.

5.61 Tables 5.15 and 5.16 set out those sites where it was considered there was potential scope for change in the medium (3-5years) and long term (5+ years). Key factors that will influence the likely timescale for scope for change include: ownership of the site, level of vacancy, condition of building, potential land assembly and deliverability issues.

Scope for Change in Epping Forest District – Medium / Long Term

5.62 Of the 42 sites assessed, only thirteen contain areas of land with medium/long-term development opportunities, equating to 10.3 ha in total. This represents less than 8.1 % of the total employment land supply in the District. Table 5.15 sets out the amount of opportunity land that is considered suitable for future development.

Table 5.15 - Medium-Long term Development Opportunity Land for Epping Forest District

Sub Area	Total Employment Land (ha)	Total Opportunity Land (ha)	%
Urban	61.4	1.4	2.3
Rural	65.4	8.9	12
Total	**126.8**	**10.3**	**8.1**

Source: Consultants

5.63 The opportunity sites were identified on site and verified using the VOA data and mapped and measured using GIS.

Table 5.16 - Sites with potential scope for change in Epping Forest District

Site No.	Site Name	Sub Area	Site Area (ha)	Scope for Change (ha)	Opportunity
92	Weald Hall Industrial Estate	Rural	1.4	0.1	Short-term - utilise the land at the back of the site
8	Abbey Mead Industrial Park	Urban	9.5	0.3	Short-term - There are premises adjacent to the Nissan Motors showroom that is currently occupied by electric alliance, which presents an opportunity for better utilisation of the site. There is another site (occupied by Dww Design) that could be redeveloped as the current occupier is not utilising the site to the best of its ability
10	Bower Hill Industrial Estate	Urban	2.2	0.1	Short-term - redevelop yard.
11	Bower Hill	Urban	1.2	0.2	Short-term – site utilisation
4	Oakwood Hill Industrial Estate	Urban	35	4.5	Short and Medium term opportunities - The west site generally has good quality premises. However, the valent car service car lott could be replaced by more multipurpose centres for SME's or similar. The east site, which generally has older premises could convert its parking lot in order to better utilise the sites' capacity
2	High Road, North Weald, CM16 6EG	Rural	1.1	0.1	Medium-term - redevelopment of the yard for better site utilisation
14	Nazeing New Road	Rural	2.9	0.05	Medium-term - The small plot of land could be developed
18	North Weald Extension	Rural	4.7	4.7	Medium-term - opportunity for redevelopment. If the air hanger is still in use this may pose a problem for redevelopment
19	North Weald Extension (2)	Rural	1	1	Medium term- derelict building should be redeveloped
88	Woodgreen Road	Rural	4.5	0.2	Medium term - Dumping ground

Site No.	Site Name	Sub Area	Site Area (ha)	Scope for Change (ha)	Opportunity
					(scrapyard) on site - to be redeveloped
79	School Road	Rural	0.8	0.1	Long-term reutilisation/redevelopment of part of site
91	Flux Lane	Rural	18	0.3	Long term - intensification of the site - compact development
96	(Chase Farm) Off Vicarage Lane	Rural	0.7	0.7	Long-term - replace/redevelop existing units
97	New House Farm, Vicarage Lane	Rural	0.5	0.2	Long term - Existing site could be utilised better through intensification of development
98	Birchwood Industrial Estate	Rural	0.6	0.6	Long-term Modernisation of units - site seems to be part of farmyard land. Future development could be constrained though by rural setting
100	Hoe Lane, Nazeing	Rural	0.9	0.9	Long-term Redevelop poor quality units

Source: Consultants

Sub Area Characteristics

Rural Sub Area

5.64 The Rural Sub Area of Epping Forest District contains 21 sites that were identified in the survey process as located in a typically rural environment. This contains 48% of total assessed employment land in the District.

5.65 Of 182 employment premises identified, 5 have been identified as vacant. Although the level of vacant premises within the rural area of District is low at 1%, it does include 8.9 hectares of vacant / derelict employment land with medium/long term opportunity for development.

5.66 The majority of sites (51%) were assessed as being in relatively average condition, with the remaining sites assessed as good (45%) and poor (4%). It is considered that 0.05% of the total area of premises has been developed in the last five years

5.67 Almost 19% of sites were considered to have the potential to support 24 hour work, whilst with almost a third of all sites the introduction of non B-Class Uses could compromise the effective operation of the site. There were 6 sites identified whose existing operations were incompatible with sensitive neighbouring land uses, which were predominately residential uses. No sites in the area were at risk from flooding.

5.68 In terms of future scope for change one site has potential scope for change in the short-term. Weald Hall Industrial Estate (No.92) has land at the back of the site boundary that could be better utilised to accommodate more SME style units. There are eleven sites with the opportunity for medium-long term change. These sites are currently occupied and have potential to be partially or entirely redeveloped to improve quality, configuration and intensify use. These twelve sites if entirely redeveloped offer 13.45ha

Urban Sub Area

5.69 The Urban Sub Area of Epping Forest District contains 21 sites, within the settlements of Epping, Waltham Abbey and Loughton. Employment land comprises 61.4 ha, which is 52% of the District's total. The Urban area has a total of 182 employment premises. The level of vacant premises is low at only 3%, although it does provide 1.4 hectares of short-term opportunity land spread over 4 sites (No.4, No.8, No.10 and No.11).

5.70 The Urban sub-area of Epping Forest District has the highest percentage of sites (83%) that were assessed as being of average quality. Similarly, only 2% of sites are considered to be of poor quality. It is considered that some 5% of the total area of premises has been developed in the last five years. Approximately 5.4 ha of this new development has taken place on site No.4 Oakwood Hill Industrial Estate.

5.71 Parts of Oakwood Hill Industrial Estate (No 4) could have the potential to support 24 hour working. Only 2% of sites would be affected by the introduction of non B-Class Uses, which could compromise the effective operation of the site. Bower Hill Industrial Estate (No.10) identified existing operations were incompatible with sensitive neighbouring land uses of residential premises. No sites in the area were at risk from flooding.

5.72 The Urban sub area of Epping Forest District has short-term development opportunity in its scope for change. There are four identified sites (No.4, No.8, No.10 and No.11) that have the capacity to accommodate more development in the short-term through the better utilisation of the sites existing capacity. In total, urban areas provide a combined total of 5.1 ha of land with scope for change in the short, medium and long term.

Sites in Brentwood Borough

5.73 Table 5.17 illustrates the location, site type and summary of existing role for each of the 48 sites considered in Brentwood Borough. Table 5.17 identifies the proportion of surveyed employment sites in the urban and rural sub areas. Although there are more sites located in the urban sub-area (67%), the proportion of employment land located in the rural sub-area is greater with 56.7ha.

5.74 Table 5.17 illustrates that there is some variation between allocated and unallocated sites. The largest proportion of allocated sites is located in the urban sub-area with a 59% share of the total sites in Brentwood. The largest proportion of unallocated sites is in the urban sub-area with a 41% share.

5.75 The largest concentration of allocated sites in the urban sub-area is in Brentwood town. Along Kings Road there is a cluster of purpose built office developments, which are designated for office purposes (Policy E2). This area is well connected, as it is close to Brentwood railway station. Offices are up to four or five storeys high and generally providing for one or two businesses. Within Brentwood there is also a large concentration of unallocated sites, which are smaller office developments located close to allocated office development sites.

Table 5.17 - Location of Surveyed Employment Sites in Brentwood Borough

Sub Area	Total				Allocated				Unallocated			
	Area (ha)	%	No Sites	%	Area (ha)	%	No Sites	%	Area (ha)	%	No Sites	%
Urban	32.3	36	32	67	30.9	45	19	59	1.39	13	52	41
Rural	56.7	64	16	33	38.4	55	4	25	18.3	12	48	75
Sub-Total	**88.9**	**100**	**48**	**100**	**69.3**	**100**	**23**	**48**	**19.7**	**25**	**100**	**52**

Premises

5.76 The number of employment premises was identified on site. Where one occupier utilises several premises on one site, this is assumed to represent a single employment premises. Vacant premises were independently verified on site during the assessment process, facilitating analysis of the percentage of vacant employment premises on each site and sub-area (see Table 5.3 below).

5.77 A total of 265 employment premises were identified at the 48 sites in Brentwood. The urban sub-area has the greatest number of employment premises in the Borough with 152 followed by the rural sub-area with 113.

5.78 In terms of individual sites, Hutton Industrial Estate has the highest number of premises with over 81 businesses located on site. Other than Hutton Industrial Estate, the largest concentration of premises is found at Upminster Trading Park with 39 premises.

Vacant premises

5.79 Of the 265 employment sites identified, approximately 13% currently are vacant. There is some variation in terms of vacancy with allocated sites within the rural sub-area having the highest vacancy levels (29%). Vacant sites were identified on site and verified using the VOA data and mapped and measured using GIS. Based on information gathered about identified sites, it is estimated that the Borough currently (January 2010) contains a total vacant floorspace of approximately 14,009 sqm.

5.80 Sites with the largest number of vacant premises included Childerditch Industrial Estate (No.43) with 12 vacant units and Wates Way Park (No.39) with 6 units. These sites are all actively marketed with the presence of advertisement signs. The sites with vacancies are dispersed around the Borough, indicating that this is not a location issue. All of the vacant premises identified are of a fair quality which indicates quality of premises is unlikely to be a factor in finding new tenants.

5.81 Since the site survey the Council identified that a large amount of office space has become available at BT's HQ on London Road, due to business rationalisation.

Table 5.18 - Vacant Employment Premises in Brentwood Borough

Sub Area	Total no. premises				Allocated premises				Unallocated premises			
	No.	Vacant Area (sqm)	Vacant No.	Vacant premises % of total	No.	Vacant Area (sqm)	Vacant No.	Vacant premises % allocated premises	No.	Area (sqm)	Vacant No.	Vacant premises % of unallocated
Urban	152	11,179	17	11	131	11,179	17	13	21	0	0	0
Rural	113	2,830	17	15	49	2,342	14	29	64	488	3	5
Total	**265**	**14,009**	**34**	**13**	**180**	**13,521**	**31**	**17**	**85**	**488**	**3**	**4**

Employment Floorspace

5.82 Table 5.19 shows the distribution of total B-class floorspace in Brentwood Borough[22], extracted from the CLG and Valuation Office Commercial and Industrial Floorspace Statistics. These figures encompass the entire Borough, and therefore include hereditments[23] and floorspace outside of the sites assessed for this study.

5.83 There were 879 B-class premises within the Borough containing 378,000sqm of floorspace. Warehouse floorspace accounted for the majority of B class premises/ premises with a total of 165 premises (19%), and 98,000sqm (26%). Factories accounted for 252 premises 33% of B class premises and 114,000sqm (30%) of floorspace. Offices represented 462 premises 52% of all premises and 166,000 (43%) of total floorspace.

5.84 Table 5.19 also identifies the total amount of floorspace by sub area. Office floor space was more concentrated in the urban sub-area, whilst factory floorspace was more concentrated in the rural sub-area. Warehouse floorspace was evenly distributed between the sub-areas, although there was a higher number of warehouse premises recorded in the rural-area

Table 5.19 - B Use Class Floorspace (SQM) by Sub Area in Brentwood Borough

Sub Area	Office Floorspace		Factory Floorspace		Warehousing Floorspace		Total	
	('000 sqm)	% of Total	('000 sqm)	% of Total	('000 sqm)	% of Total	('000 sqm)	% of Total
Urban	124	75	40	35	50	51	214	57
Rural	42	25	74	65	48	49	164	43
Total	**166**	**100**	**114**	**100**	**98**	**100**	**378**	**100**

Source: MSOA, Valuation Office, 2008

Average Premises Size

5.85 Table 5.20 uses the data provided in Table 5.19 to provide an indication of the average size of different B-class premises in Brentwood by sub area. The table demonstrates that average warehouse premises sizes are the largest at 509sqm, followed by factories (406sqm) and offices (354sqm). The overall average for all premises is 423sqm.

5.86 There is some variation in average premise size by sub area. The rural sub-area has premises that are slightly larger than the overall average in each of the three premises types. The urban area has larger average office premises (365sqm), warehouse premises (625sqm), whilst the rural sub-areas has larger factory premises at 423sqm.

Table 5.20 - Average Size of Premises (SQM) in Brentwood

Sub Area	Office (sqm)	Factory (sqm)	Warehouse (sqm)	Total (sqm)
Urban	365	388	625	459
Rural	344	423	393	387
Total	359	765	1153	759

Source: Valuation Office Commercial and Industrial Floorspace Statistics, 2008

[22] Data provided at Middle Super Output Areas (MSOAs) level
[23] Hereditments are equivalent to premises for the purposes of this section they will be referred to as premises.

Premises by Type

5.87 Table 5.21 summarises the quantity of employment land used for each of the nine premises types within each sub-area (see Table 5.6 above for the definition of premises types).

5.88 In terms of coverage in the Borough as a whole, General Industrial Areas take up the largest amount of land (47.29ha) followed by Warehouse Distribution Parks (17.35 ha).

5.89 The General Industrial Areas/Business Areas represents the type of site that is most common in the rural sub-area with 7 sites. In the urban sub-area established offices locations are the most common with 22 sites.

5.90 Brentwood is an established office location. In the urban sub-area established office locations are the most common with 22 sites and cover the largest land area with 14.53ha. Within Brentwood Town Centre there is a number of allocated office sites located along Kings Road. The second largest coverage of land is occupied by General Industrial/Business Areas with 11.02ha.

5.91 There is one site identified for Research and Development within the Borough. Bluegate Park and Regents House (No.22) provides approximately 20% Offices, 10% High Quality Business Park/R & D and 60% Warehouse/Distribution. The site mainly provides for general industrial uses within a mixture of small purpose built and some larger units (which are occupied by Data Storage Companies). There is a fair quality research and development premises (Cardinal Health), whilst office accommodation is provided within Regents House.

5.92 There are three sites occupied by Site Specific Occupiers. Océ House (No.29) is a three-storey modern high specification office building located in Brentwood Town Centre. Océ (UK) Limited occupies Océ House as their UK Headquarters and provides a range of printing products and services. The other site which is occupied by Shenfield Vehicle Services MOT test centre (No.67), based in Shenfield, Brentwood carrying out MOTs for residents and companies of surrounding areas. The third site is BT Centre (No.23) located on London Road. This provides a three storey office development for BT operations complete with a secured access entrance. In addition to these sites another good quality office development (classified under the typology of Established Office Location) is Eagle Way (No. 40), which is a five storey building and three storey ancillary building providing the headquarters for the Ford Motor Company.

Table 5.21 - Employment Land by Premises Type in Brentwood Borough

Site Typology		Urban	Rural	Total
Established Office Locations	No.	37	2	39
	Ha	14.53	0.05	15
	%	24	2	14.79
High Quality Business Park	No.	2	0	2
	Ha	1.08	0	1.08
	%	1	0	1
Warehouse / Distribution Park	No.	7	5	12
	Ha	3.25	14.1	17.35
	%	4	4	4
General Industrial Areas	No.	83	60	143

Site Typology		Urban	Rural	Total
	Ha	11.02	36.27	47.29
	%	55	53	18
Incubator / SME Cluster Sites	No.	22	43	65
	Ha	1.52	2.57	4.09
	%	14	38	2
Sites for Specific Occupiers	No.	2	1	3
	Ha	0.49	3.67	4.16
	%	1	1	1
Recycling / Environmental Industrial Sites	No.	0	0	0
	Ha	0	0	0
	%	0	0	0
Retail	No.	1	0	1
	Ha	0.36	0	0.36
	%	1	0	0.5
Farm Based Employment Locations	No.	0	0	0
	Ha	0	0	0
	%	0	0	0
Total premises		152	113	265
Total Area*		32.3	56.7	88.9

Development Opportunities and Constraints

5.93 Table 5.22 identifies the development opportunities and constraints on each site in Brentwood Borough by sub-area and the amount of land potentially affected.

5.94 Overall within the urban sub-area there are a total of 6 sites (13%) that have existing operations that are incompatible with sensitive neighbouring land uses. Furthermore, 23 sites (48%) have the potential for 24 hour working and 16 sites (33%) could be affected by the introduction of non B-Class Uses on site. The urban sub-areas have a higher proportion of sites that have the potential to support 24 hour working, in comparison to rural areas.

5.95 There are several specific sites that have neighbouring land uses that could constrain the potential development of the site. The future development of Grange Court (No.46) is constrained by railways and woodland areas and Shenfield Vehicle Services (No.67) appears to be run-down and suffering from a lack of maintenance which could impact on the environmental quality of the surrounding rural area.

5.96 Flood risk potential does not appear to impact on any of the sites.

Table 5.22 - Development Constraints in Brentwood Borough

Sub Area	Potential to support 24 hour working		Introduction of non B-Class uses may compromise the effective operation of the site		Existing Operations incompatible with sensitive neighbouring land uses		Floodplain Constraints	
	No. sites	%	No. sites	%	No. sites	%	No. sites	%
Urban	15	31	6	13	2	4	0	0
Rural	6	13	7	15	2	4	0	0
Total	21	44	13	27	4	8	0	0

Age of Building Stock

5.97 Overall, only 5% of the total site area of premises has been developed in the last five years[24] which may indicate the need for upgrading during the plan period to ensure that modern occupier needs can be met. Although very few premises in the Borough are new build, premises could have been refurbished.

5.98 Table 5.23 excludes refurbished premises. When considering the likely need refurbishment or for new build the condition of premises is an important factor, as discussed below. All the premises identified and built in the last five years were in the urban sub-area.

Table 5.23 - Percentage of Sites developed in Last 5 years in Brentwood Borough

Sub Area	Total Area of Premises	Total Area of premises developed in last 5 years (sqm)	% of area of premises developed in last 5 years (sqm)
Urban	323,000	529	0.2
Rural	567,000	0	0
Total	**889,000**	**529**	**0.2**

Source: Consultants

Condition of Sites

5.99 Table 5.24 summarises the findings of the condition assessment by sub area (see Table 5.10 above for the approach to assessing condition). The majority (77%) of sites within the Borough are ‘average’ quality. Overall only 7% of sites were considered to be ‘poor’.

5.100 The urban sub-area has the greatest proportion (33%) of sites that are assessed as ‘good’, with 1% of sites considered ‘poor’. Good quality sites are mainly located in the office cluster (Local Plan Policy E2) along Kings Road in Brentwood town centre. The good quality allocated sites include Highway House (No.35), a four storey building occupied by Highway Insurance Company and Kingsgate House (No.27), a three storey office block occupied by a consultancy firm. The premises within this office cluster location also benefit from their close proximity to the railway station and town centre bus services.

5.101 The rural sub-area has a high proportion of sites assessed as ‘average’ quality (83%) with 11% of sites considered to be ‘poor’. The poor quality sites in Brentwood Borough are predominately

[24] This is based on an external assessment of premises on site and has not been checked against completions data.

general industrial areas located in remote rural locations. These sites are underutilised and have poor quality units and scrap yards or dumping ground. Warley Auto Salvage (No.52) located in Great Warley has poor quality units used by the Auto Salvage repairs company and the site is underutilised. Toby Lane (No.70) located in Mountnessing provides poor quality one storey units and a scrap yard for Brentwood Autos.

Table 5.24 - Condition of Premises in Brentwood Borough

Sub Area	Total Area	Good		Average		Poor	
		Total Area	%	Total Area	%	Total Area	%
Urban	32.3	10.7	33	21.3	66	0.3	1
Rural	56.7	3.7	6	47.1	83	6.0	11
Total	88.9	14.3	16	68.4	77	6.3	7

Source: Consultants

Public Transport

5.102 Brentwood's rail and road connections are good, with the M25, A12 and A127 trunk roads within the Borough and convenient, fast rail links with London and East Anglia. There are good rail links with four stations in the Borough at Brentwood, Shenfield, Ingatestone and West Horndon. The Liverpool Street to Norwich, Liverpool Street to Southend Victoria and Fenchurch Street to Shoeburyness lines all serve the Borough.

5.103 Table 5.25 shows the proximity of a site to a bus stop or railway station. The urban areas have good access to bus and train services, compared with rural areas. 46% of sites in the urban sub-area are within 400-800m of a train station, compared with only 6% of rural sites. Similarly, 38% of urban sites are within 400m of a bus stop, whilst this is the case for only 6% of rural sites.

Table 5.25 - Site Proximity to Public Transport in Brentwood Borough

Sub Area		Urban		Rural	
		No. Sites	%	No. Sites	%
Train	On Site	0	0	1	2
	Within 400m	10	21	2	4
	Within 800m	12	25	1	2
Bus	On Site	1	2	0	0
	Within 400m	18	38	3	6
	Within 800m	4	8	1	2

Source: Consultants

Car Parking and Site Access

5.104 The proportion of premises with access to car parking facilities was assessed for each site by identifying the type of parking available. 39 sites (81%) out of 48 have access to dedicated parking facilities.

5.105 Car parking is generally not an issue for most sites (81%) as they have dedicated car parking areas on site. There is also on-street parking available for some of the sites. Few sites are affected by controlled parking zones within Brentwood town centre. Many of the larger office developments are not affected by these restrictions as they have on-site parking provided. Brentwood town is well-served by public transport connections in terms of rail and bus access, which makes it a sustainable location.

5.106 Some sites were affected by insufficient car parking space. DSA Brentwood Driving Test Centre (No.57) had insufficient car parking for the level of activity at the premises. Other sites with insufficient car parking included sites No.74 and No.75, which provide for scrap yard businesses.

5.107 The majority of sites had good site access and were well served by roads. Access was constrained on a few specific sites, including Site No. 74, a scrap dealer premises which had a narrow access road.

Table 5.26 - Car Parking Access in Brentwood Borough

Sub Area	Urban		Rural	
	No. Sites	%	No. Sites	%
Dedicated parking areas/car park	25	64	14	78
On Street Parking	6	15	1	6
Yellow/double lines	5	13	2	12
Controlled parking zone/paid parking	3	8	0	0
Total	39	64	18	78

Source: Consultants

Scope for Change in Brentwood Borough

5.108 Sites were assessed in terms of their possible scope for change with a view to potentially either:

- providing additional employment floorspace to accommodate employment growth; or
- providing new, up-to-date or upgraded premises to meet the needs of modern businesses through redevelopment, intensification or refurbishment.

5.109 This assessment differentiated sites (or parcels of land therein) which show some short-term (1-3 years) development opportunities from those where upgrading of premises on site through redevelopment, intensification or refurbishment represents a medium (3 – 5 years) or long-term (5+ years) opportunity (subject to viability constraints).

Opportunity Land – Short Term

5.110 Opportunities for the provision of potential additional employment floorspace were identified and mapped (see Appendix G). Land identified under this category was considered to represent a reasonable opportunity for short-term development.

5.111 Two categories of land were used:

- Scope for change in terms of re-use of unoccupied land with vacant or obsolete buildings; and/or
- Development of identified vacant or derelict land.

5.112 Opportunities for the re-use of land incorporated buildings which were clearly abandoned, severely dilapidated or unusable. Vacant or derelict land represented empty plots of land where no buildings were present. In some cases, this included potential extensions of existing employment areas.

Scope for Change – Short Term

5.113 Of the 48 sites assessed, there is only one that contains an area of land with short-term development opportunities, equating to 0.6 ha in total. This represents less than 1.1% of the total employment land supply in the Borough. The rural sub area had the largest amount of vacant land, which is provided by Hallsford Bridge Industrial Estate. Table 5.27 sets out the amount of opportunity land that is considered suitable for future development. Overall, there is potentially 0.6 hectares of suitable land, which should be subject to detailed feasibility testing.

5.114 Opportunity sites were identified on site, verified using VOA data and mapped and measured using GIS. The Borough currently contains a total vacant floorspace of approximately 0.6ha.

Table 5.27 - Opportunity Land in Brentwood Borough – Short Term

Sub Area	Total Employment Land (ha)	Total Opportunity Land (ha)	%
Urban	32.3	0	0
Rural	56.7	0.6	1.1
Total	88.9	**0.6**	**1.1**

Source: Consultants

Opportunity Land – Medium/Long term

5.115 In addition to the identification of vacant/derelict land and premises which offer some short-term development opportunities, an assessment of longer term scope for change at key sites through redevelopment, intensification or refurbishment was also undertaken. These longer-term opportunities were identified at sites where typically they contained occupied land and premises scope for change and in the longer term had regard to:

- existing use and condition / age of buildings;
- site layout in particular considering whether improvements could be achieved through reconfiguration to enable intensification / redevelopment of the site; and
- likely potential demand for premises in the location.

5.116 Table 5.29 sets out those sites where it was considered there was potential scope for change in the medium (3-5years) and long term (5+ years). Key factors that will influence the likely timescale for scope for change include: ownership of the site, level of vacancy, condition of building, potential land assembly and deliverability issues.

Scope for Change – Medium / Long Term

5.117 Of the 48 sites assessed, only four contain areas of land with medium/long-term development opportunities, equating to 6.1 ha in total. This represents almost 10.1% of the total employment land supply in the Borough. The rural sub-area had the largest amount of opportunity land (5.5 ha). Table 5.28 sets out the amount of opportunity land that is considered suitable for future development.

5.118 The opportunity sites were identified on site, verified using VOA data and mapped and measured using GIS.

Table 5.28 - Medium-Long-term Development Opportunity Land for Brentwood Borough

Sub Area	Total Employment Land (ha)	Total Opportunity Land (ha)	%
Urban	32.3	0.6	1.9
Rural	56.7	5.5	9.7
Total	**88.9**	**6.1**	**11.6**

Source: Consultants

Table 5.29 - Sites with potential scope for change in Brentwood Borough

Site No.	Site Name	Sub Area	Site Area (ha)	Scope for Change (ha)	Opportunity
45	Hallsford Bridge Industrial Estate	Rural	3.5	0.6	Short-term- Yard could be redeveloped/better utilised
43	Childerditch Industrial Park	Rural	14.6	1.2	Medium-term - Opportunity to expand - dumping ground in the north east of the site
52	Warley Auto Salvage	Rural	0.9	0.9	Medium-term - The site is poorly utilised and the buildings could be upgraded.
70	Thoby Lane. Mountnessing	Rural	3.4	3.4	Medium-term – The site should be redeveloped - poor quality and scrap yard
37	169 Kings Road	Urban	3.5	0.6	Medium term- replace/renovate derelict building

Source: Consultants

Sub Area Characteristics

Urban Brentwood

5.119 The Urban Sub Area of Brentwood contains 32 sites, within the settlements of Brentwood and Ingatestone. This comprises 32.3 ha, which is 67% of the Borough's total. There are a total of 152 employment premises in the urban sub area, 17 of which are vacant (11%), the same as for the rural sub area, although the rural sub area has a higher proportion of vacancy (15%). Allocated rural sites have the highest rate of vacant premises with 29% currently vacant.

5.120 66% of employment sites are assessed as being average quality with 33% considered good. It is considered that only 0.2% of the total area of premises has been developed in the last five years

5.121 Over a third of sites have the potential to support 24 hour work, whilst with six sites the introduction of non B-Class Uses could compromise the effective operation of the site. There were two sites identified whose existing operations were incompatible with sensitive neighbouring land uses, which were predominately residential uses. No sites in the area were at risk from flooding.

5.122 In terms of scope for change there is short-term opportunity with 169 Kings Road (No.37) in the modernisation or redevelopment of a derelict building, which accounts for 0.6ha. No medium-long term development opportunities were identified.

Rural Brentwood

5.123 The rural sub area of Brentwood Borough contains 16 sites and 33% of total assessed employment land in the Borough.

5.124 The rural sub area has a total of 113 employment premises of which 17 are vacant, which is the same proportion as the urban sub-area. There is vacant land at Hallsford Bridge Industrial Estate (No.45), which could be utilised better or have its existing yard area redeveloped. Vacant land at this site equates to 0.6ha, which is only 1.1% of total employment land in the Borough.

5.125 83% of employment sites in the rural sub area are assessed as being average quality, however 11% of sites that were assessed as poor. None of the premises have been developed in the last 5 years.

5.126 Over a third of sites were considered to have the potential to support 24 hour work, whilst with 13% of all sites the introduction of non B-Class Uses could compromise the effective operation of the site. There were two sites identified whose existing operations were incompatible with sensitive neighbouring land uses, which were predominately residential uses. No sites in the area were at risk from flooding.

5.127 In terms of scope for change site Hallsford Bridge Industrial Estate (No.45) is identified for short-term change, with three sites identified (No.43, 52 and 70) for medium-term opportunities for change. All of these had occupied scrap yard land that needs to be redeveloped and many premises were of poor quality. The combined development land provided by the four sites is 6.1 ha.

6. Future Employment sites supply requirements

Introduction

6.1 Sections 3, 4 and 5 have highlighted the main issues facing Epping Forest District and Brentwood Borough in terms of current supply and future demand for employment. This section assesses the suitability of existing identified employment sites in Epping Forest District and Brentwood Borough to meet future business accommodation requirements to 2031.

6.2 The process undertaken can be summarised as follows:

- The amount of additional floorspace that needs to be provided in order to meet future requirements has been identified. This yields an estimate of net land requirements to be provided during the period to 2031 (section 4);
- The existing employment sites have been evaluated in terms of their suitability for future employment use (see below); and
- Recommendations on amount of floorspace potentially available (see below).

6.3 The evaluation matrices are provided as Appendix F.

Refining a future portfolio of employment sites

Future employment requirements

6.4 Floorspace forecasts identified in section 4 highlight an indicative net floorspace requirement of 66,000sqm, equivalent to 8.7 hectares of land in Epping Forest District. The net floorspace requirement for Brentwood Borough is 71,000sqm, equivalent to 9.5 hectares of land. Demand is primarily concentrated in B1a and B1c premises. However, business survey results have shown that there is potentially demand for expansion from indigenous businesses and that this demand is mainly coming from B2 occupiers.

6.5 In order to meet employment land requirements to 2031, it is necessary to firstly identify employment locations which have the physical potential to accommodate future growth. This has been achieved through the 'taking stock' assessment, comprehensive site appraisals presented in section 5 and discussions with local property agents. Additionally, it is necessary to evaluate sites judged to provide development potential in terms of their suitability to meet future requirements.

Evaluation of site suitability

6.6 Consistent with best practice guidelines[25] the suitability of existing employment locations has been considered in order to assess the existing balance of sites in terms of their location and suitability. Scoring matrices have been prepared utilising the following criteria (where applicable) to assess the sites:

- Access;
- Sustainable development criteria;

[25] ODPM Employment Land Reviews guidance (2004)

- Quality of site environment and surroundings;
- Market requirements and perceptions; and
- Policy considerations.

6.7 A range of different indicators has been derived within each category to address different issues and constraints. Each location has been scored against each indicator. Points have been assigned based on descriptive criteria which most accurately reflected the site. A composite percentage score is then used to equally weight the results of the indicators. Sites are then ranked according to the composite score. It is important to highlight that the scoring system is intended to assist the local authority in taking a strategic view of the comparative suitability of each site for employment use. The scoring system should not be used in a prescriptive manner.

6.8 Site assessment matrices are given in Appendix F. A full explanatory rationale as to how each score has been assessed can be found in Table F4.

Access

Public Transport Access: Proximity to bus network

6.9 Access to efficient public transport links is an important determining factor in encouraging sustainable travel to work patterns. The distance from a public transport interchange and the frequency of the public transport service are important in determining public transport accessibility of existing and potential employment locations.

6.10 The assessment of public transport accessibility has been based upon proximity of each location to the public transport network. Due to the nature of the public transport network in the study area (i.e. rail and tube links to serve commuting to London) it is considered more appropriate to measure the each site by access to the bus network.

6.11 An ‘excellent’ score of five was given to sites that had a bus stop within 100m; sites were deemed to be ‘good’ if they are within 250m of a bus stop and awarded four points; three points were awarded for sites with fair access (within 500m of a bus stop); and one point was awarded to sites that are further than 500m from a bus stop. Distances were estimated based on the quickest pedestrian route from the site entrance.

Proximity to the strategic road network

6.12 The importance of being located close to the strategic road network (SRN) varies according to business sector, the stage in the supply chain, market access dependencies and the frequency of inward and outward deliveries. Firms within the B8 use class who are engaged in storage and distribution activities are likely to attach the most importance to proximity and access to the SRN. B1(c) firms may also have strong business need for good access to the road network.

6.13 Points have been awarded to employment sites on the following basis: five points (‘excellent’) for sites immediately adjacent to the SRN; four points (‘good’) for sites within 1km of the SRN; three points (‘fair’) for sites between 1km and 3km from the SRN; one point (‘poor’) for sites between 3 and 10km form the SRN; and no points for sites further than 10km from the SRN. Distances were measured on a straight line basis. The SRN serving the study area includes the following regional / national routes:

- M11;
- M25;
- A414;
- A12;
- A121;

- A113;
- A127;
- A128; and
- A129.

Sustainability

Sequential test

6.14 The location of employment sites has been considered on a sequential basis to provide a measure of the centrality (providing access to other services and firms) of the location and the extent to which the site can be accessed by most people by sustainable modes of transport (access to labour). The highest score has been attributed to locations within the existing urban area (five points) followed by locations on the edge of existing urban areas i.e. adjacent to the settlement boundaries (three points), and rural locations i.e. outside settlement boundaries (one point).

Environmental Quality of Site and Surroundings

Site quality, image and management

6.15 The quality of site landscaping in relation to other sites in the study area and evidence of site management (including upkeep of planting, removal of litter/vandalism etc.) have been considered, as these can influence the type of occupier a particular site may be able to attract. Sites of the highest quality with good landscaping, high specification occupiers and a good level of site management have been awarded five points ('excellent'). Sites of good quality with adequate landscaping, some evidence of management and a range of occupiers have been awarded four points ('good'). Sites where an adequate attempt has been made at landscaping and site management have been awarded three points ('fair') and sites with little evidence of landscaping or site management one point ('poor').

6.16 Access to amenities can be an important factor in deciding where to locate for certain types of occupier. Sites with a range of on site amenities (such as, childcare provision, sitting out areas, catering/food drink, banks, other services) have been awarded five points ('excellent'), sites with a café on site or immediately adjacent to site have been awarded four points ('good'), sites with local amenities within ten minutes walk have been awarded three points ('fair') and sites with no amenities within a ten minute walk one point ('poor').

6.17 The condition of buildings within a site can also have an impact on site occupation. Where buildings have been considered to all be in good condition, with no requirement for change, five points have been awarded ('excellent'). If the majority of buildings are in good condition, but there is some need for maintenance four points ('good') have been awarded. Sites where buildings appear to be adequate for the existing occupiers, and have no visual evidence of major dilapidation, have been awarded three points ('fair'). Lastly, should the majority of buildings require refurbishment, only one point ('poor') has been awarded.

Market considerations (perception and demand)

6.18 The market attractiveness of sites varies according to the demand for different types of premises. Market perceptions are also influenced by factors such as the desirability of an area as an employment location, the quality of the environment surrounding a site and the accessibility of a site.

6.19 Good location and access are often viewed as pre-requisites for employment sites, and exert a strong influence on marketability of a site for employment use. A potential site must meet the minimum size requirement needed to make a given development economically viable. For B-class uses in new locations it is necessary to provide sufficient land for a critical mass of similar activities to be established. The size of a parcel varies according to the target sector and size of premises to be provided. Consequently, a relatively small site may be large enough to make B1(a) development feasible, but may be too small for B1(c) development.

6.20 Certain occupiers may have particular site requirements depending on the operations of their business, particularly in terms of accessibility and environmental requirements. For example, head quarters occupiers within some sectors have a preference for a high quality business park type environment in a prominent location whereas similar functions in other sectors are less prescriptive. B1(c) and B8 firms typically require purpose built low density sites in order to undertake their operations in an efficient manner and to allow room for expansion in situ.

6.21 An assessment has been made of the market attractiveness of each site in terms of:

- suitability in meeting the locational, use class and size requirements for the area in which it is located;
- flexibility of the site in meeting the needs of a range of employment requirements;
- scope to meet market demand requirements;
- accessibility by road and public transport; and
- potential to establish an attractive environment to meet the needs of the target use class(es).

Marketability of existing employment sites

6.22 The marketability of existing employment sites has been assessed for both the present and the medium / long term future. The future marketability of each existing site has been assessed in order to evaluate the potential to meet future growth requirements, and accommodate growth sectors. This assessment has been made on the basis of the factors described above, using a scale of one to five (one = poor, five = excellent).

6.23 The higher of the two scores (present marketability and future marketability scores) has been used to represent the overall marketability of each existing site.

Policy Considerations

6.24 The potential for each site to meet strategic objectives has been factored into the assessment.

Regional employment policies

6.25 Each site has been assessed in accordance with the development criteria of regional employment policy. Points have been awarded on a scale of one = no conformity to five = high level of conformity.

Local employment policies

6.26 In addition to the regional employment policies, each site has been assessed in accordance with the development criteria of local employment policy. Points have been awarded on a scale of one = no conformity to five = high level of conformity.

Evaluation of Existing Employment Sites

6.27 All of the sites assessed by the appraisal process have been evaluated to determine their ongoing suitability as employment sites. Tables F.1, F.2 and F.3 in Appendix F display the results of the evaluation. The rationale for the evaluation is set out in Table F.4.

6.28 For the purposes of evaluating the potential capacity of existing employment sites, we have assumed that there will be no loss of employment floorspace or land from these to other uses during the plan period.

Assessing Capacity

6.29 In order to assess ways in which future demand can be met, we have examined a range of potential sources of supply:

- Vacant usable floorspace;
- Vacant land;
- Opportunity land; and
- Allocations.

Sites with scope for change

6.30 Section 5 identifies sites with scope to be extended or provide opportunities for intensification or regeneration.

6.31 In Epping Forest District 16 sites were identified as having areas that are underutilised or with the potential to be reconfigured to incorporate intensified / improved employment premises. In Brentwood Borough five sites were identified. Such sites can not always be assumed to contribute to forecast requirements, as development may not be brought forward during the plan period. However, where appropriate these sites require appropriate policy designation to ensure that their employment function is protected and that incremental redevelopment of the employment asset is achievable.

6.32 Table 6.1 below contains a summary of the additional floorspace that could potentially be made available within existing employment sites in Epping Forest District. Table 6.2 sets out the additional floorspace that could potentially be available at existing sites in Brentwood Borough. It is important to note that this indicative floorspace capacity highlighted in the table is a theoretical estimate and does not have regard to development constraints or issues relating to phasing. Indeed, the primary purpose of this assessment is to assist the Councils in making policy decisions which are based on making the best possible use of existing employment land assets that have been identified during this study as being suitable for employment use.

6.33 Both Epping Forest District Council and Brentwood Borough Council would need to carry out further detailed site assessments and consult with land owners and tenants before the land can be considered as forming a component of future supply to accommodate employment needs during the period to 2031.

6.34 To assist with the interpretation of capacity, Tables 6.1 and 6.2 also provide an indicative split by use class. This has been carried out to highlight the suitability of different sites for a range of business occupiers and should not be considered prescriptive.

6.35 The amount of floorspace potentially available at each site has been obtained by applying the following plot ratios;

- B1(a) (offices) – 60%;
- B2 and B1c (general industrial) – 40%; and
- B8 (Storage and Distribution) – 40%.

6.36 With regard to opportunity land, the potential additional capacity arising from redevelopment and / or intensification has been estimated by halving the above plot ratios[26] for each use type in order to make an allowance for existing floorspace which is replaced during the redevelopment process.

6.37 Table 6.1 shows that the vacant and opportunity land together provide a theoretical capacity of around 46,000 sqm in Epping Forest District. Although this would contribute to meeting needs it is insufficient to meet all identified future needs on current sites. There is also a range of physical and ownership constraints that would need to be overcome, and interventions by the public sector to assist in the delivery of infrastructure and enable redevelopment to happen. It also should be noted that many of the potential sites are unlikely to be suitable or attractive to B1a (office) occupiers / developers, and many of the sites with capacity for additional floorspace score poorly in terms of site suitability.

6.38 It can be seen from Table 6.2 that the vacant and opportunity land together provide a theoretical capacity of around 20,000 sqm in Brentwood Borough. This is some 50,000 sqm short of what is estimated to be required over the lifetime of the plan, to meet the future needs. Most of the potential sites are unlikely to be suitable or attractive to B1a (office) occupiers / developers, and many of the sites with capacity for additional floorspace score poorly in terms of site suitability.

6.39 Both Epping Forest District and Brentwood Borough Council’s will need to identify additional sites to meet future requirements and to provide a sufficient range of sites to meet demand of different occupiers.

[26] Plot ratio relates total gross floor area to the area of the site. e.g. two storey building covering half a site would have a plot ratio of 1:1 (equivalent to 100%).

Table 6.1 – Potential Floorspace Capacity at Existing Sites (Epping Forest District)

Site ID	Site Name	Potential Supply		Indicative Use (%)			Floorspace (vacant land)			Floorspace (opportunity land)			Total Floorspace	Overall Suitability Score (%)
		Size of Vacant Land (ha)	Size of Opportunity Land (ha)	B1a / b (offices)	B2 and B1c	B8	B1a / b (offices)	B2 and B1c	B8	B1a / b (offices)	B2 and B1c	B8		
100	Hoe Lane, Nazeing	0.00	0.9		100%		0	0	0	0	1,702	0	1,702	28
14	Nazeing New Road	0.00	0.05		100%		0	0	0	0	91	0	91	56
18	North Weald Extension	0.00	4.71	30%	50%	20%	0	0	0	4,241	4,713	1,885	10,839	68
19	North Weald Extension (2)	0.00	1.00	30%	50%	20%	0	0	0	900	1,000	400	2,301	60
2	High Road, North Weald, CM16 6EG	0.00	0.12	100%			0	0	0	370	0	0	370	44
79	School Road	0.00	0.13		100%		0	0	0	0	252	0	252	52
88	Woodgreen road	0.00	0.24	40%	60%		0	0	0	294	294	0	587	40
91	Flux Lane	0.00	0.31		100%		0	0	0	0	628	0	628	32
92	Weald Hall Industrial Estate	1.39	0		100%		0	5,572	0	0	0	0	5,572	44
96	(Chase Farm) Off Vicarage Lane	0.00	0.68		100%		0	0	0	0	1,366	0	1,366	44
97	New House Farm, Vicarage Lane	0.00	0.21		100%		0	0	0	0	429	0	429	32
98	Birchwood Industrial Estate	0.00	0.57		100%		0	0	0	0	1,135	0	1,135	44
10	Bower Hill Industrial Estate	0.11	0	80%	20%		519	86	0	0	0	0	605	72
11	Bower Hill	0.20	0	80%	20%		965	161	0	0	0	0	1,126	72
4	Oakwood Hill Industrial Estate	3.36	1.09	40%	50%	10%	8,066	6,722	1,344	1,310	1,091	218	18,751	80
8	Abbey Mead Industrial Park	0.00	0.30		40%	60%	0	0	0	0	237	355	592	83
Total		**5.06**	**10.27**				**9,550**	**12,541**	**1,344**	**7,115**	**12,939**	**2,859**	**46,347**	

Table 6.2 – Potential Floorspace Capacity at Existing Sites (Brentwood Borough)

Site ID	Site Name	Potential Supply		Indicative Use (%)			Floorspace (vacant land)			Floorspace (opportunity land)			Total Floorspace	Overall Suitability Score
		Size of Vacant Land (ha)	Size of Opportunity Land (ha)	B1a / b (offices)	B2 and B1c	B8	B1a / b (offices)	B2 and B1c	B8	B1a / b (offices)	B2 and B1c	B8		
43	Childerditch Industrial Park	0	1.21		100%		0	0	0	0	2,412	0	2,412	57
45	Hallsford Bridge Industrial Estate	1.62	0.60		100%		0	6,480	0	0	1,200	0	7,680	53
52	Warley Auto Salvage	0.00	0.90		100%		0	0	0	0	1,800	0	1,800	31
70	Thoby Lane. Mountnessing, CM15	0.00	3.35		100%		0	0	0	0	6,709	0	6,709	47
37	169 Kings Road	0.00	0.61	100%			0	0	0	1,829	0	0	1,829	75
Total		**1.62**	**6.67**				**0**	**6,480**	**0**	**1,829**	**12,120**	**0**	**20,430**	

7. Conclusions

Introduction

7.1 This Section summarises the findings of the Employment Land Review and sets out our policy recommendations. These recommendations are based on the analyses contained in Sections 2 to 6 of this report which consider the implications of:

- The study area's economic and social characteristics.
- Key opportunities and challenges which will impact significantly on planning for future employment needs in the study area.
- Scenarios of future employment change and need for the provision of employment land and floorspace provision in the study area; and
- The extent to which the existing employment land supply in the study area is suitable for on-going employment use and the sufficiency of this provision to meet future business needs during the development plan period.

7.2 Conclusions and recommendations set out below should be taken into consideration in the development of employment policies in Epping Forest District Council and Brentwood Borough Council's emerging planning policies.

Suggested Policy Approach

7.3 Reflecting the ethos of PPS4, it will be important for employment planning policies to promote a proactive and positive approach to planning for economic development. Moreover, it will be important for flexibility to be built into employment land supply policies.

7.4 Neither Epping Forest District nor Brentwood Borough are designated growth or regeneration areas in the region, or identified for Strategic Employment Locations or clusters of business. Both Epping Forest District and Brentwood Borough lie within the 'London Arc', an area with a generally buoyant economy, high housing demand, and strong economic links to London. Given their Green Belt location, commitments to restraining urban sprawl and need to enhance the countryside, local, regional and national policies support the need for both authorities to focus on ensuring that economic development is encouraged (through provision of sufficient land and premises), and that sufficient jobs are provided alongside housing growth. This should be in a way that retains the Green Belt and promotes sustainable transport modes.

7.5 Although both Epping Forest District and Brentwood Borough are not seen as key areas of growth, both areas sit within the London Arc, with good access by road and rail to London and the wider area. There is potential to build on links with London to further enhance the local economy and provide jobs for the growing population. In order to do this, both authorities will need to identify new land for employment premises and ensure that existing suitable employment locations are retained. By providing a sufficient supply of employment land, the Councils can ensure that local businesses and residents can enjoy the commercial and employment benefits associated with trade to and from surrounding centres of major economic activity.

Economic Context

7.6 A comprehensive assessment of economic and social conditions and trends in Epping Forest District and Brentwood Borough is set out in Appendix C and summarised in Section 3 of this report. Currently, Epping Forest District provides around 41,000 jobs and Brentwood Borough 30,000 jobs. Despite the fact that the two authorities perform an important role in providing jobs for the local employment market, both are subject to significant levels of out-commuting. This reflects both the relatively limited range of job opportunities available locally (compared to London) and the highly qualified nature of the local workforce.

7.7 Employment growth in the study area over the past decade has been strong (above regional and national averages). Around 79% of all employment in both local authority areas is in B use class activities, of which hotels, distribution and restaurants and banking, finance and insurance are major employment sectors. The recent economic downturn has had an impact on the banking and finance sector. However, it is too early to tell whether there will be major structural economic changes that would see this sector decline in the long term. Insight East's EEFM outputs show that it is likely to be 2015 before the jobs lost are recovered to 2008 levels.

7.8 The study area is characterised by a high proportion of micro and small businesses when compared to surrounding areas and the national average. This reflects the underlying entrepreneurial strengths of the study area which is related to the fact that the resident population, in general terms, is highly qualified. It will be critical that future employment land policies cater sufficiently for the needs of micro and small firms, particularly as collectively they offer a sustainable option for economic diversification and growth in the study area.

7.9 The study area's residents are highly represented by those in managerial and professional jobs with high level qualifications. However, the study area is also characterised by a high degree of out-commuting especially to London. Whilst Epping Forest District and Brentwood Borough do, in part, perform a dormitory role, both also attract a significant element of in-commuting. Residence-based pay in Epping Forest District and Brentwood Borough (that is, the weekly pay for those living in Epping Forest or Brentwood but not necessarily working there) is slightly above workplace-based pay (that is, for people working in the study area). This indicates that the area provides a source of lower paid jobs for people living beyond the study area boundaries. In addition, the high prices of residential property in the study area prevent in-commuters from being able to afford to live locally.

Local Business Needs

7.10 Consultation with 250 local businesses (through the business survey carried out as part of this study) identified a number of critical issues and key trends that should be taken into consideration in the development of employment planning policies in and land allocations. These are summarised below:

- Businesses are well established in the study area and serve a predominantly local employment market; businesses also tend to have a high proportion of local customers.
- Most businesses are content with the quality and suitability of their existing employment premises. This indicates the importance of retaining existing businesses and facilitating their growth and diversification accordingly. Of the businesses which indicated that their existing premises were unsuitable, this largely reflected a perception that their premises were too small.
- Of those businesses wanting to expand, 42% of local businesses in Epping Forest District and 43% in Brentwood Borough stated that they intend to expand in the next five years. Of those, wanting to expand 43% in Epping Forest and 59% in Brentwood highlighted that they will require more floorspace. This is particularly the case for manufacturing firms. Despite the general trend for decline in some sectors, there is still an identified need from some local business for additional floorspace to provide opportunity for local expansion.

- Relatively few businesses have recently considered relocating. In general those that have considered relocating have considered elsewhere in the Epping Forest District or Brentwood Borough.

7.11 Overall, the business survey indicates that demand for employment floorspace is strong in the study area. The local business base is well established and relies predominantly on local labour.

SWOT Analysis

7.12 Table 7.1 sets out a SWOT (strengths, weaknesses, opportunities and threats) analysis for the study area in terms of its economic conditions and future prospects. This summarises the implications of the study area's social and economic characteristics for planning for economic development.

Table 7.1 – SWOT Analysis for Epping Forest District and Brentwood Borough

Strengths	Weaknesses
• Several strategic roads service the Study Area, including the M25, M11 and A12, offering good road access to London and many settlements in Essex. • Strategically located – benefits from strength of London economy as well as proximity to Stansted Airport. • Above average GVA per head compared to the national average. • Low unemployment rate, and the labour market is running at close to full capacity. • High level of entrepreneurial activity compared to surrounding areas and England & Wales – large number of small businesses, especially in Epping Forest. • Both local authorities have highly skilled workforces. • Generally low levels of deprivation. • Relatively high proportions of jobs in financial and business services sectors – which are expected to grow in coming years.	• Both local authorities have a net out-flow of commuters to other locations (especially London). • Relatively poor public transportation links (especially in rural areas). • Shortage of quality employment premises for small and medium enterprises including incubation facilities, offices and managed workspace. • There are very few large industrial and business parks – many premises are located within small sites in the Green Belt. • Many of the smaller sites outside of the main urban areas contain premises which are of relatively poor quality and suffer from accessibility issues. • Rural diversification has created transport issues in rural areas – especially around Nazeing.
Opportunities	**Threats**
• Demand for employment development in both local authorities appears to be relatively strong. • An opportunity exists to expand the banking, finance and insurance sector, which are expected to grow over the next 20 years. • Opportunities exist for rural diversification through farm building conversion to employment uses and farm activity diversification, contributing to sustainable development goals – as long as rural amenity is not affected.	• The loss of labour through out-commuting to nearby centres resulting in an increasing dormitory role for both local authorities. • Limited land available for employment expansion given Green Belt constraints. • Economic expansion likely to be constrained by limited population growth. • On-going restructuring of the manufacturing sector resulting in further relocations away from the study area. • Increasing pressure upon locally significant employment sites for transfer to higher value

• Opportunities exist to provide higher-value jobs to encourage more sustainable commuting patterns. • Opportunities exist to enhance the role of the main town centres in the study area through the development of office space – which are the most sustainable locations in the study area.	uses, particularly housing. • Much recent employment growth has taken place in the public sector – in coming years this sector is likely to either see very limited growth or be faced with cutbacks.

Future Requirements

7.13 In the development of local planning policy, there is an important balance to be struck between employment demand and future labour supply. Given the significance of environmental and other constraints in both Epping Forest District and Brentwood Borough (including future labour supply), we recommend that both Councils plan for the accommodation of indigenous business growth whilst allowing for churn[27] in the property market. This approach should aim to contain levels of out-commuting whilst recognising potential constraints in future labour supply.

7.14 We recommend that total provision is made for a net additional increase in employment floorspace of approximately 66,000 sqm (up to 8.7ha) in Epping Forest District and 71,000 sqm (up 9.5ha) in Brentwood Borough for the period up to 2031. Despite the impact of the downturn on jobs there is still a need to plan for the long term growth in jobs. This study assumes an optimistic view of economic growth in order that long term planning for employment land can provide a greater degree of choice and flexibility for those seeking employment land.

7.15 Our demand forecasts estimate that demand will be predominantly for B1a premises. However the business survey has shown that local businesses are aiming to expand in the next 5 years. Many of the businesses hoping to expand are in the manufacturing sector and would therefore require B2 and B1c premises. On this basis, we recommend that provision is sufficiently flexible to allow for a range of use classes, to ensure that existing indigenous businesses can expand.

7.16 This approach will facilitate a modest growth in business, industrial and warehousing activities but will continue both authorities' role in providing office and light industrial premises aimed at serving the needs of their local business base. We consider that this will provide a robust and sound guiding framework for:

- enabling a sustainable level of employment growth without creating undue pressure for development of greenfield sites in environmentally sensitive locations;
- providing sufficient scope for local businesses to expand and new enterprises (particularly small businesses) to be established in the study area;
- encouraging, where feasible, the intensification and re-use of existing employment land and site allocations in the study area; and
- ensuring that the vitality and viability of the study area's towns and villages are maintained and enhanced.

7.17 We consider that future employment planning policy should ensure sufficient land and premises are made available to serve indigenously generated demand, particularly from small companies and local entrepreneurs. We consider this essential both in terms of ensuring diversification of the local economy and providing a relatively sustainable option for local economic development in the study area.

[27] The level of property transactions in the market. In any given market it is expected there will be some properties that are vacant and being marketed.

Employment Land Supply

7.18 The base data for our assessment of employment land supply in Epping Forest District and Brentwood Borough has been based on site assessments undertaken by Atkins in January 2010. The following summarises the key findings of the supply side assessment:

Epping Forest Employment Land Supply

- The existing employment land supply in Epping Forest District amounts to a total of 127 ha.
- Epping Forest District provides a total employment floorspace of 516,000 sqm which is contained in 1,732 premises.
- Vacancy levels are very low in Epping Forest (4% of premises, 3% of floorspace).
- In terms of potentially developable land within existing employment sites, we estimate a total of 10.27 ha in Epping Forest District. However, in terms of land and unoccupied buildings actually suitable for employment-related development in the short-term, we estimate that this amounts to approximately 5.06ha in Epping Forest District. The theoretical capacity of this land has been estimated to amount to around 46,347sqm in Epping Forest District. This excludes vacant premises, which at 3% in floorspace terms, represents a frictional rate of vacancy[28] which is required to enable efficient operation of the market and to allow for turnover of premises from one occupier to the next.
- The majority of existing employment sites in the study area are in good or average condition and are well occupied. Building on the findings of consultations with local businesses, there is a strong indication that demand for employment premises in the study area is robust.
- A small but significant proportion of employment sites offer opportunities for intensification of development and/or redevelopment at higher densities. Given the shortage of undeveloped employment land in the study area, it is imperative that future employment planning policy assists in facilitating the upgrading, improvement and/or redevelopment of suitable sites for ongoing employment use in the medium to long term.

Brentwood Employment Land Supply

- The existing employment land supply in Brentwood Borough amounts to a total of 89 ha.
- Brentwood Borough provides a total of 378,000 sqm which is contained in 879 premises.
- The vacancy levels are relatively low in Brentwood (13% of premises) although as a percentage of total floorspace the level is much lower at only 3%.
- In terms of potentially developable land within existing employment sites, we estimate a total of 6.67 ha of ‘opportunity land’ in Brentwood Borough. However, in terms of land and unoccupied buildings actually suitable for employment-related development in the short-term, we estimate that this amounts to approximately 1.62 ha in Brentwood Borough. The theoretical capacity of this land has been estimated to amount to around 20,430 sqm in Brentwood Borough. This excludes vacant premises, which at 3% in floorspace terms, represents a frictional rate of vacancy which is required to enable efficient operation of the market and to allow for turnover of premises from one occupier to the next.
- The majority of existing employment sites in the study area are in good or average condition and are well occupied. Building on the findings of consultations with local businesses, there is a strong indication that demand for employment premises in the study area is robust.

[28] Frictional vacancy is the vacancy unrelated to disequilibrium in supply and demand, but rather due to tenant relocations as leases roll over and expire. Frictional vacancy is considered the normal vacancy rate in any given market.

- A small but significant proportion of employment sites offer opportunities for intensification of development and/or redevelopment at higher densities. Given the shortage of undeveloped employment land in the study area, it is imperative that future employment planning policy assist in facilitating the upgrading, improvement and/or redevelopment of suitable sites for ongoing employment use in the medium to long term.

7.19 Applying evaluation criteria in accordance with Government Guidance, our independent assessment of existing employment sites indicates that many sites in the study area are suitable for employment use. In light of existing and anticipated future demand, it will be important for planning policies to support the retention of suitable sites for on-going employment use. However there are a number of sites that score poorly in terms of suitability for continued employment use. Each Council would need to consider these in detail to consider whether they are suitable for other uses. The two authorities would also need to consider how businesses on these premises could be relocated, and therefore would have to ensure that there is sufficient land to meet future needs (as identified above) as well as the needs of existing businesses that are on sites that are not suited to continued employment use.

Demand – Supply Balance: Policy Recommendations

7.20 For the period up to 2031, we estimate that provision should be made for a net additional increase in B use class floorspace of approximately 66,000 sqm in Epping Forest District and 71,000 sqm in Brentwood Borough. Our assessment of potential capacity from suitable and developable derelict (‘opportunity’) land amounts to approximately 46,000 sqm (excluding vacant premises) in Epping Forest and 20,000 sqm in Brentwood. Consequently, we conclude that the current latent supply of employment land to meet future growth needs is insufficient in quantitative terms. This could result in the specific needs of individual businesses not being met. In time, this could lead to the relocation of existing businesses to areas outside the study area and present a prohibitive situation to new and small businesses which wish to establish themselves or invest in Epping Forest or Brentwood. Moreover, such a situation could be exacerbated by some undeveloped parcels of land not coming forward as result of various constraints including land ownership factors, physical or environmental constraints, availability and financial viability. In planning for future employment needs, it is important to provide a degree of choice and flexibility to ensure that the local property market can operate efficiently.

7.21 It will be essential that planning policies maximise the opportunity for land owners and occupiers to make effective use of under-utilised sites. For appropriate sites, this should include potential improvement, intensification and redevelopment such as those sites identified in Table 5.16 (Epping Forest) and Table 5.29 (Brentwood). All efforts should be taken to ensure that a modest rate of employment growth can be accommodated within existing sites. All suitable sites should be allocated in the development plan as locally significant employment sites. This should be supported by strong policies which seek to safeguard these sites from development for alternative uses.

7.22 The consequence of not protecting existing employment sites from alternative development proposals is likely to result in:

- The study area assuming an increasing dormitory role with high and growing levels of (net) out-commuting;
- A reduction in available local job opportunities for local residents which is particularly important for those who are less well qualified to travel outside the area for employment; and

- Locally grown businesses being forced to locate and/or relocate outside the area as a result of lack of choice and availability of sites and premises.

7.23 In taking a strongly proactive approach to facilitating the qualitative improvement in the supply of employment land and premises in the study area, we recommend that improving the supply can be achieved through a combination of the following measures:

- Encouraging intensification of uses within some existing employment locations;
- Introducing complementary ancillary employment uses that fall outside the B use class;
- Redevelopment of some existing sites for continued employment use;
- Redevelopment of some existing employment sites for employment-led mixed use development;
- Redevelopment of windfall and/or other key sites with opportunities for mixed-use development with a significant employment component; and
- Encouraging improvements to environmental and security conditions.

7.24 Given the tightness in identified future supply relative to demand, it will be necessary for both Epping Forest District and Brentwood Borough to consider the allocation of potential new employment sites. In identifying new employment locations, the two authorities should consider the need to provide for a range of locations. A key factor in determining location should be access to public transport and the strategic road network. There will also be a need to consider the likely demand for premises in terms of use. Demand forecasts illustrate a need for office accommodation. There will therefore need to be consideration of whether there are opportunities to accommodate new office development within or close to town centres. Regeneration and redevelopment opportunities may need to be considered to facilitate this. There may also be a need to look at opportunities in greenfield locations that are close to the strategic road network and adjacent to urban areas, where high quality business / industrial park premises could be developed.

7.25 It will be important for the Council to closely monitor the demand for and supply of employment land and premises. All potential 'new' allocations should be subject to rigorous site and location appraisals, and are likely to require a review of Green Belt designations.

Rural Enterprise

7.26 The consultants consider that suitable employment sites should be protected and policies adopted which strongly protect locally significant employment sites. Given the rural nature of much of the study area, it will be important to ensure that permitting economic development does not conflict with Green Belt purposes. Based on a policy principle of encouraging sustainable economic diversification and rural enterprise, we consider that the following factors should be used to define the criteria in rural areas in the study area:

- Presumption in favour of maximising the re-use / conversion of existing buildings in the countryside. Proposals for new development should demonstrate that no disused buildings are available within a reasonable catchment area (subject to factors of viability).
- Need for social and/or economic investment to sustain the local economy including the retention of existing employment. This should be based on a local authority-led definition and assessment of need reflecting a thorough analysis of local socio-economic conditions including: amount and extent of unemployment / deprivation; patterns of in/out commuting; and economic health of village centres. A key planning policy aim should be to identify priority areas based on this analysis where rural enterprise is particularly required to meet need (but not to the exclusion of all other areas). Applicants should be encouraged to demonstrate the positive socio-economic impact of development proposals relative to identified priorities.

- Demonstrable social or economic need for proposals to be located in the countryside relative to an urban location (e.g. access to a specific market, raw material or particular labour force).
- Definition of a size threshold to guide the scale of development (e.g. maximum 200 sqm.). Development or occupation of floorspace in excess of this threshold should be subject to a more rigorous demonstration of need for the particular scheme.
- No adverse impact on the character or environment of the rural area (as defined by the assessment of rural need and priorities). Proposals which provide a net benefit to the environment should be promoted (e.g. reduction in out-commuting).
- Demonstrate that traffic generation from the scheme can be accommodated by the existing or planned local road system. Also ensure that access arrangements are acceptable for the scale and type of development.
- Safeguard the employment function of the development from other uses through planning conditions/planning gain mechanisms.
- The availability of sites in sustainable locations within nearby settlements should be considered.

The Marketing Tests

7.27 We consider that suitable employment sites should be protected, so at the very least there is a need to ensure policies should be adopted which strongly protect locally significant employment sites. Loss of these sites to alternative uses runs the risk of constraining employment growth, limiting economic diversification and fuelling a significant imbalance between the size of the resident workforce and the number of locally available jobs. Consequently, sites which have been assessed and demonstrated to meet the Government's criteria for employment suitability should be protected against loss. In identifying sites and supporting policies, it will be important for planning authorities to demonstrate that a rigorous process of assessment has been undertaken. However, planning documents should build in periodic reviews in order to update, and if necessary, revise the employment land assessment.

7.28 Other types of employment sites should also be subject to robust policies which protect sites from transfer to other uses except when it can be demonstrated that clear criteria can be met. This should include evidence of marketing activity which has taken place over a defined period of time (minimum 2 years):

- Policies should highlight the need for applicants to demonstrate the land and rental values being sought through the marketing process. It is important that these are appropriate in light of local and sub-regional market conditions and in relation to the specific characteristics of the site or premises being offered to the market.
- Of particular importance, policies should require developers or landowners to demonstrate that sites have appropriately been offered to the market in terms of potential redevelopment opportunities for employment use. It is critical that the marketing process is not constrained by the current condition and/or specification of the buildings on the site.

7.29 Policies need to give wider consideration to issues of viability of sites for employment use. This could include the potential intervention of public bodies to ensure viability for key sectors and/or types of businesses (e.g. start-ups). In guiding the viability of development proposals, it will be important that applicants have regard to guidance prepared by the local authority. We recommend that benchmarks should be established jointly with surrounding districts having regard to variations in location, size, type / quality of premises (fit for purpose), lease length and conditions, business sector and affordability.

7.30 Critically it will be essential for benchmarks to compare like with like. Moreover, a standard monitoring and review process should be established to account for changing local, sub-regional and regional market conditions. This should form part of an annual monitoring review process undertaken jointly with surrounding local authorities. This should include the involvement of private and public sector property professionals who are active in the area.

7.31 In addition to the marketing tests, other exception criteria which could be adopted to manage the potential loss of other employment sites could include circumstances where it can be demonstrated that:

a) the proposal is for other non-residential uses that provide significant employment, and there is no identified need for the site or buildings for Class B uses; or

b) the proposal is wholly for affordable housing, the site is vacant and the development would not prejudice the continuation of adjacent employment uses; or

c) the proposal is for any other use and the application is supported by a statement of the efforts made to secure re-use for Class B1-B8 or similar uses or other non-residential use that provides employment, which indicates that there is no realistic prospect of the site or buildings being used or re-used including redevelopment for these purposes; or

d) the site or buildings would be physically unsuitable for re-use for Class B1-B8 or similar use, even after adaptation (including sub-division into smaller units), refurbishment or redevelopment, in terms of siting, design, access, layout and relationship to neighbouring buildings and uses.

7.32 The supporting text should state that, where an application is made under clause (c) the applicant should include as a minimum requirement information regarding:

- The length of time the property has been unused for employment purposes;
- The length of period during which it has been actively marketed for such purposes which should include the possibility of redevelopment and should provide evidence of this marketing (not normally less than 24 months). The evidence should show where the property has been marketed including publications and a wide circulation such as property journals;
- The prices at which the land and buildings have been marketed during this period which should reflect that obtained for similar property in the locality;
- A list of all expressions of interest during this period; and
- An evaluation of why it is considered that the property has failed to attract interest from potential occupiers or for redevelopment for B Class use.

Appendix A
Travel to Work Analysis

A.1 Travel to Work Analysis

A.1.1 This appendix presents a summary of the analysis of commuting flows within Epping Forest District and Brentwood Borough. The analysis has been based upon data collected as part of the 2001 Census.

Epping Forest District

Average Distance Travelled to Work

A.1.2 Figure A.1 illustrates the average distance travelled to work in both authorities. The figure shows that for Epping Forest, the population within those wards furthest from London travel the greatest distances to work. Given the very strong economic pull of London and the high numbers of people from within the District that commute out to London (see below), it is to be expected that wards further from London would have greater average commuting distances. However, the rural character of these wards and the lack of suitable employment opportunities within them also mean that working residents have to travel further to work even if they work within the District (in places like Epping or Loughton). In general, those locations with a greater number of employment opportunities are also those where the local population travels smaller average distances to work.

Mode of Travel to Work

A.1.3 Figure A.2 illustrates the percentage of commuters who use public transport to get to work in both authorities. The figure shows that, for Epping Forest, there is a far greater proportion of the population that use public transport within wards clustered around locations on the Central line. All rural areas typically have low proportions of the population using public transport, probably due to the lack of high frequency services in these areas. In general, those wards that accommodate the largest urban areas with the highest population densities have the highest proportion of the population using public transport. Given that these areas also have typically lower average commuting distances, they can be considered as the most sustainable in the District.

Commuting Flows – Incoming

A.1.4 Figures A.3 and A.4 illustrate commuting flows into Epping Forest from other local authorities, as well as the commuting flows between the wards within Epping Forest. The figures illustrate relatively strong flows of workers into Loughton and the southern part of the District, largely from Waltham Forest and Redbridge in London, probably facilitated by the M11 and the Central Line. There are also some strong flows into Epping from Harlow, which demonstrate the strong functional relationship between the two local authorities. Epping Forest also experiences an inflow of commuters from other local authorities in Essex and Hertfordshire, including journeys made from Thurrock, East Hertfordshire, Chelmsford, Uttlesford and Broxbourne.

Commuting Flows – outgoing

A.1.5 Figure A.5 and A.6 illustrate commuting flows from Epping Forest to other local authorities, as well as the commuting flows between the wards within Epping Forest. The figures illustrate that there are some very significant flows from all parts of the District towards London, with flows from Loughton and Epping amongst the strongest. Figures A5 and A6 also show somewhat weaker commuting relationships with other parts of Essex. When outgoing flows are compared against incoming flows, it is evident that the District as a whole experiences a strong net outflow of workers towards locations in London, whilst there is a slightly positive inflow of workers from local authorities north and east of Epping Forest, including Uttlesford and Chelmsford.

Brentwood Borough

Average Distance Travelled to Work

A.1.6 Figure A.1 illustrates the average distance travelled to work in both authorities. The figure shows that for Brentwood, as with Epping Forest, the population within those wards furthest from London travel the greatest distances to work. Given the very strong economic pull of London and the high numbers of people within the Borough that commute out to London (see below), it is to be expected that wards further from London would have greater average commuting distances. Again, the rural character of these wards and the lack of suitable employment opportunities within them also mean that working residents have to travel further to work even if they work within the Borough (in places like Shenfield or Brentwood). In general, those locations with a greater number of employment opportunities are also those where the local population travels smaller average distances to work.

Mode of Travel to Work

A.1.7 Figure A.2 illustrates the percentage of commuters who use public transport to get to work in both authorities. The figure shows that, for Brentwood, there is a far greater proportion of the population that use public transport within wards clustered around Brentwood and Shenfield. All rural areas typically have low proportions of the population using public transport, probably due to the lack of high frequency services in these areas. In general, it is those wards that accommodate the largest urban areas with the highest population densities that have the highest proportion of the population using public transport. Given the fact that these areas also have typically lower average commuting distances, they can be considered as the most sustainable in the Borough.

Commuting Flows – Incoming

A.1.8 Figures A.7 and A.8 illustrate commuting flows into Brentwood from other local authorities, as well as the commuting flows between the wards within Brentwood. The figures illustrate relatively strong flows of workers into Brentwood and Shenfield, largely from Havering, Chelmsford and Thurrock. There are also some strong flows between the urban areas. Brentwood also experiences an inflow of commuters from other local authorities in Essex and Hertfordshire, including journeys made from East Hertfordshire, Uttlesford, Epping Forest and Maldon.

Commuting Flows – outgoing

A.1.9 Figure A.9 and A.10 illustrate commuting flows from Brentwood to other local authorities, as well as the commuting flows between the wards within Brentwood. The figures illustrate that there are some very significant flows from all parts of the Borough towards London. Figures A9 and A10 also shows somewhat weaker commuting relationships with other parts of Essex. When outgoing flows are compared against incoming flows, it is evident that the Borough as a whole experiences a strong net outflow of workers towards locations in London, whilst there is a slightly positive inflow of workers from Chelmsford and Thurrock.

Appendix B
Site pro-forma & Guidelines

B.1 Site Proforma & Guidelines

Epping Forest District Council

EPPING FOREST AND BRENTWOOD EMPLOYMENT STUDY

ATKINS

Q1. Site ID: ☐

Q3. Date of Survey: ☐

Q2. Site Name: ☐

Location and Accessibility

Q4a. Address

Q4b. Sub Area

For Epping Forest		For Brentwood	
TBC	☐	TBC	☐
TBC	☐	TBC	☐
TBC	☐	TBC	☐

Q4c. Ward

Q5. Site Type

Employment Land Allocation	☐	Unallocated Site	☐
Existing Employment Site	☐	Rural Employment Location	☐

Existing Use and Property Appraisal

Q6(a) Size of Site (ha) ☐

Q6(c) Actively Marketed ☐

Q6(b) Vacant/Derelict Employment Land Amount ☐ ha ☐ %

Q7a. Total Number of Employment Premises ☐

Q7b. Number of Vacant Employment Premises ☐

Q7c. Vacant Employment Floorspace ☐ sq m

Q8. Details of Vacant/Under-utilised Land and Floorspace

Epping Forest District Council

EPPING FOREST AND BRENTWOOD EMPLOYMENT STUDY

ATKINS

Q9. Premises Typology (Occupied Sites)

	Balance of uses (%) ha		Quality			% of Premises Developed in the last 5 yrs
	Balance of Uses	ha	Good	Fair	Poor	
Established or Potential Office Locations						
High Quality Business Parks / R and D						
Warehouse/Distribution/Wholesale						
General Industrial Areas						
Incubator/SME Cluster Sites						
Sites for specific occupiers						
Recycling/Environmental (incl aggregates)						
Retail						
Farm based employment						

Q10. Summary of Existing Role including Property Appraisal

Q11. Opportunities for Change

Environmental Appraisal / Identification of development constraint

Q12. Adjacent Land Uses and Mix of uses within Site

Epping Forest District Council

EPPING FOREST AND BRENTWOOD EMPLOYMENT STUDY

Q13. Description of other Development Constraints and Environmental Problems

Potential to Support 24 hour working ☐

Introduction of non-B class Uses May Compromise the Effective Operation of the Site ☐

Existing Operations Incompatible with Sensitive Neighbouring Land Uses ☐

Floodplain Constraints ☐

Q14. Quality of Site Environment, Image and Attractiveness (including landscaping, boundary treatments, screening and sitting out areas)

Epping Forest District Council

EPPING FOREST AND BRENTWOOD
EMPLOYMENT STUDY

ATKINS

Access and Transport

Q15. Road Access

Strategic Road Network ☐
Primary Road ☐
Secondary Road ☐
Local Distributor Road ☐
Local Street ☐

Q15b. Comments

Q16. Parking Restrictions

Dedicated parking areas/car park ☐
On Street Parking ☐
Yellow/double yellow lines ☐
Controlled parking zone/paid parking ☐

Q17. Public Transport Accessibility

Train Station
On Site ☐
within 400m ☐
within 800m ☐

Bus Stop
On Site ☐
within 400m ☐
within 800m ☐

Q18. Adequacy of Internal Access Servicing and Parking

Evidence of Parking Difficulties Relating to Employment Use ☐
Access / Servicing inadequate for Existing Occupier(s) ☐

Management / Amenities

Q19. Provision of amenities/facilities (catering/signage etc)

**Q20. Other Issues Affecting the Marketability/ Management of the Site
(e.g. Evidence of marketing, single / multiple ownership);**

Epping Forest District and Brentwood Borough Employment Study – Site Survey Pro-Forma Guidelines

Guidance	
Q No.	**Site Information**
1	Unique site ID based upon Atkins site list.
2	Site Name.
3	Date of Survey.
	Location and Accessibility
4a **4b** **4c**	Site address. Identify the sub area within which the site is located. Ward where the site is located. If the site goes across more than one ward choose the main ward in which the site is situated (desk based exercise)
5	Tick appropriate designations which apply to the site.
	Existing Use and Property Appraisal
6a **6b** **6c**	Size of site - Based upon digitised boundaries. Check / amend site boundaries if different from existing digitised boundaries or if employment element only forms part of site (GIS). Identify amount of <u>vacant/derelict</u> land on site and mark on plan if appropriate: GIS to calculate %....derelict land includes buildings which are clearly abandoned, severely dilapidated or unusable. <u>This category should not include vacant/ empty premises with potential for re-occupation.</u> Is there evidence that any vacant elements of the site are being marketed for sale or rent (e.g. advertising boards).
7a **7b** **7c**	Count the number of premises within the site (count a multi-occupier single building as one premises). Count the number of vacant premises Mark vacant premises on plan and note no. of storeys.
8	Describe vacant and underutilised land and premises. Identify other uses occupying the remainder of the site (i.e. car parking, outside storage, derelict out building) and the proportion of the site they occupy. Comment if the site is underutilised by the existing user. Vacant buildings, large un-used areas etc.
9	**Premises Typology (Occupied Sites)** **Types of premises represented on site** Identify the types of premises within the Employment Area/Site (The total of the first column should add to 100%). GIS will calculate hectares taking account of vacant/derelict land. **Established or Potential Office Locations.** Sites and premises, predominately in or on the edge of town and city centres, already recognised by the market as being capable of supporting pure office (or high technology R&D/business uses). **High Quality Business Parks / R&D**. These are likely to be sites, no less than 5ha but more often 20ha or more, already occupied by national or multi-national firms or likely to attract those occupiers. Key characteristics are quality of buildings and public realm and access to main transport networks. Likely to have significant pure office, high office content manufacturing and R&D facilities. Includes 'Strategic' inward investment sites.

	Warehouse/Distribution/Wholesale. Large, often edge / out of town serviced sites located at key transport interchanges. Typically B8 occupiers. **General Industrial/ Business Areas.** Coherent areas of land which are, in terms of environment, road access, location, parking and operating conditions, well suited for retention in industrial use. Often older, more established areas of land and buildings, A mix of ages, qualities and site/building size. **Incubator/SME Cluster Sites**. Generally modern, purpose built, serviced units for business start-ups and small enterprises. Includes innovation centres. **Sites for specific Occupiers**. Sites which have one premises or business activity present. **Recycling/Environmental (incl aggregates)**. Certain users require significant external storage. Many of these uses e.g. waste recycling plants can, if in modern premises and plant, occupy sites which are otherwise suitable for modern light industry and offices. There are issues of market and resident perceptions of these users. Some sites because of their environment (e.g. proximity to heavy industry, sewage treatment works etc) may not be marketable for high quality employment uses. **Retail**. Uses defined within the 'A' classes of the Use Class Order, including 'big shed' style warehouse units. **Farm Based Employment**. B use class premises that are based in former farm buildings / on farms.
	Condition of Premises (Quality) A visual assessment of the overall maintenance/upkeep of the premises including any evidence of dilapidation and suitability for continued use (e.g. floor to ceiling heights, building configuration/adaptability). Identify the % of buildings within each category where appropriate (row to add to 100%). **Good** - All buildings in excellent or good condition/upkeep. Well maintained/managed and no obvious problems. Possible evidence of some lack of maintenance/upkeep (holes in fence, peeling paint). High probability if existing occupier vacates - possibly minor works required. **Fair** - Buildings adequate for existing user adequately maintained no visual evidence of major dilapidation. Reasonable probability of re-occupation if existing occupier vacates - possibly minor works required. **Poor** - Significant dilapidation of buildings. Possible structural problems including cracks in external walls, leaking roofs, damp, broken windows. Limited building lifespan without major repairs/renovation. **% premises developed in the last 5 years** Identify to the nearest 5% the % of premises developed within the last 5 years.
10	This should provide a summary of questions 6-9 relating to the existing premises. The summary should help inform an assessment of future use. The description could mention non-conforming land uses, the no. of storeys of the main buildings and type of premises, the extent to which the site is used for production/manufacturing, storage, offices and the role the site performs in terms of the size of occupiers and their economic role/sector.

	The appraisal should also indicate whether the existing activity/use is likely to continue in the short-medium term or whether there is potential for change.
11	**Assessment of Future Potential.** The purpose of this part of the survey is to make an initial assessment of the potential scope for change for all sites. The assessment should take into account land-use, planning and occupier considerations. The assessment should reflect the composite findings of the site survey (Q6-23) having particular regard to current and potential utilisation levels, employment vibrancy, vacancy levels, quality of the site for business purposes etc. **Short Term**: Potential for type of employment growth selected to be accommodated on the site in the short term (1-3 years). Site is likely to require ground works or demolition/clearing of existing building, but does not have any other planning or physical infrastructure restrictions. **Medium Term**: Potential for type of employment growth selected to be accommodated on the site following relatively minor alterations to the surrounding environment, physical infrastructure or land ownership and planning issues. Issues with site could typically be rectified in 3 to 5 years. **Longer Term**: Potential for type of employment growth selected to be accommodated on site following major infrastructure development or the resolution of planning, land ownership or other issues. Issues not likely to be resolved in over 5 years.
	Environmental Appraisal / Identification of development constraint
12	Describe each of the surrounding land uses. Describe the mix of employment and non employment uses within the site.
13a 13b 13c 13d 13e	Consider the compatibility of the existing pattern of uses. Identify any potential environmental conflicts with adjacent properties relating to traffic, parking problems, noise, visual impact/screening, emissions etc. Identify if there is potential to support 24 working (tick box). Identify whether the introduction of non-B class uses may compromise the effective operation of the site (tick box). Identify whether existing operations are incompatible with sensitive neighbouring land uses (tick box). Identify if there are any flood plain constraints (desk-top exercise)
14	**Quality of the site environment, image and attractiveness**: Consider the extent to which the environment of the site/adjoining areas meets the needs of existing occupiers and where appropriate the type of potential occupier types who could potentially be attracted to the site. Comment on issues such as overall image, visibility, relationship with adjoining land uses, location, and the attractiveness of the estate and surrounding environment in terms of appeal to occupiers and investors. Note quality of the entrances/approaches, the quality of the boundary treatment, signage, landscaping and amenity issues, the character of the estate/site and surrounding area and security issues. Where there is potential to improve the attractiveness of the site through investment, identify the nature of environmental improvements and provide an assessment of whether such improvements would assist in enabling change.

	Access and Transport
15a **15b**	**Road Access**: Tick type according to road hierarchy Comment on distance/connection to the strategic road network in terms of proximity, quality of the linkage and adequacy for current/potential use.
16	**Parking Restrictions:** (tick as appropriate).
17	**Public Transport Access:** (tick as appropriate).
18	**Internal Access, Servicing and Parking**: Describe parking problems / issues (e.g. cars parked up kerbs, double parking). Consider whether there are any problems relating to unloading/servicing. Where relevant comment on internal circulation arrangements including surface, width and adequacy. Indicate whether street lighting is provided. Also, identify any significant problems which may influence the attractiveness/suitability of the site (e.g. HGV movements through residential areas, poor junction between site and public highway, traffic calming measures). Evidence of parking difficulties (tick box) Access / Servicing inadequate for existing occupier(s) (tick box)
	Management / Amenities
19	Description of any on-site facilities e.g. childcare provision, sitting out areas, catering/food drink, banks, other services which are available on site or within walking distance.
20	**Identify issues affecting the marketability of the site:** This may include the following: ▪ Ownership and leasing constraints and opportunities ▪ Property cycle, marketing and rental issues (Record agent details where premises are vacant) ▪ Image and environment ▪ Outstanding planning permissions and applications (Council to provide information for key sites).

Appendix C
Socio-Economic Assessment

C.1 Socio-Economic Assessment

Introduction

C.1.1 This section provides a profile of the prevailing socio-economic conditions in Epping Forest District and Brentwood Borough. It aims to provide the economic context which shapes employment land demand and supply factors in the two local authority areas. It provides an important input to understanding economic demand / need in the study area, within the context of the wider regional and national economies.

Economic Performance

C.1.2 Table C.1 examines the total level of Gross Value Added[29] (GVA) and GVA per head in England the East of England and Essex CC. Essex CC encompasses twelve local authorities within Essex. In the ten years up to 2007 the GVA of Essex grew slightly above trend when compared against England and the East of England, averaging 5.9% growth per annum between 1997 and 2007 compared to 5.4% and 5.7% respectively in England and the East of England (1997-2007). It is likely growth figures for all of these areas have subsequently declined as a consequence of the recession starting in 2008. Similarly per capita GVA has grown slightly above trend when compared against England and the East of England, at 5.1% per annum compared to 5% in the East of England and 4.9% for England as a whole (1997-2007). Essex CC currently ranks 7th out of the local authorities that make up the East of England in terms of GVA per capita.

C.1.3 The ONS has not published GVA data post 2007 for Essex therefore it is not currently possible to evaluate the full impact of the recession on GVA figures for 2008 and 2009. However, the East of England Recession Impact Report by Insight East (September 2009) provides some indication of GVA in the region post 2008. The Economic output (using the Gross Value Added or GVA measure) in the East of England is projected to fall by 4.1 per cent in 2009 (UK down by 4.0 per cent). The East of England Forecasting Model projects that economic output (GVA) in the region will grow by 0.3 per cent in 2010 (UK growth rate also projected at 0.3 per cent).

C.1.4 Forecasts suggest that the region will grow faster than the UK after 2010, peaking at 3.9 per cent GVA growth in 2013 (compared to 3.6 per cent in the UK). It is projected that it will take until 2012 for GVA to recover to 2008 levels.

[29] GVA measures the contribution to the economy of each individual producer, industry or sector in the United Kingdom. GVA is used in the estimation of Gross Domestic Product (GDP). GVA + taxes on products - subsidies on products = GDP

Table C.1 - Gross Value Added (at current basic prices): Total (£m)

Total GVA	1997	1999	2001	2003	2005	2007	2008	Ave annual % growth
England	618,170	693,310	762,055	855,679	938,123	1,045,257	1,081,418	5.2
East of England	61,984	69,120	76,039	86,067	95,957	108,029	111,555	6.1
Essex CC	13,193	14,531	16,027	18,508	20,772	23,444	-	5.9
GVA Per Capita	**1997**	**1999**	**2001**	**2003**	**2005**	**2007**	**2008**	**Ave annual % growth**
England	12,703	14,140	15,411	17,160	18,589	20,458	21,020	4.7
East of England	11,769	12,947	14,080	15,721	17,249	19,083	19,473	4.7
Essex CC	10,321	11,221	12,210	13,935	15,381	17,032	-	5.1

Source: Headline Gross Value Added, ONS.
N.B average annual growth for England and East of England is for the period 1997-2008, whilst average for Essex is 1997-2007, as there are currently no GVA figures for Essex beyond 2007.

C.1.5 Table C.2 details the level of GVA within Essex CC by general sector (no data for Essex is available post 2007). The table shows that Construction and Business Services / finance are the drivers of growth in Essex. Other sectors have similarly seen growth excluding agriculture, forestry and fishing which have seen GVA decline over the period at an average rate of 2.1% per annum, although this masks an upturn since bottoming out at £180million in 2005.

Table C.2 – Essex CC Gross Value Added (at current basic prices): by general activity (£)

Sector	1997	1999	2001	2003	2005	2007	Ave annual % growth
Agriculture, forestry and fishing	276	248	225	256	180	224	-2.1
Production	2,920	3,010	2,951	3,019	3,232	3,485	1.8
Construction	1,048	1,221	1,495	1,794	2,107	2,411	8.7
Distribution, transport and communication	2,993	3,564	4,023	4,499	5,013	5,652	6.6
Business services and finance	3,361	3,672	4,247	5,323	5,905	6,815	7.3
Public administration, education, health and other services	2,595	2,816	3,085	3,616	4,335	4,857	6.5
Essex CC Total	**13,193**	**14,531**	**16,026**	**18,507**	**20,772**	**23,444**	**5.9**

Source: Headline Gross Value Added, ONS

C.1.6 Table C.3 shows more detail, separating out all of the broad sectors. This information is only available at the regional level. It demonstrates how the service-related sectors have become increasingly valuable to the East of England's economy. In particular, the business services and finance sector currently provides almost a third of the total added value, up from 26% in 1997. Public administration, education, health and other service industries experienced average annual growth of 6.9% between 1997 and 2007. The value of output from the production, construction and distribution sectors has increased between 1997 and 2007 although their relative importance to the overall GVA has declined, except for construction which has slightly grown in relation to other sectors. These trends clearly show the structural changes that have been occurring in the East of England (as they have been nationally), with service-based sectors acting as the principal drivers of growth.

Table C.3 – East of England GVA by Broad Sector (£m)

Broad Sector	1997		2002		2007		Ave annual % growth
	Level	% of Total	Level	% of Total	Level	% of Total	
Agriculture, forestry and fishing	1,424	2	1,271	2	1,213	1	-1.6
Production	14,199	23	13,857	17	16,541	15	1.5
Construction	4,010	6	6,079	8	8,820	8	8.2
Distribution, transport and communication	14,697	24	19,608	24	25,185	23	5.5
Business services and finance	15,830	26	23,585	29	33,209	31	7.7
Public administration, education, health and other services	11,826	19	16,009	20	23,061	21	6.9
East of England Total	**61,986**	**100**	**80,409**	**100**	**108,029**	**100**	**5.7**

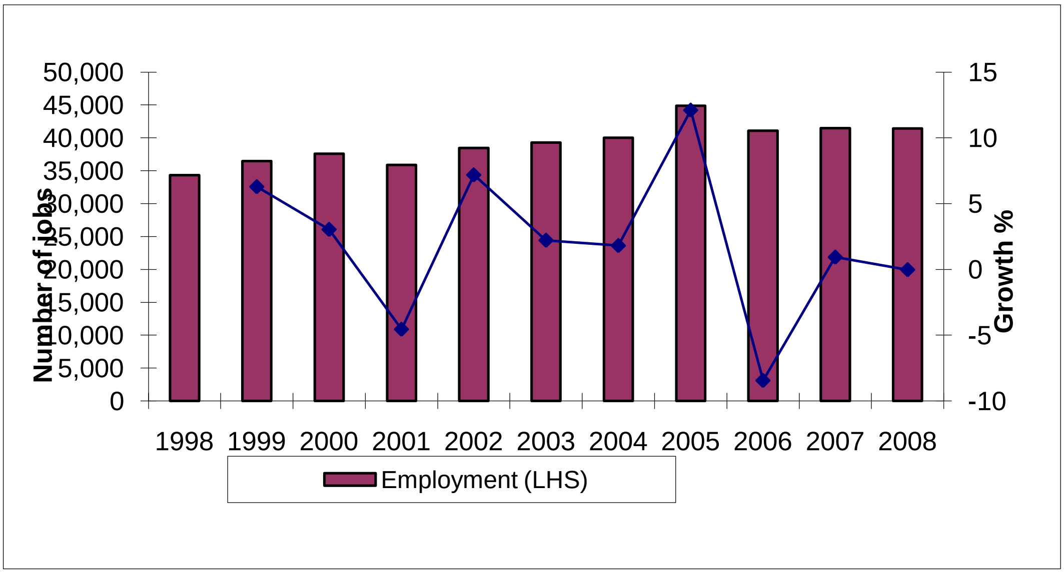
Source: Headline Gross Value Added, ONS

Employment

Total Employment in Epping Forest District

C.1.7 There were over 41,441[30] jobs provided in Epping Forest District in 2008, representing an increase of around 21% since 1998, equivalent to an annual growth rate of 1.9%. The rate of employment growth was slightly slower during the second half of the 10 year period, with annual growth running at 1.9% between 1998 and 2008 and 0.9% between 2002 and 2008.

Figure C.1 – Total Employment in Epping Forest District



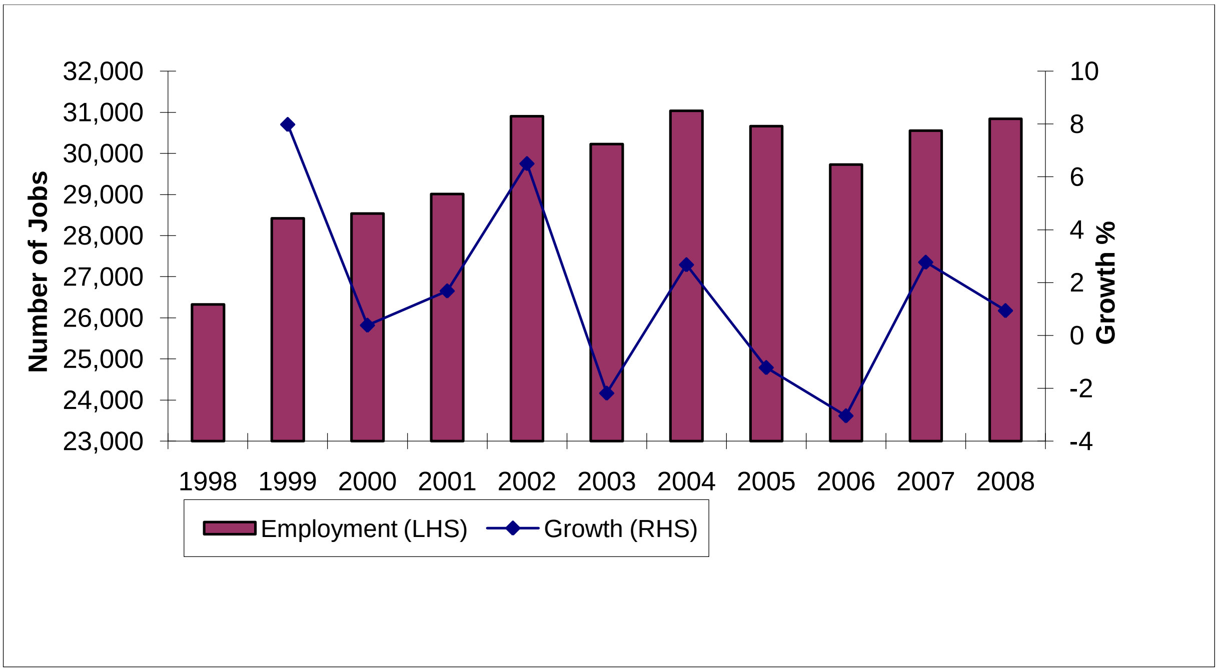
Source: Annual Business Inquiry, NOMIS

[30] Based on Workplace Analysis – ABI, NOMIS also includes Employee Analysis gives a slightly higher number (42,500).

Total Employment in Brentwood Borough

C.1.8 There were over 30,383 jobs provided in Brentwood Borough in 2008[31], representing an increase of around 21% since 1998, equivalent to an annual growth rate of 1.6%. The rate of employment growth was slightly slower during the second half of the 10 year period, with annual growth running at 1.6% between 1998 and 2003 and 0% between 2002 and 2008.

Figure C.2 – Total Employment in Brentwood Borough



Source: Annual Business Inquiry, NOMIS

Broad Sector General Analysis in Epping Forest District

C.1.9 Employment in Epping Forest District is dominated by *distribution, hotels and restaurants* (25.5%), *banking and finance* (23.9%) and *public services* (20.7%).

C.1.10 Table C.4 shows that in 2008 the level of employment in the *distribution, hotels and restaurants* sector has risen at an average rate of 0.5% per annum since 1998, whist the *banking and finance* has seen an annual average growth of 3.7%.

C.1.11 Employment in the *manufacturing* and *energy and water* sectors has declined at an average rate of 7.1% and 10.1% per annum since 1998, respectively.

C.1.12 This largely reflects the long term national and regional decline in the manufacturing industry and energy and water sector. Epping Forest District has experienced a greater decline in *manufacturing*, in comparison to the East of England and Essex, which achieved an average rate of decline at 3.6% and 3.9%, respectively.

C.1.13 *Distribution, restaurants & hotels* sector is the largest employer in Epping Forest District with 25.5% share of total employment. Over the period 1998 – 2008 this sector has experienced limited growth in Epping Forest District averaging growth rates of 0.5%. The overall growth rate for

[31] Based on Workplace Analysis – ABI, NOMIS also includes Employee Analysis gives a slightly higher number (31,100).

Epping Forest District is below the regional average, although the District is in line with the national average of 0.5%.

C.1.14 Public sector employment, categorised under *public administration, education & heath*, reported growth equivalent to 2.5% per annum in Epping Forest. In the District the public sector is the third largest employer commanding a 20.7% share in Epping Forest.

C.1.15 *Banking, finance & insurance* is the second largest employer in Epping Forest after *distribution, hotels and restaurants* with a 23.9% share of the employment market. This is also the third strongest growth sector in Epping Forest increasing at an average rate of 3.7% per annum, which is above the regional and national average annual rates of growth.

C.1.16 *Manufacturing* employment accounts for 4.9% of total employment in Epping Forest, down from 12.4% in 1998 following a fall in the level of employment of over 1,600 since 1996.

C.1.17 *Agriculture & fishing* represents the second lowest employer in both local authorities after the *energy and water* sector. This has, however experienced some growth in Epping Forest and Brentwood with average annual rates of growth at 5.7% and 8.8%, respectively.

C.1.18 *Construction* employment has grown rapidly between 1998–2008, not only locally but regionally and nationally, primarily in activities relating to the general construction of buildings. As a result the sector now accounts for 12.2% of total employment in the Epping Forest making it the fourth largest sector. The average annual rate of growth for the sector is 5.4% in Epping Forest.

C.1.19 *Transport & communications* employment in Epping Forest has grown particularly strongly at an annual rate of 7.4%. This is significantly higher than the growth rates seen in the region and nationally. As a result its significance as an employment source has increased and it now accounts for a share of 7% in Epping Forest of all employment in each of the Districts. The *Transport and communications* sector includes sub sectors such as: *land transport*; *water transport*; *air transport*; *supporting and auxiliary transport activities* and *post and telecommunications*. The growth in the *Transport & communications* sector has been primarily driven by growth in the *supporting and auxiliary transport activities*.

C.1.20 *Other services* employment grew at an average annual rate of 2.6% in Epping Forest between 1998 and 2008, which is slightly higher than the regional and national averages.

C.1.21 *Energy & water* sector represents the smallest employer in the Epping Forest District and has experienced further contraction attributed to negative rates of growth.

Table C.4 – Epping Forest District Employment by Broad Sector

Broad Sector	1998		2000		2004		2008		Ave annual % growth
	Level	% of Total	Level	% of Total	Level	% of Total	Level	% of Total	
Agriculture and fishing	132	0.4	132	0.4	136	0.3	229	0.6	5.7
Energy and water	107	0.3	26	0.1	64	0.2	37	0.1	-10.1
Manufacturing	4,259	12.4	3,507	9.3	2,723	6.8	2,046	4.9	-7.1
Construction	3,000	8.7	2,869	7.6	4,076	10.2	5,061	12.2	5.4
Distribution, hotels and restaurants	10,102	29.4	10,517	28.0	9,836	24.6	10,569	25.5	0.5
Transport and communications	1,222	3.6	1,202	3.2	1,302	3.3	2,491	6.0	7.4
Banking, finance and insurance, etc	6,863	20.0	9,828	26.2	8,617	21.5	9,910	23.9	3.7
Public administration, education & health	6,694	19.5	7,131	19.0	10,904	27.3	8,597	20.7	2.5
Other services	1,934	5.6	2,366	6.3	2,351	5.9	2,501	6.0	2.6
Total	**34,313**	**100**	**37,578**	**100**	**40,009**	**100**	**41,441**	**100**	**1.9**

Source: Annual Business Inquiry, NOMIS

Broad Sector General Analysis in Brentwood Borough

C.1.22 In Brentwood Borough *banking, finance and insurance* is the dominant employment sector with a share of 31.4%. This is followed by *distribution, hotels and restaurants* (20.7%) and *public services* (20.6%).

C.1.23 Table C.5 shows that in 2008 the level of employment in the *banking and finance and insurance* sector rose at an average rate of 2.8% per annum since 1998. *Public services* saw an annual average growth of 3.8%. The sector has grown above the pace achieved in Essex, the East of England and England and Wales.

C.1.24 Employment in the *manufacturing* and *energy and water* sectors has declined at an average rate of 2.9% and 29.7% per annum since 1998. There has been an increase in manufacturing output 2009-2010, however there is no evidence to suggest that this has been reflected in manufacturing employment.

C.1.25 This largely reflects the long term national and regional decline in the manufacturing industry. The Borough has experienced a much greater rate of decline within the *energy and water* sector, in comparison to East of England and England, which achieved a decline of 5.5% and 2.2%, respectively.

C.1.26 *Distribution, restaurants & hotels* sector in the Borough is the second largest employer with a 20.7% of total employment. Over the period 1998 – 2008 this sector has experienced decline, averaging 0.4% per annum. The overall growth rate is below the regional and national averages.

C.1.27 Public sector employment, categorised under *public administration, education & heath*, reported growth the third highest level of growth with 3.8%. In the Borough the public sector is the third largest employer commanding a 20.6% share of total employment.

C.1.28 *Banking, finance & insurance* is the largest employer providing a total of 9,680 jobs in 2008 and commands a 31.4% share of the total employment sector. The Borough achieved a rate of growth at 2.8% per annum, which was above the regional and national average annual rate of growth.

C.1.29 *Manufacturing* employment accounts for 6.7% share of total employment, which has declined from 10.6% achieved in 1998. The sector has been undergoing restructuring and is in long-term decline nationally. Part of the reason for the decline has been overseas competition. This is particularly true for activities with high labour costs and where trade barriers have been removed or reduced, such as in the textile industry. There has also been an improvement in productivity as restructuring within the sector has led to the shift of labour from labour-intensive activities to more productive, high tech and high value activities.

C.1.30 *Agriculture & fishing* represents the second lowest employer in both districts after the *energy and water* sector. This has, however experienced some growth in Epping Forest and Brentwood with average annual rates of growth at 5.7% and 8.8%, respectively.

C.1.31 *Construction* employment has grown rapidly between 1998-2008, not only locally but regionally and nationally, primarily in within activities relating to the general construction of buildings. As a result the sector now accounts for 6.8% in Brentwood Borough making it the fourth largest sector. The average annual rate of growth for the sectors is 1.2%.

C.1.32 *Transport & communications* employment in the Borough has grown particularly strongly at an annual rate of 4.9%. This is significantly higher than the growth rates seen in the region and nationally. As a result its significance as an employment source has increased and in 2008 the sector accounted for 6% of total employment in Brentwood *other services* employment grew at an average annual rate of 2.7% in the Borough between 1998 and 2008, which is slightly higher than the regional and national averages.

C.1.33 *Energy & water* sector represents the smallest employer in the Borough and has experienced further contraction attributed to negative rates of growth.

Table C.5 – Brentwood Borough Employment by Broad Sector

Broad Sector	1998		2000		2004		2008		Ave annual % growth
	Level	% of Total	Level	% of Total	Level	% of Total	Level	% of Total	
Agriculture and fishing	34	0.1	37	0.1	40	0.1	79	0.3	8.8
Energy and water	444	1.7	252	0.9	42	0.1	13	0.0	-29.7
Manufacturing	2,789	10.6	2,284	8.0	2,616	8.4	2,068	6.7	-2.9
Construction	1,844	7.0	1,782	6.2	2,028	6.5	2,087	6.8	1.2
Distribution, hotels and restaurants	6,652	25.3	6,467	22.7	6,995	22.5	6,390	20.7	-0.4
Transport and communications	1,337	5.1	1,589	5.6	2,299	7.4	2,165	7.0	4.9
Banking, finance and insurance, etc	7,315	27.8	9,840	34.5	9,442	30.4	9,680	31.4	2.8
Public administration, education & health	4,368	16.6	4,464	15.6	5,927	19.1	6,353	20.6	3.8
Other services	1,539	5.8	1,819	6.4	1,647	5.3	2,003	6.5	2.7
Total	**26,322**	**100**	**28,534**	**100**	**31,036**	**100**	**30,838**	**100**	**1.6**

Source: Annual Business Inquiry, NOMIS

Table C.6 – Employment Growth (average annual % growth 1998 – 2008)

Broad Sector	Epping Forest	Brentwood	Essex	East of England	England & Wales
Agriculture and fishing	5.7	8.8	0.0	0.8	3.1
Energy and water	-10.1	-29.7	-10.2	-5.5	-2.6
Manufacturing	-7.1	-2.9	-3.4	-3.6	-3.9
Construction	5.4	1.2	3.5	3.0	1.5
Distribution, hotels and restaurants	0.5	-0.4	1.0	0.7	0.5
Transport and communications	7.4	4.9	2.6	0.3	0.9
Banking, finance and insurance, etc	3.7	2.8	2.6	2.2	2.6
Public administration, education & health	2.5	3.8	3.4	2.4	2.2
Other services	2.6	2.7	3.7	2.2	2.2
Total	**1.9**	**1.6**	**1.6**	**0.9**	**0.9**

Source: Annual Business Inquiry, NOMIS

Broad Sector Relative Representation

C.1.34 Tables C.7 and Table C.8 show the employment location quotients for Epping Forest District and Brentwood Borough with respect to Essex, East of England and England & Wales. An employment location quotient of less that 1.00 indicates that employment in the sector is under-represented in the study area compared to the wider area. A quotient of greater than 1.00 indicates that employment in the sector is over-represented.

Broad Sector Relative Representation in Epping Forest District

C.1.35 Despite the small employment base, Epping Forest's rural character means that it has a relatively high local quotient for *agriculture and fishing*.

C.1.36 Construction has been performing relatively well in the District (5.4% average annual growth) between 1998–2008. This contrasts with the slower annual growth observed in East of England (3.0%) over the same period of time. Looking at the location quotients for the same period, Epping Forest has improved its *construction* activities compared to Essex (from 1.7 in 1998 to 1.9 in 2009). Despite performing well over the past decade, the current downturn in the development market is likely to constrain growth in the *construction* sector over the next few years. This is evident in the declining annual growth rates experienced across the five areas in the manufacturing sector as shown in Table C.6.

C.1.37 Under-represented sectors include *manufacturing*, *energy and water* sector and the public sector despite the growth seen in public services (at an annual average of 2.5%) achieved over the last years. In addition to this, it is anticipated that public sector cuts are likely to occur in the coming years, which are likely to have a substantial impact on this sector.

Table C.7 – Epping Forest District Employment Quotients

Broad Sector	Epping Forest: England & Wales				Epping Forest: East of England				Epping Forest: Essex			
	1998	2000	2004	2008	1998	2000	2004	2008	1998	2000	2004	2008
Agriculture and fishing	1.6	1.4	1.5	1.9	0.9	0.8	0.8	1.3	1.0	0.9	1.0	1.6
Energy and water	0.4	0.1	0.3	0.2	0.4	0.1	0.4	0.2	0.4	0.1	0.4	0.4
Manufacturing	0.7	0.6	0.6	0.5	0.8	0.6	0.6	0.5	0.7	0.6	0.5	0.5
Construction	2.0	1.7	2.3	2.6	2.0	1.6	2.0	2.3	1.7	1.5	1.6	1.9
Distribution, hotels and restaurants	1.2	1.2	1.0	1.1	1.1	1.1	0.9	1.0	1.1	1.1	1.0	1.0
Transport and communications	0.6	0.5	0.5	1.0	0.5	0.5	0.5	1.0	0.6	0.5	0.5	0.9
Banking, finance and insurance, etc	1.1	1.3	1.1	1.1	1.0	1.3	1.1	1.1	1.1	1.3	1.1	1.2
Public administration, education & health	0.8	0.8	1.0	0.8	0.9	0.9	1.1	0.8	0.9	0.9	1.1	0.8
Other services	1.2	1.3	1.1	1.1	1.3	1.4	1.2	1.2	1.3	1.4	1.3	1.1
Total	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**

Source: Annual Business Inquiry, NOMIS

Broad Sector Relative Representation in Brentwood Borough

C.1.38 Table C.8 shows that *banking and finance and insurance* have been performing relatively well in Brentwood Borough (2.8% average annual growth) between1998–2008. This contrasts with the slower annual growth observed in East of England (2.2%) over the same period of time. Looking at the location quotients for the same period, Brentwood has improved its banking and finance activities compared to Essex (from 1.5 in 1998 to 1.6 in 2008). In addition, the location quotients show that there is a slightly better representation of the sector in the Borough than in the East of England and England and Wales. This demonstrates the importance of banking and finance in the Borough.

C.1.39 *Transport and communications* has also show moderate growth at (4.9% average annual growth). The location quotients show that it has improved its related activities compared to Essex (from 0.9 in 1998 to 1.1 in 2008.)

C.1.40 *Other services* are over-represented in the Borough when compared to Essex (1.2), East of England (1.3) and England and Wales (1.2).

C.1.41 Under-represented sectors include *agriculture and fishing* and the public sector despite the growth over the period 1998–2008.

Table C.8 – Brentwood Borough Employment Quotients

Broad Sector	Brentwood: England & Wales				Brentwood: East of England				Brentwood: Essex			
	1998	2000	2004	2008	1998	2000	2004	2008	1998	2000	2004	2008
Agriculture and fishing	0.5	0.5	0.6	0.9	0.3	0.3	0.3	0.6	0.3	0.3	0.4	0.7
Energy and water	2.3	1.2	0.3	0.1	2.3	1.2	0.3	0.1	2.0	1.5	0.4	0.2
Manufacturing	0.6	0.5	0.7	0.6	0.6	0.5	0.7	0.6	0.6	0.5	0.7	0.6
Construction	1.6	1.4	1.5	1.4	1.6	1.3	1.3	1.2	1.3	1.2	1.1	1.1
Distribution, hotels and restaurants	1.0	0.9	0.9	0.9	1.0	0.9	0.9	0.8	1.0	0.9	0.9	0.8
Transport and communications	0.9	0.9	1.2	1.2	0.8	0.8	1.1	1.1	0.9	0.9	1.2	1.1
Banking, finance and insurance, etc	1.5	1.7	1.5	1.4	1.5	1.8	1.5	1.5	1.5	1.7	1.6	1.6
Public administration, education & health	0.7	0.7	0.7	0.8	0.8	0.7	0.8	0.8	0.8	0.7	0.8	0.8
Other services	1.2	1.3	1.0	1.2	1.4	1.4	1.1	1.3	1.3	1.4	1.1	1.2
Total	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**	**1.0**

Source: Annual Business Inquiry, NOMIS

Employment Location Quotients

C.1.42 Figures C.3 to C.8 show the employment location quotients for Epping Forest District and Brentwood Borough with respect to Essex, East of England and England & Wales respectively set against sectoral growth in each of the three areas. The size of the circle representing each sector is in proportion to the amount of total employment that each accounts for the study area. Sectors identified in the upper right quadrant of each graph are those which are well represented in and have experienced growth in the wider economy. The lower left hand quadrant contains those sectors that are under-represented in and are in decline in the wider economy. The upper left quadrant contains those that are under-represented and are growing in the wider economy and the lower right quadrant contains those that are over-represented in Essex and are declining in the wider economy.

Local Quotient Analysis in Epping Forest District

C.1.43 *Agriculture & fishing* employment is well represented in Epping Forest, particularly in relation to England & Wales where it has an employment location quotient of 1.9, although this is unsurprising given the rural nature of the District.

C.1.44 *Manufacturing* employment is declining in the wider economy and is under-represented in Epping Forest.

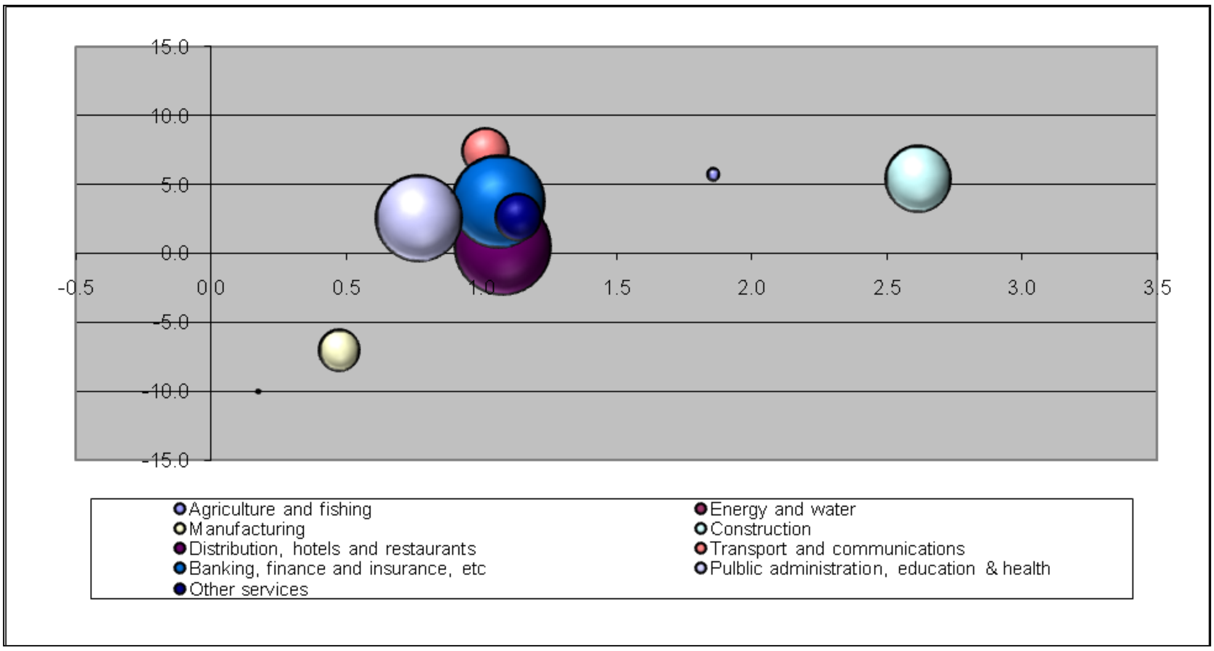
C.1.45 *Distribution, hotels & restaurants* is the largest employer in Epping and is over-represented in the District. The sector has been performing well in all three of the wider study areas.

C.1.46 *Public administration, education & health* is the third largest source of employment in Epping Forest and broadly matches the sector's relative significance in the wider study areas.

C.1.47 *Banking, finance & insurance* is a key employment growth sector in the wider economies. It is the second largest employer in Epping Forest and is over-represented in the District and is in line with the sector's relative significance in the wider study area.

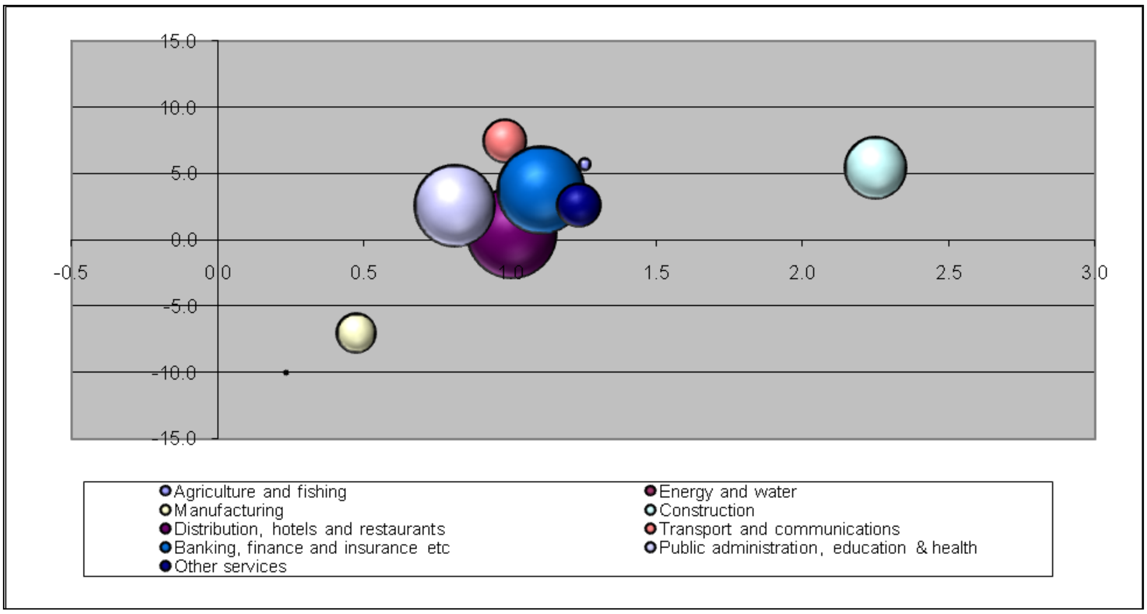
C.1.48 *Construction* employment has seen the fastest rate of percentage growth in the wider regional study areas. Epping Forest has experienced a faster pace of growth and is over represented in the sector.

Figure C.3 – Epping Forest District: England and Wales Location Quotients (2008) Against Sectoral Growth in England and Wales



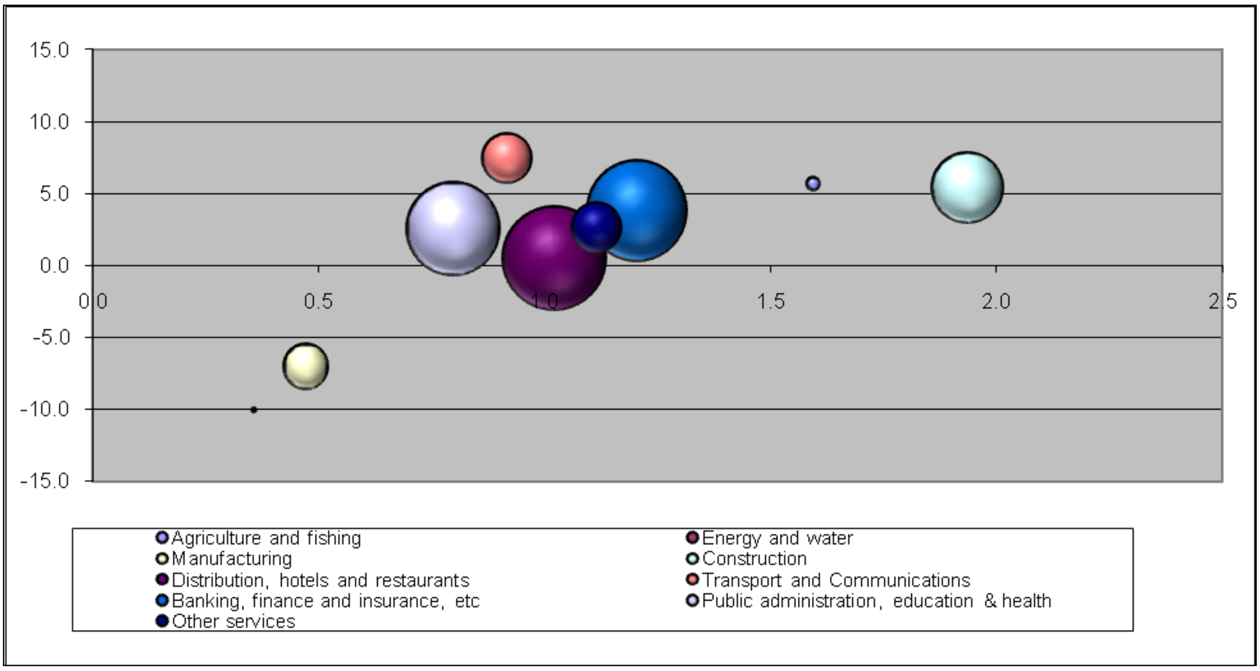
Source: Annual Business Inquiry, NOMIS

Figure C.4 – Epping Forest District: England and Wales Location Quotients (2008) Against Sectoral Growth in East of England



Source: Annual Business Inquiry, NOMIS

Figure C.5 – Epping Forest District: England and Wales Location Quotients (2008) Against Sectoral Growth in Essex



Source: Annual Business Inquiry, NOMIS

Local Quotient Analysis in Brentwood Borough

C.1.49 *Agriculture & fishing* employment is under represented in Brentwood Borough, particularly in relation to East of Essex where it has an employment location quotient of 0.9.

C.1.50 *Manufacturing* employment is declining in the wider economy and is under-represented in the Borough.

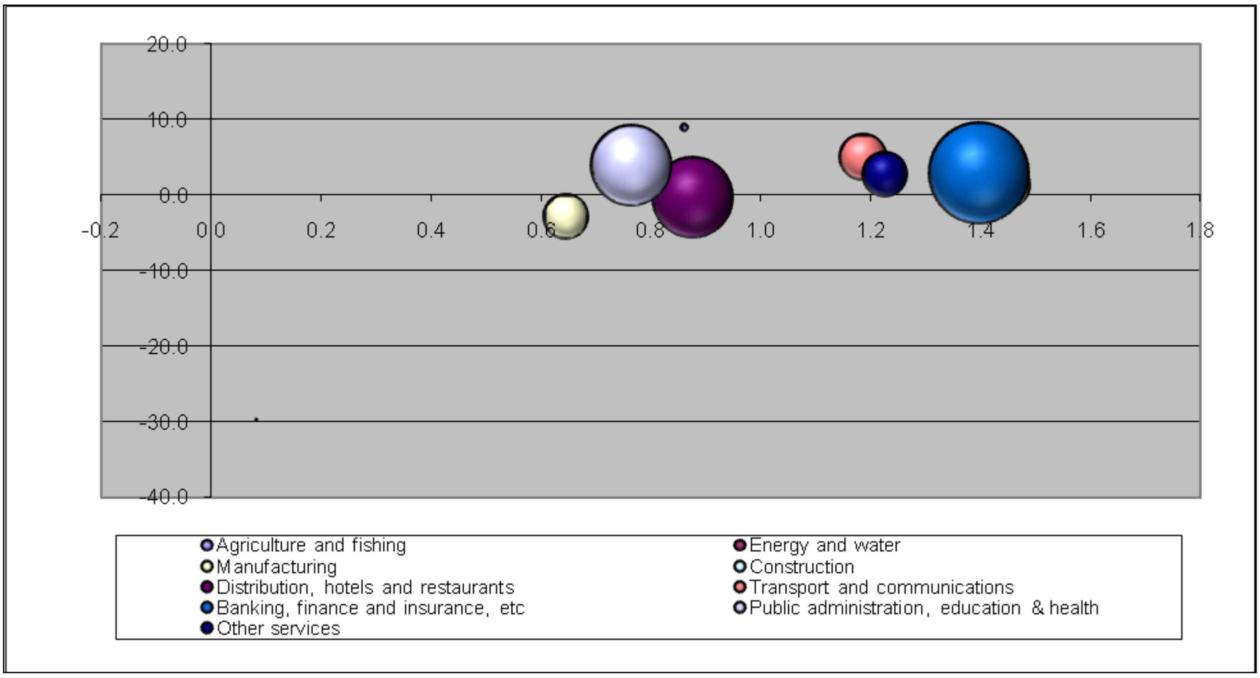
C.1.51 *Distribution, hotels & restaurants* is the second largest source of employment in the Borough and is over-represented. The sector has been performing well in all three of the wider study areas.

C.1.52 *Public administration, education & health* is the third largest source of employment in and broadly matches the sector's relative significance in the wider study areas.

C.1.53 *Banking, finance & insurance* is a key employment growth sector in the wider economies. It is the largest employer in the Borough and is over-represented as a result of the sector's relative significance in the wider study area.

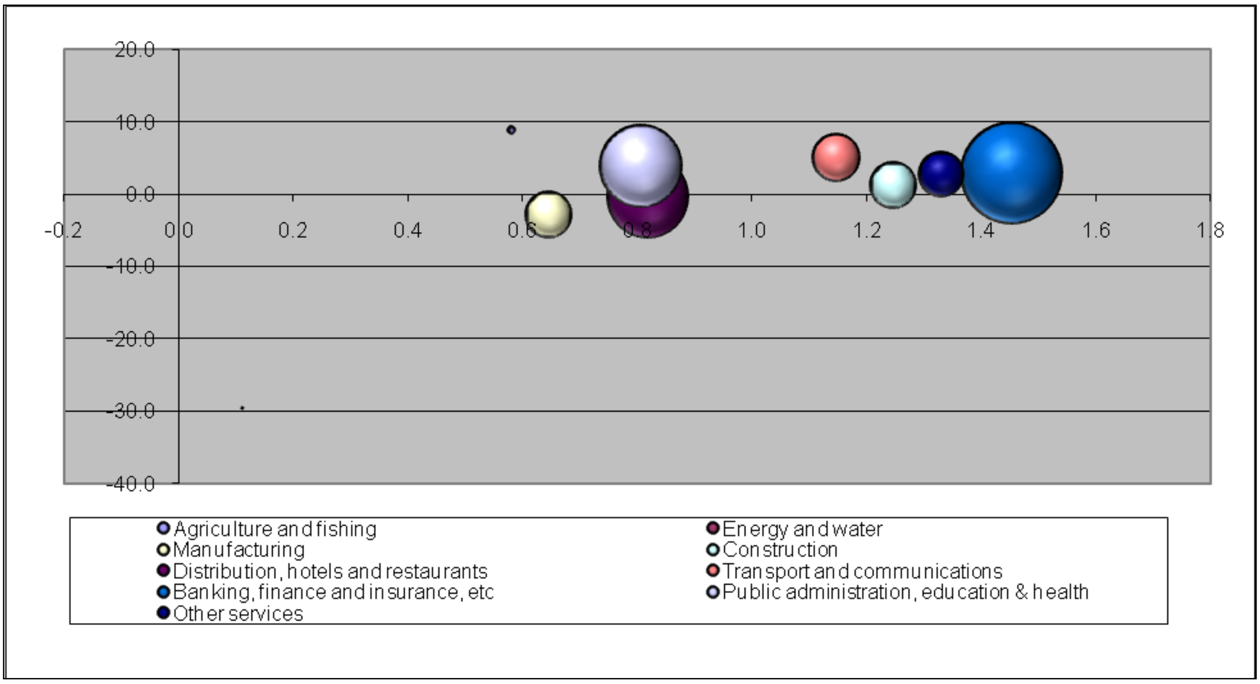
C.1.54 *Construction* employment has seen the fastest rate of percentage growth in the wider regional study areas. In Brentwood Borough, the sector is well represented, particularly in relation to England and Wales as a whole.

Figure C.6 – Brentwood Borough: England and Wales Location Quotients (2008) Against Sectoral Growth in England and Wales



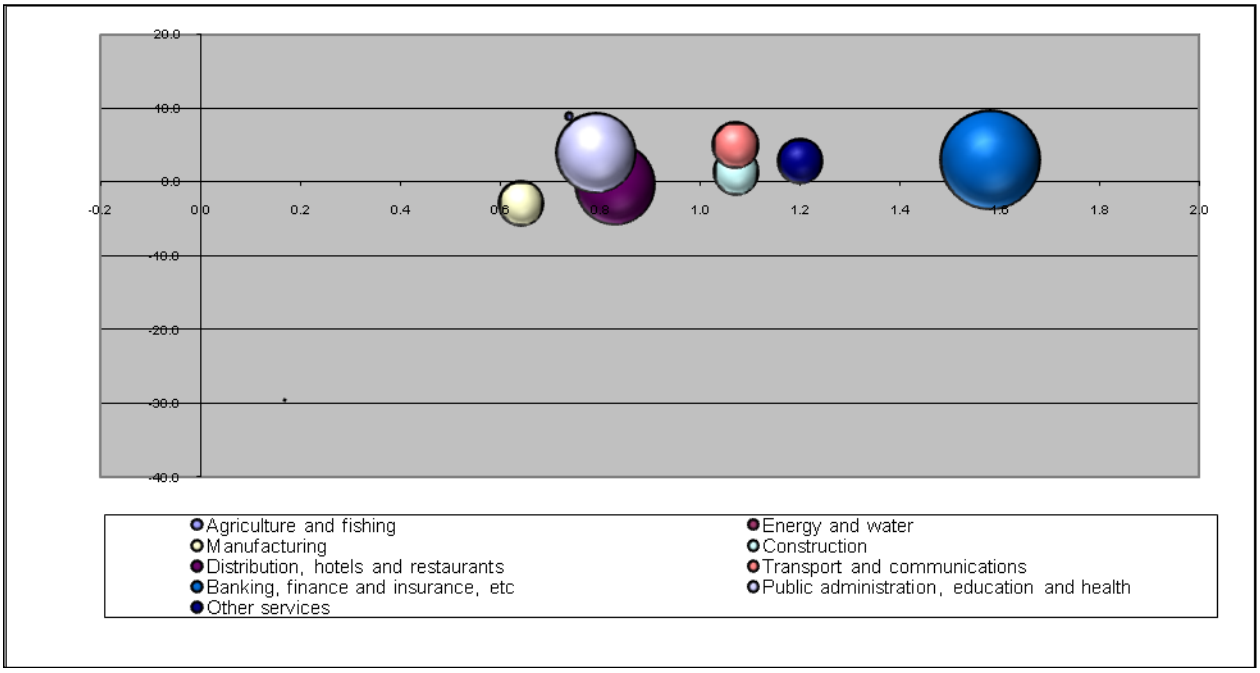
Source: Annual Business Inquiry, NOMIS

Figure C.7 – Brentwood: England and Wales Location Quotients (2008) Against Sectoral Growth in East of England



Source: Annual Business Inquiry, NOMIS

Figure C.8 – Brentwood Borough: England and Wales Location Quotients (2008) Against Sectoral Growth in Essex



Source: Annual Business Inquiry, NOMIS

Detailed Sub-Sector Analysis

C.1.55 In understanding the dynamics of the local economy, it is useful to examine changes in employment by sub-sector (2-digit SIC code). The 2 digit SIC (Standard Industrial Classification) codes the type of business. Table C.9 and C.10 shows the main sub-sectors in Epping Forest District and Brentwood Borough by share of total employment (those accounting for 1.5% or more of total employment in 2008). The largest four sub-sectors account for close to half of all employment for these local authority areas.

Sub-Sector Analysis in Epping Forest District

C.1.56 In Epping Forest *other business activities* is the largest sub-sector providing 18% of total employment between 1998 and 2008. The second and third largest sectors are *construction* (12.2%) and retail trade (10%). Impacts of the recession are unclear at this stage as data is unavailable.

Table C.9 – Epping Forest District Key Sub-Sectors

Sub Sector	1998		2000		2004		2008		Ave annual % growth
	No	%	No	%	No	%	No	%	
74 : Other business activities	4,850	14.1	6,424	17.1	6,078	15.2	7,457	18.0	4.40
45 : Construction	3,000	8.7	2,869	7.6	4,076	10.2	5,061	12.2	5.37
52 : Retail trade, except of motor vehicles and motorcycles; repair of personal and household goods	4,498	13.1	4,337	11.5	3,737	9.3	4,124	10.0	-0.86
85 : Health and social work	3,116	9.1	3,502	9.3	6,446	16.1	3,936	9.5	2.36
80 : Education	2,635	7.7	2,696	7.2	3,485	8.7	3,705	8.9	3.47
55 : Hotels and restaurants	2,747	8.0	3,060	8.1	3,100	7.7	3,023	7.3	0.96

Sub Sector	1998		2000		2004		2008		Ave annual % growth
	No	%	No	%	No	%	No	%	
51 : Wholesale trade and commission trade, except of motor vehicles and motorcycles	1,812	5.3	1,975	5.3	2,079	5.2	2,538	6.1	3.43
63 : Supporting and auxiliary transport activities; activities of travel agencies	361	1.1	430	1.1	421	1.1	1,511	3.6	15.39
92 : Recreational, cultural and sporting activities	922	2.7	1,289	3.4	1,308	3.3	1,343	3.2	3.83
75 : Public administration and defence; compulsory social security	942	2.7	933	2.5	973	2.4	956	2.3	0.15
70 : Real estate activities	641	1.9	1,185	3.2	1,361	3.4	886	2.1	3.29
50 : Sale, maintenance and repair of motor vehicles and motorcycles; retail sale of automotive fuel	1,045	3.0	1,144	3.0	920	2.3	884	2.1	-1.66
93 : Other service activities	579	1.7	667	1.8	619	1.5	720	1.7	2.20
60 : Land transport; transport via pipelines	619	1.8	547	1.5	567	1.4	702	1.7	1.27

Source: Annual Business Inquiry, NOMIS

Sub-Sector Analysis in Brentwood Borough

C.1.57 In Brentwood the largest sub-sector is *other business activities*, accounting for 19.2% of total employment between 1998 and 2008. This is followed by public sector activities including *health and social work* (10%) and *education* (8.7%). Impacts of the recession are unclear at this stage as data is unavailable.

Table C.10 – Brentwood Borough Key Sub-Sectors

Sub Sector	1998		2000		2004		2008		Ave annual % growth
	No	%	No	%	No	%	No	%	
74 : Other business activities	3,115	11.8	4,830	16.9	5,577	18.0	5,927	19.2	6.6
85 : Health and social work	1,798	6.8	1,841	6.5	2,831	9.1	3,083	10.0	5.5
80 : Education	1,601	6.1	1,702	6.0	2,568	8.3	2,698	8.7	5.4
52 : Retail trade, except of motor vehicles and motorcycles; repair of personal and household goods	3,012	11.4	2,578	9.0	2,650	8.5	2,519	8.2	-1.8
55 : Hotels and restaurants	1,871	7.1	2,244	7.9	2,095	6.8	2,091	6.8	1.1
45 : Construction	1,844	7.0	1,782	6.2	2,028	6.5	2,087	6.8	1.2
51 : Wholesale trade and commission trade, except of motor vehicles and motorcycles	1,205	4.6	898	3.1	1,590	5.1	1,148	3.7	-0.5
64 : Post and telecommunications	313	1.2	482	1.7	1,328	4.3	1,131	3.7	13.7
70 : Real estate activities	389	1.5	1,071	3.8	525	1.7	1,082	3.5	10.8
92 : Recreational, cultural and sporting activities	660	2.5	850	3.0	730	2.4	952	3.1	3.7
65 : Financial intermediation, except insurance and pension funding	1,186	4.5	826	2.9	931	3.0	926	3.0	-2.4

Sub Sector	1998		2000		2004		2008		Ave annual % growth
	No	%	No	%	No	%	No	%	
93 : Other service activities	341	1.3	547	1.9	456	1.5	675	2.2	7.9
67 : Activities auxiliary to financial intermediation	879	3.3	942	3.3	737	2.4	661	2.1	-2.8
50 : Sale, maintenance and repair of motor vehicles and motorcycles; retail sale of automotive fuel	564	2.1	748	2.6	660	2.1	631	2.0	1.1
63 : Supporting and auxiliary transport activities; activities of travel agencies	475	1.8	567	2.0	594	1.9	629	2.0	2.8
72 : Computer and related activites	674	2.6	812	2.8	668	2.2	576	1.9	-1.6
75 : Public administration and defence; compulsory social security	969	3.7	921	3.2	528	1.7	572	1.9	-5.1
34 : Manufacture of motor vehicles, trailers and semi-trailers	1,100	4.2	831	2.9	813	2.6	525	1.7	-7.1

Source: Annual Business Inquiry, NOMIS

Key Growth Sectors in Epping Forest District

C.1.58 Table C.11 looks at the key growth sub-sectors in Epping Forest. In the District the *other business activities* sector has seen the strongest employment growth in absolute terms with slight percentage growth, recording increases of 2,607 jobs and 4.4%. The fastest growing and third largest sector is *supporting and auxiliary transport activities; activities of travel agencies*, which recorded average annual growth at 15.4%, providing an increase of 1,150 jobs.

Table C.11 – Epping Forest District Key Growth Sub-Sectors

Sub Sector	1998		2008		Ave annual % growth	Absolute Change
	No	%	No	%		
74 : Other business activities	4,850	14.1	7,457	18.0	4.4	2,607
45 : Construction	3,000	8.7	5,061	12.2	5.4	2,061
63 : Supporting and auxiliary transport activities; activities of travel agencies	361	1.1	1,511	3.6	15.4	1,150
80 : Education	2,635	7.7	3,705	8.9	3.5	1,070
85 : Health and social work	3,116	9.1	3,936	9.5	2.4	820
51 : Wholesale trade and commission trade, except of motor vehicles and motorcycles	1,812	5.3	2,538	6.1	3.4	726
92 : Recreational, cultural and sporting activities	922	2.7	1,343	3.2	3.8	421
55 : Hotels and restaurants	2,747	8.0	3,023	7.3	1.0	276
70 : Real estate activities	641	1.9	886	2.1	3.3	245
93 : Other service activities	579	1.7	720	1.7	2.2	141
72 : Computer and related activities	453	1.3	582	1.4	2.5	129
71 : Renting of machinery and equipment without operator and of personal and household goods	172	0.5	277	0.7	4.9	105

Sub Sector	1998		2008		Ave annual % growth	Absolute Change
	No	%	No	%		
73 : Research and development	9	0.0	110	0.3	28.4	101
01 : Agriculture, hunting and related service activities	121	0.4	221	0.5	6.2	100
60 : Land transport; transport via pipelines	619	1.8	702	1.7	1.3	83

Source: Annual Business Inquiry, NOMIS

Key Growth Sectors in Brentwood Borough

C.1.59 Table C.12 shows the key growth sub-sectors in Brentwood between 1998 and 2008. *Other business activities* is the largest sector in Brentwood with a total increase of 2,812 and a growth rate of 6.6% annum. The fastest growing sector is *manufacture of chemicals and chemical products* with an average annual rate of 14.4%, although this represented the eight largest sector with a total increase of 292 jobs. The *postal and telecommunications* industry is also performing well as the fourth largest employer providing an additional 818 jobs with an average annual growth rate of 13.7%.

Table C.12 – Brentwood Borough Key Growth Sub-Sectors

Sub Sector	1998		2008		Ave annual % growth	Absolute Change
	No	%	No	%		
74 : Other business activities	3,115	11.8	5,927	19.2	6.6	2,812
85 : Health and social work	1,798	6.8	3,083	10.0	5.5	1,285
80 : Education	1,601	6.1	2,698	8.7	5.4	1,097
64 : Post and telecommunications	313	1.2	1,131	3.7	13.7	818
70 : Real estate activities	389	1.5	1,082	3.5	10.8	693
93 : Other service activities	341	1.3	675	2.2	7.1	334
92 : Recreational, cultural and sporting activities	660	2.5	952	3.1	3.7	292
24 : Manufacture of chemicals and chemical products	102	0.4	390	1.3	14.4	288
45 : Construction	1,844	7.0	2,087	6.8	1.2	243
55 : Hotels and restaurants	1,871	7.1	2,091	6.8	1.1	220
63 : Supporting and auxiliary transport activities; activities of travel agencies	475	1.8	629	2.0	2.8	154
71 : Renting of machinery and equipment without operator and of personal and household goods	118	0.4	253	0.8	7.9	135
28 : Manufacture of fabricated metal products, except machinery and equipment	252	1.0	321	1.0	2.4	69
50 : Sale, maintenance and repair of motor vehicles and motorcycles; retail sale of automotive fuel	564	2.1	631	2.0	1.1	67
01 : Agriculture, hunting and related service activities	30	0.1	73	0.2	9.3	43

Source: Annual Business Inquiry, NOMIS

Key Sectors in Decline in Epping Forest District

C.1.60 Table C.13 shows the key sub-sectors that have been in decline in Epping Forest in the period 1998–2008. Over the half of the sub-sectors are based in the manufacturing sector, highlighting the state of general decline that the sector has been undergoing. However, in Epping Forest the *publishing, printing and reproduction of recorded media* has seen the largest absolute decline. Impacts of the recession are unclear at this stage as data is unavailable.

Table C.13 – Epping Forest District Key Sub-Sectors in Decline

Sub Sector	1998		2008		Ave annual % growth	Absolute Change
	No	%	No	%		
22 : Publishing, printing and reproduction of recorded media	1,188	3.5	489	1.2	-8.5	-699
52 : Retail trade, except of motor vehicles and motorcycles; repair of personal and household goods	4,498	13.1	4,124	10.0	-0.9	-374
15 : Manufacturing of food and beverages	283	0.8	14	0.0	-26.0	-269
30 : Manufacture of office machinery and computers	333	1.0	73	0.2	-14.1	-260
24 : Manufacture of chemicals and chemical products	506	1.5	292	0.7	-5.3	-214
28 : Manufacture of fabricated metal products, except machinery and equipment	249	0.7	45	0.1	-15.7	-204
36 : Manufacture of furniture; manufacturing not elsewhere classified	398	1.2	215	0.5	-6.0	-183
50 : Sale, maintenance and repair of motor vehicles and motorcycles; retail sale of automotive fuel	413	1.2	236	0.6	-5.4	-177
67 : Activities auxiliary to financial intermediation	1,045	3.0	884	2.1	-1.7	-161
66 : Insurance and pension funding, except compulsory social security	176	0.5	88	0.2	-6.7	-88
34 : Manufacture of motor vehicles, trailers and semi-trailers	137	0.4	65	0.2	-7.2	-72
26 : Manufacture of other non-metallic mineral products	114	0.3	53	0.1	-7.4	-61
41 : Collection, purification and distribution of water	170	0.5	112	0.3	-4.1	-58
18 : Manufacture of wearing apparel; dressing and dyeing of fur	71	0.2	17	0.0	-13.3	-54
35 : Manufacture of transport equipment	65	0.2	19	0.0	-11.6	-46

Source: Annual Business Inquiry, NOMIS

Key Sectors in Decline in Brentwood Borough

C.1.61 Table C.14 shows the key sub-sectors that have been in decline in Brentwood in the period 1998–2008. In Brentwood *insurance and pension funding* and the *manufacture of motor vehicles and trailers* experience the largest absolute declines. Manufacturing has also been in decline within the areas of motor vehicles, and machinery equipment. Impacts of the recession are unclear at this stage as data is unavailable.

Table C.14 – Brentwood Borough Key Sub-Sectors in Decline

Sub Sector	1998		2008		Ave annual % growth	Absolute Change
	No	%	No	%		
66 : Insurance and pension funding, except compulsory social security	895	3.4	244	0.8	-12.2	-651
34 : Manufacture of motor vehicles, trailers and semi-trailers	1,100	4.2	525	1.7	-7.1	-575
52 : Retail trade, except of motor vehicles and motorcycles; repair of personal and household goods	3,012	11.4	2,519	8.2	-1.8	-493
75 : Public administration and defence; compulsory social security	969	3.7	572	1.9	-5.1	-397
65 : Financial intermediation, except insurance and pension funding	1,186	4.5	926	3.0	-2.4	-260
67 : Activities auxiliary to financial intermediation	879	3.3	661	2.1	-2.8	-218
22 : Publishing, printing and reproduction of recorded media	390	1.5	248	0.8	-4.4	-142
60 : Land transport; transport via pipelines	530	2.0	390	1.3	-3.0	-140
29 : Manufacture of machinery and equipment not elsewhere classified	145	0.6	29	0.1	-14.9	-116
72 : Computer and related activities	674	2.6	576	1.9	-1.6	-98
90 : Sewage and refuse disposal, sanitation and similar activities	304	1.2	209	0.7	-3.7	-95
91 : Activities of membership organisations not elsewhere classified	234	0.9	167	0.5	-3.3	-67
51 : Wholesale trade and commission trade, except of motor vehicles and motorcycles	1,205	4.6	1,148	3.7	-0.5	-57

Source: Annual Business Inquiry, NOMIS

B-Use Class Employment

C.1.62 Most 'employment' policies contained in development plans relate to jobs associated with premises which accommodate business and industrial activities categorised under the B-Use Class (B1a, B1b, B1c, B2 and B8). Although an important component of total employment is generated by activities not classified as B-use, it is important for our analysis to consider separately activities traditionally the subject of employment policies in development plans.

C.1.63 Table C.15 and C.16 shows the level of B-use employment in the study area. B-use employment has been estimated using an in-house modelling technique[32]. B-use employment accounts for 78.6% of total employment in Epping Forest District and 79% in Brentwood Borough.

B-Use Class Employment in Epping Forest District

C.1.64 *Distribution, hotels and restaurants* is the largest of the B-use sectors in Epping Forest, accounting for 32.4% of all B jobs. However as previously stated, the sector's average annual rate of growth of 0.5% per annum is below the rates seen in the wider areas, particularly in Essex where average per annum growth was 1%. In Epping Forest, *B-use transport and communications* and *B-use construction* are the fastest growing sectors at an annual growth rate of 7.4% and 5.4% per annum, respectively.

[32] See tables C.39 – C.41 for a list of SIC codes that constitute the B-use class employment categories.

Table C.15 – Epping Forest District B-Use Employment

Broad Sector	1998		2000		2004		2008	
	Jobs	% of Total	Jobs	% of Total	Jobs	% of Total	Jobs	% of Total
B-Use Manufacturing	4,259	15.6	3,507	11.6	2,723	9.4	2,046	6.3
B-Use Construction	3,000	11.0	2,869	9.5	4,076	14.1	5,061	15.5
B-Use Distribution, hotels and restaurants	10,102	36.9	10,517	34.7	9,836	34.0	10,569	32.4
B-Use Transport and communications	1,222	4.5	1,202	4.0	1,302	4.5	2,491	7.6
B-Use Banking, finance and insurance, etc	6,863	25.1	9,828	32.4	8,617	29.8	9,910	30.4
B-Use Other services	1,934	7.1	2,366	7.8	2,351	8.1	2,501	7.7
Total	**27,380**	**100**	**30,289**	**100**	**28,905**	**100**	**32,578**	**100**

Source: Annual Business Inquiry, NOMIS

B-Use Class Employment in Brentwood Borough

C.1.65 *Banking, finance and insurance* is the largest of the B-use sectors in Brentwood Borough, accounting for 39.7% of all B-use class jobs. The sector's average annual rate of growth is the second fastest sector, achieving an average of 2.8 % per annum, which is just above the rates seen in the wider areas. *B-use transport and communications* is fastest growing sector at an annual growth rate of 4.9%.

Table C.16 – Brentwood Borough B-Use Employment

Broad Sector	1998		2000		2004		2008	
	Jobs	% of Total	Jobs	% of Total	Jobs	% of Total	Jobs	% of Total
B-Use Manufacturing	2,789	13.0	2,284	9.6	2,616	10.5	2,068	8.5
B-Use Construction	1,844	8.6	1,782	7.5	2,028	8.1	2,087	8.6
B-Use Distribution, hotels and restaurants	6,652	31.0	6,467	27.2	6,995	27.9	6,390	26.2
B-Use Transport and communications	1,337	6.2	1,589	6.7	2,299	9.2	2,165	8.9
B-Use Banking, finance and insurance, etc	7,315	34.1	9,840	41.4	9,442	37.7	9,680	39.7
B-Use Other services	1,539	7.2	1,819	7.6	1,647	6.6	2,003	8.2
Total	**21,476**	**100**	**23,781**	**100**	**25,027**	**100**	**24,393**	**100**

Source: Annual Business Inquiry, NOMIS

Table C.17 – B-use Employment Growth (average annual % growth from 1998-2008)

Broad Sector	England & Wales	East of England	Essex	Brentwood	Epping Forest
B-Use Manufacturing	-3.9	-3.6	-3.4	-2.9	-7.1
B-Use Construction	1.5	3.0	3.5	1.2	5.4
B-Use Distribution, hotels and restaurants	0.5	0.7	1.0	-0.4	0.5
B-Use Transport and communications	0.9	0.3	2.6	4.9	7.4
B-Use Banking, finance and insurance, etc	2.6	2.2	2.6	2.8	3.7
B-Use Other services	2.2	2.2	3.7	2.7	2.6
Total	**0.5**	**0.5**	**1.1**	**1.3**	**1.8**

Source: Annual Business Inquiry, NOMIS

Industrial and Warehouse employment

C.1.66 Tables C.18 and C.19 set out the level of industrial and warehousing related employment in Epping Forest District and Brentwood Borough. It also sets out location quotients for the activities which provide a measure of the extent to which employment in each activity compares to the East of England benchmark.

C.1.67 The SIC codes included under each sector heading are based on the Greater London Authority report; Industrial & Warehousing Land Demand in London, August 2008. The sectors are designed to capture as closely as possible all industrial based employment. A breakdown of the SIC codes included in each sector can be found in Tables C.39 – C.41.

Industrial and Warehouse employment in Epping Forest District

C.1.68 *Construction* activities account for the large majority of industrial sector employment in Epping Forest at 62.1%, although they are under-represented compared to the East of England average. Although the construction sector still has a positive annual average rate of employment growth, the *manufacturing* sector has been in decline and is expected to continue along this trend. There has been a recent increase in output of 4.5% nationally in the manufacturing[33] there has also been an increase in productivity of 7.5% in the period 2009-2010[34]. However, whilst total manufacturing output at the UK level has clearly increased over the past 12 months, there is no evidence yet that this has translated into an increase in the number of manufacturing jobs available, and no evidence to suggest that this is the begin of structural shifts in the economy. Most economist believe that past trends in manufacturing decline are likely to continue, and there is no evidence to suggest Epping Forest would not follow the trend seen nationally and locally prior to the recession.

C.1.69 It is therefore likely that total industrial sector employment will also continue to decline. However, it is important for employment policies to recognise that industrial land use is not uniquely required by manufacturers and that there are areas of the economy where there may be demand for industrial land, in particular through some *construction* activities such as plumbing and joinery installation.

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[33] ONS June 2010 http://www.statistics.gov.uk/cci/nugget.asp?id=198
[34] ONS July 2010 http://www.statistics.gov.uk/instantfigures.asp

Table C.18 – Epping Forest District Industrial Sector Employment

Industrial Sector	1998		2008		Average % growth	Location Quotient With East of England (2008)
	No.	% of total	No.	% of total		
Manufacturing	4,259	50.1	2,046	25.1	-7.1	0.4
Construction	3,000	35.3	5,061	62.1	5.4	2.1
Motor Vehicle Activities	1,045	12.3	884	10.8	-1.7	0.8
Sewage & Refuse Disposal	189	2.2	157	1.9	-1.8	0.9
Total	**8,493**	**100**	**8,148**	**100**	**-0.4**	**1.0**

Source: Annual Business Inquiry, NOMIS

C.1.70 The warehouse sector is reasonably well represented in Epping Forest when compared to the East of England as a whole. The sector has seen employment grow at an annual average rate of 7.6% in Epping Forest, driven by employment in *storage and warehousing*. Warehousing and storage represents a total employment share of 27.8% in Epping Forest. Wholesale activity accounts for just over half of warehouse related employment in the District and is over-represented when compared to the wider East of England economy.

Table C.19 – Epping Forest District Warehouse Sector Employment

Industrial Sector	1998		2008		Average % growth	Location Quotient With East of England (2008)
	No.	% of total	No.	% of total		
Freight transport by road	277	14.3	335	8.3	1.9	0.6
Cargo Handling	11	0.6	1	0.0	-21.3	0.0
Storage & Warehousing	65	3.4	1,123	27.8	33.0	3.1
Other Support Land Transport Activities	26	1.3	22	0.5	-1.7	0.4
Post & Courier activities	170	8.8	184	4.5	0.8	0.4
Wholesale	1,391	71.7	2,379	58.8	5.5	1.0
Total	**1,940**	**100**	**4,044**	**100**	**7.6**	**1.0**

Source: Annual Business Inquiry, NOMIS

Industrial and Warehouse employment in Brentwood Borough

C.1.71 *Construction* and *manufacturing* are the major sources of industrial employment in Brentwood Borough at 41.8 and 41.4% share of employment. *Manufacturing* is under-represented at the regional level with a quotient of 0.7, which is line with the long term trend of national and regional decline in the sector.

Table C.20 – Brentwood Borough Industrial Sector Employment

Industrial Sector	1998		2008		Average % growth	Location Quotient With East of England (2008)
	No.	% of total	No.	% of total		
Manufacturing	2,789	50.7	2,068	41.4	-2.9	0.7
Construction	1,844	33.5	2,087	41.8	1.2	1.4
Motor Vehicle Activities	564	10.3	631	12.6	1.1	1.0
Sewage & Refuse Disposal	304	5.5	209	4.2	-3.7	1.9
Total	**5,501**	**100**	**4,995**	**100**	**-1.0**	**1.0**

Source: Annual Business Inquiry, NOMIS

C.1.72 The warehouse sector is reasonably well represented in Brentwood Borough when compared to the East of England as a whole. The sector has seen employment grow at an annual average rate of 2.1% in the Borough, driven by employment in *storage and warehousing*. *Storage and warehousing* represents a total employment share of 13%. *Wholesale* activity accounts for just over half of warehouse related employment and is over-represented when compared to the wider East of England economy.

Table C.21 – Brentwood Warehouse Sector Employment

Industrial Sector	1998		2008		Average % growth	Location Quotient With East of England (2008)
	No.	% of total	No.	% of total		
Freight transport by road	354	23.1	189	10.0	-6.1	0.7
Cargo Handling	3	0.2	0	0.0	-100	0.0
Storage & Warehousing	33	2.1	245	13.0	22.2	1.5
Other Support Land Transport Activities	2	0.1	43	2.3	35.9	1.5
Post & Courier activities	253	16.5	330	17.5	2.7	1.4
Wholesale	890	58.0	1,082	57.3	2.0	0.9
Total	**1,940**	**100**	**4,044**	**100**	**7.6**	**1.0**

Source: Annual Business Inquiry, NOMIS

Business Size

C.1.73 The business structure of Epping Forest District and Brentwood Borough is dominated by businesses of between 1 and 10 employees. These are referred to as ‘micro-units’.

Business Structure in Epping Forest District

C.1.74 The business structure of Epping Forest is dominated by micro units of between 1 and 10 employees. In 2008 they accounted for 90.7% of all businesses in Epping Forest. Of the total number of micro units in the District, units which have up to four employees account for 87.2% in Epping Forest.

Table C.22 – Business Units Size in Epping Forest

Business Units Size	1998		2000		2004		2008		Ave annual % growth
	Level	% of total	Level	% of total	Level	% of total	Level	% of total	
Micro (1-10 employees)	4545	89.5	4885	89.4	5083	89.6	5793	90.7	2.5
Small (11-49 employees)	444	8.7	498	9.1	492	8.7	484	7.6	0.9
Medium (50-199 employees)	72	1.4	60	1.1	78	1.4	88	1.4	2.0
Large (200 or more employees)	17	0.3	20	0.4	18	0.3	21	0.3	2.1
Total	**5078**	**100**	**5463**	**100**	**5671**	**100**	**6386**	**100**	**2.3**
Micro A (1-4 employees)	3909	86.0	4176	85.5	4452	87.6	5051	87.2	2.6
Micro B (5-10 employees)	636	14.0	709	14.5	631	12.4	742	12.8	1.6
Total Micro	**4545**	**100**	**4885**	**100**	**5083**	**100**	**5793**	**100**	**2.5**

Source: Annual Business Inquiry, NOMIS

Business Structure in Brentwood Borough

C.1.75 The business structure of Brentwood Borough is dominated by micro units of between 1 and 10 employees. In 2008 they accounted for 87.8% of all businesses in Brentwood. Of the total number of micro units in both local authority area, units which have up to four employees account for 86.6% in Brentwood Borough.

Table C.23 – Business Units Size in Brentwood Borough

Business Units Size	1998		2000		2004		2008		Ave annual % growth
	Level	% of total	Level	% of total	Level	% of total	Level	% of total	
Micro (1-10 employees)	2,739	87.4	2,926	87.2	3,028	87.0	3,351	87.8	2.0
Small (11-49 employees)	309	9.9	332	9.9	357	10.3	369	9.7	1.8
Medium (50-199 employees)	72	2.3	80	2.4	75	2.2	77	2.0	0.7
Large (200 or more employees)	15	0.5	18	0.5	19	0.5	18	0.5	1.8
Total	**3,135**	**100**	**3,356**	**100**	**3,479**	**100**	**3,815**	**100**	**2.0**
Micro A (1-4 employees)	2,340	85.4	2,475	84.6	2,600	85.9	2,902	86.6	2.2
Micro B (5-10 employees)	399	14.6	451	15.4	428	14.1	449	13.4	1.2
Total Micro	**2,739**	**100**	**2,926**	**100**	**3,028**	**100**	**3,351**	**100**	**2.0**

Source: Annual Business Inquiry, NOMIS

Business Growth

C.1.76 Overall business units have grown at an average rate of 2.3% in Epping Forest District and 2.0% in Brentwood Borough per annum since 1998 which is in-line with the regional and national rates. The rate of growth in Essex recorded at 2.2% matches Epping Forest, but is slightly faster than achieved in Brentwood in 2008. Growth in Epping Forest and Brentwood (and for the East of England and England & Wales) has been strongest in the small and medium size units.

Table C.24 – Business Unit Growth by Size (Average Annual % Growth)

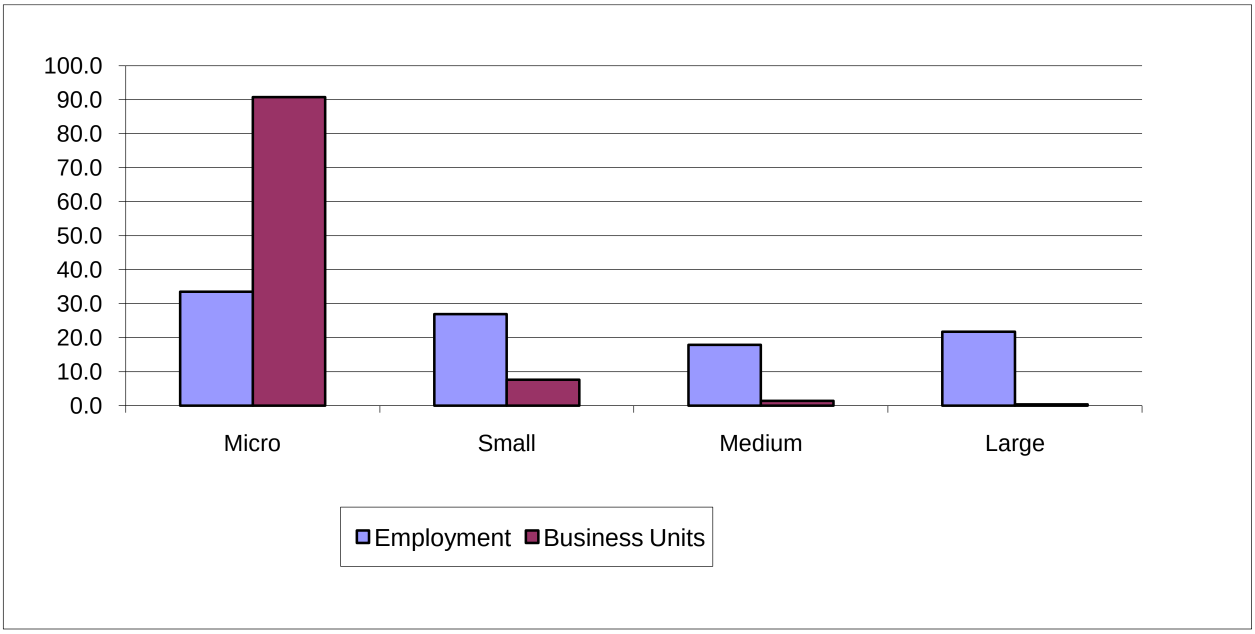
Business Units Size	Epping Forest	Brentwood	Essex	East of England	England & Wales
Micro (1-10 employees)	2.5	2.0	2.3	2.0	2.0
Small (11-49 employees)	0.9	1.8	1.3	1.8	0.3
Medium (50-199 employees)	2.0	0.7	2.2	0.7	1.2
Large (200 or more employees)	2.1	1.8	0.9	1.8	0.8
Total	**2.3**	**2.0**	**2.2**	**2.0**	**1.8**
Micro A (1-4 employees)	2.6	2.2	2.5	2.2	2.4
Micro B (5-10 employees)	1.6	1.2	1.2	1.2	0.3
Total Micro	**2.5**	**2.0**	**2.3**	**2.0**	**2.0**

Source: Annual Business Inquiry, NOMIS

Business Units in Epping Forest District

C.1.77 Micro-businesses, of 1 to 10 employees, make up the majority of business units and account for the bulk of employment. Figures C.9 shows that micro and small businesses combined provide 60.4% of total employment in Epping Forest, whilst large businesses accounting for just 21.7% in Epping Forest. This highlights the importance of micro and small businesses in the Epping Forest economy.

Figure C.9 – Business Unit and Employment Comparison for Epping Forest District (2008)

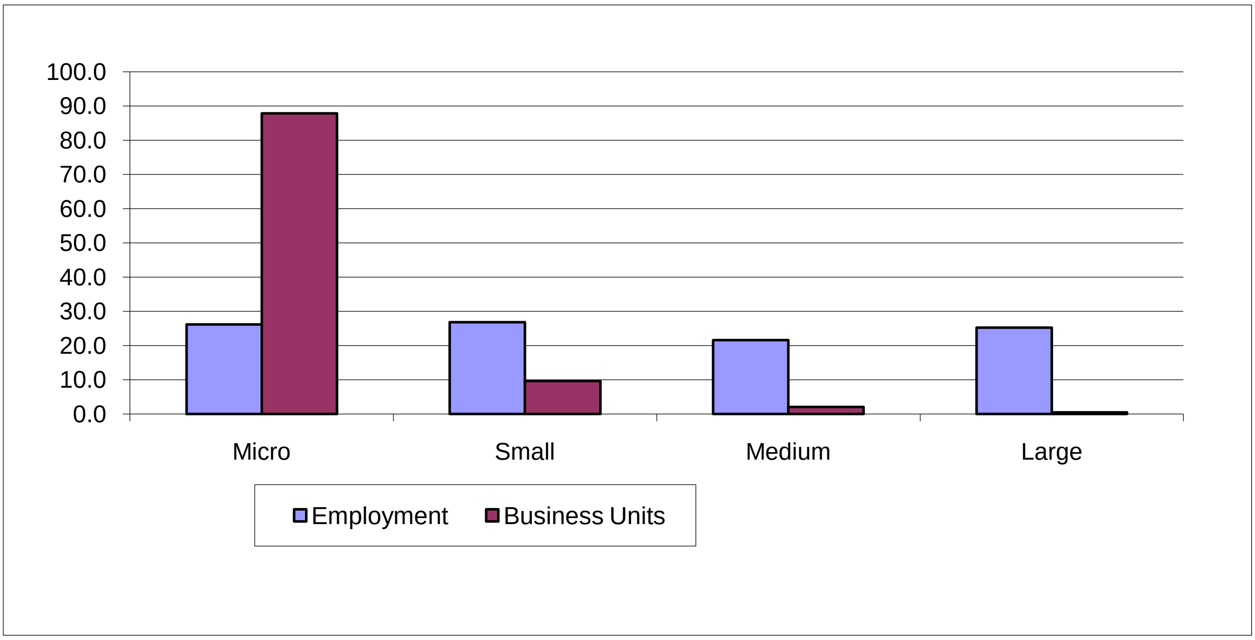


Source: Annual Business Inquiry, NOMIS

Business Units in Brentwood Borough

C.1.78 Micro-businesses, of 1 to 10 employees, accounts for the majority of business units and accounts for the bulk of employment. Figures C.10 shows that micro and small businesses accounts for a combined total of 53.1% in Brentwood Borough, whilst large businesses account for just 25.3%. This highlights the importance of micro and small businesses in Brentwood's economy.

Figure C.10 – Business Unit and Employment Comparison for Brentwood Borough (2008)



Source: Annual Business Inquiry, NOMIS

Business Unit Structure in Epping Forest District

C.1.79 Table C.25 looks at the business unit structure in Epping Forest by sector and size. It clearly shows that the *agriculture & fishing*, *energy & water*, *manufacturing*, *construction, banking, finance & insurance* and *other services* sectors are dominated by micro businesses. The *public administration, education & health* sector is far more geared towards larger business units.

Table C.25 – Epping Forest District Broad Sectors by Business Units Size (2008)

Broad Sector	Micro % of Total	Small % of Total	Medium % of Total	Large % of Total	Total
Agriculture and fishing	97.1	1.4	1.4	0.0	100
Energy and water	83.3	16.7	0.0	0.0	100
Manufacturing	90.5	8.7	0.3	0.6	100
Construction	95.5	3.8	0.2	0.5	100
Distribution, hotels and restaurants	87.9	10.5	1.2	0.3	100
Transport and communications	89.4	7.6	2.7	0.4	100
Banking, finance and insurance, etc	96.1	3.1	0.6	0.2	100
Public administration, education & health	60.7	29.6	8.9	0.7	100
Other services	91.4	7.0	1.6	0.0	100
Total	90.7	7.6	1.4	0.3	100

Source: Annual Business Inquiry, NOMIS

Business Unit Structure in Brentwood Borough

C.1.80 Table C.26 looks at the business unit structure in Brentwood Borough by sector and size. It clearly shows that the *agriculture & fishing, manufacturing, construction, banking, finance & insurance* and *other services* sectors are dominated by micro businesses. The *public administration, education & health* sector is inclined towards larger business units.

Table C.26 –Brentwood Borough Broad Sectors by Business Unit Size (2008)

Broad Sector	Micro % of Total	Small % of Total	Medium % of Total	Large % of Total	Total
Agriculture and fishing	95.8	4.2	0.0	0.0	100
Energy and water	0.0	100.0	0.0	0.0	100
Manufacturing	85.6	11.6	1.7	1.1	100
Construction	95.0	3.1	1.9	0.0	100
Distribution, hotels and restaurants	84.8	13.4	1.6	0.2	100
Transport and communications	82.0	13.8	3.6	0.6	100
Banking, finance and insurance, etc	93.4	5.0	1.3	0.4	100
Public administration, education & health	55.0	34.1	8.4	2.4	100
Other services	88.0	10.3	1.3	0.3	100
Total	87.8	9.7	2.0	0.5	100

Source: Annual Business Inquiry, NOMIS

Average Business Unit Structure in Epping Forest District

C.1.81 Table C.27 looks at average business sizes in Epping Forest District by sector. Both manufacturing and energy and water show weak trends of falling average business sizes. These trends can also be seen in the wider study areas. The *transport and communications* sector and the *construction* sector have experienced growth in unit size.

Table C.27 – Average Business Unit Size in Epping Forest District (Number of Employees)

Broad Sector	1998	2000	2004	2008
Agriculture and fishing	4	4	4	3
Energy and water	13	13	11	6
Manufacturing	11	9	7	6
Construction	4	4	5	5
Distribution, hotels and restaurants	7	7	6	7
Transport and communications	5	5	6	9
Banking, finance and insurance, etc	5	6	5	4
Public administration, education & health	22	21	31	21
Other services	4	5	5	5
Total	**7**	**7**	**7**	**6**

Source: Annual Business Inquiry, NOMIS

Average Business Unit Structure in Brentwood Borough

C.1.82 Table C.32 shows average business sizes in Brentwood Borough by sector. Both *energy and water* and public services show weak trends of falling average business sizes. These trends can also be seen in the wider study areas. Overall, there has been a reduction in the average number of employees per business unit since 1998 in all sectors, although *transport and communications* has maintained a consistent level of employment.

Table C.28 – Average Business Unit Size in Brentwood Borough (Number of Employees)

Broad Sector	1998	2000	2004	2008
Agriculture and fishing	6	6	4	1
Energy and water	148	252	42	2
Manufacturing	12	10	13	6
Construction	5	4	5	2
Distribution, hotels and restaurants	8	8	8	4
Transport and communications	8	8	13	8
Banking, finance and insurance, etc	7	8	7	4
Public administration, education & health	29	25	31	15
Other services	6	6	6	4
Total	**8**	**9**	**9**	**5**

Source: Annual Business Inquiry, NOMIS

Enterprise

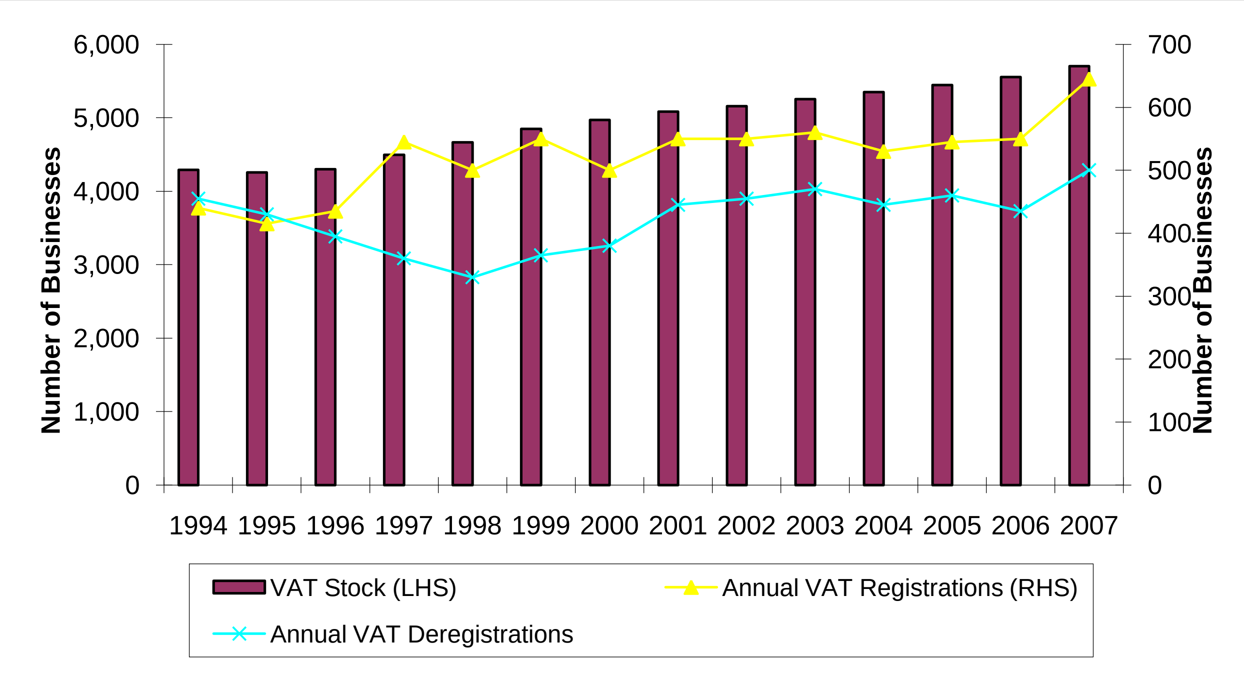
C.1.83 VAT registrations and de-registrations can be used as a proxy for measuring enterprise activity and business survival rates. Figure C.11 and Figure C.12 detail VAT activity in Epping Forest and Brentwood.

VAT Registrations in Epping Forest District

C.1.84 Annual VAT registrations have outstripped deregistrations in Epping Forest since 1998. As a result the overall stock of VAT registered businesses has increased by 33% since 1998.

C.1.85 The wholesale sector saw large losses in Epping Forest businesses during the early 1990s and has experienced slow growth since then. The *manufacturing* sector experienced some growth during early 1990s, but has seen the stock of VAT registered business decline since then, representing the declining fortunes of the sector. The real estate sector has seen particularly strong growth in the number of VAT registered businesses.

Figure C.11 – VAT Registered Business in Epping Forest District



Source: VAT Registrations and Stocks, NOMIS

Table C.29 – Net Change in VAT Stock in Epping Forest District

Broad Sector	1995	1997	1999	2001	2003	2005	2007
Agriculture; Forestry and fishing	-5	0	-5	-5	-5	5	5
Mining and quarrying; Electricity, gas and water supply	0	0	0	0	0	0	0
Manufacturing	5	15	15	-10	10	0	-10
Construction	0	50	35	20	15	35	45
Wholesale, retail and repairs	-20	0	-5	-15	-25	15	0
Hotels and restaurants	10	-5	20	5	15	10	10
Transport, storage and communication	5	5	10	0	5	10	10
Financial intermediation	5	-5	0	5	-5	0	5
Real Estate, renting and business activities	0	130	95	85	55	30	90
Public administration; Other community, social and personal services	-15	-5	15	15	15	-20	-10
Education; health and social work	0	0	5	5	10	0	0
Total	**-15**	**185**	**185**	**105**	**90**	**85**	**145**

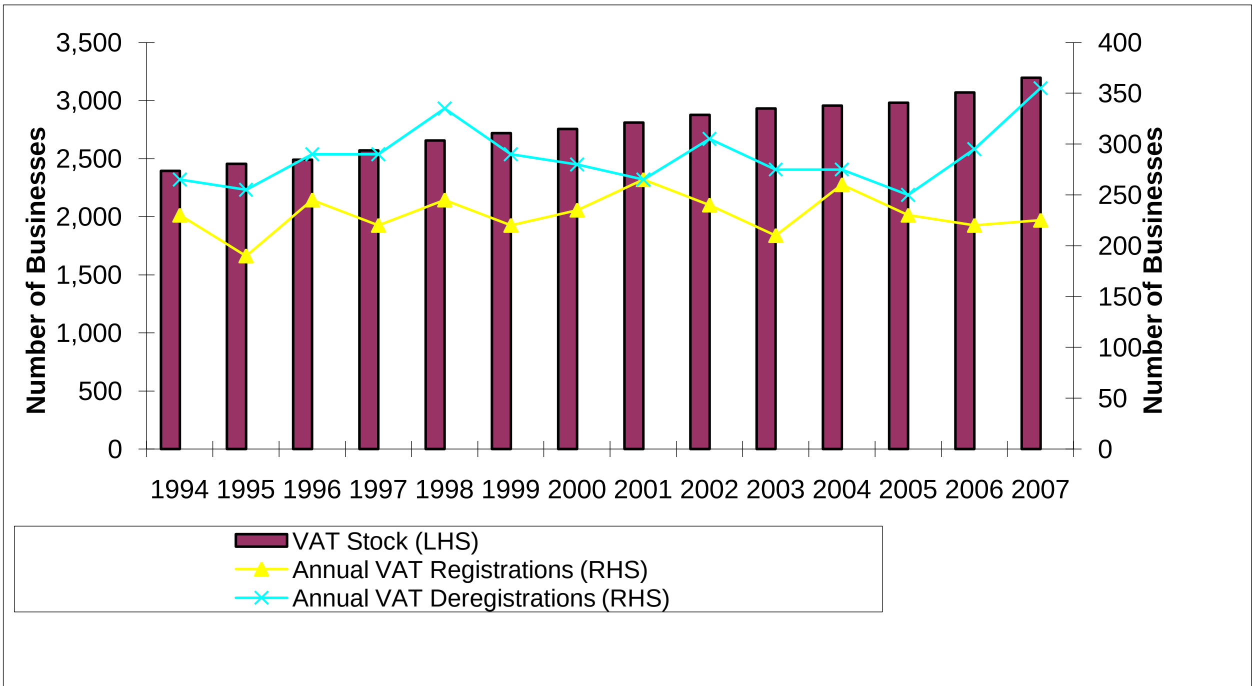
Source: VAT Registrations and Stocks; NOMIS

VAT Registrations in Brentwood Borough

C.1.86 In Brentwood Borough, there is a higher number of annual VAT deregistrations than annual VAT registrations. Despite this, there has been a 33.4% in overall stock of VAT% registered businesses between 1998 and 2008.

C.1.87 The wholesale sector saw large losses for Brentwood businesses during the early 1990s and has experience slow growth since then. The *manufacturing* sector experienced some growth during early 1990s, but has seen the stock of VAT registered business decline in every year, representing the declining fortunes of the sector. The *real estate* sector has seen particularly strong growth in the number of VAT registered businesses.

Figure C.12 – VAT Registered Business in Brentwood Borough



Source: VAT Registrations and Stocks, NOMIS

Table C.30 – Net Change in VAT Stock in Brentwood Borough

Broad Sector	1995	1997	1999	2001	2003	2005	2007
Agriculture; Forestry and fishing	5	-5	5	-5	5	-5	-5
Mining and quarrying; Electricity, gas and water supply	0	0	0	0	0	0	0
Manufacturing	0	5	5	0	-10	-10	-10
Construction	-15	15	10	15	15	15	35
Wholesale, retail and repairs	0	-15	0	-15	10	5	-5
Hotels and restaurants	0	0	0	5	10	15	5
Transport, storage and communication	0	0	10	-5	0	-5	5
Financial intermediation	0	5	0	-5	0	-5	5
Real Estate, renting and business activities	60	60	40	45	25	10	75
Public administration; Other community, social and personal services	15	0	-5	10	10	-5	15
Education; health and social work	0	5	5	0	0	5	10
Total	5	-5	5	-5	5	-5	-5

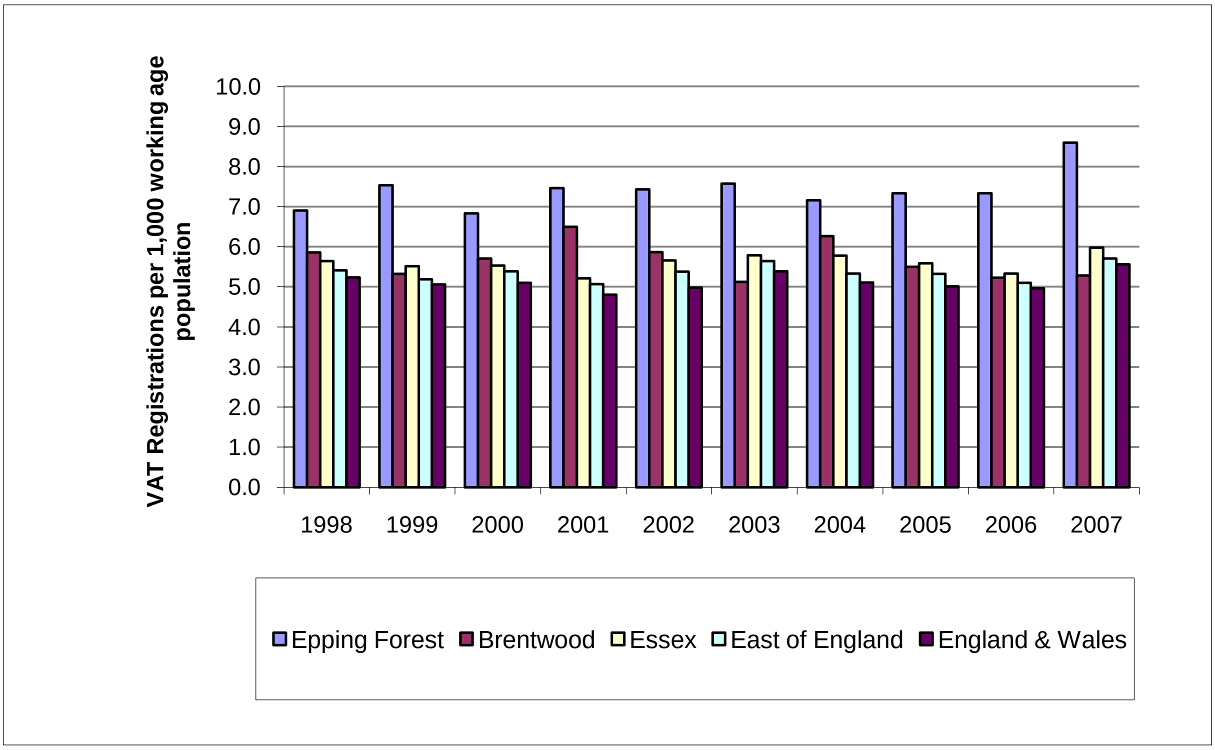
Source: VAT Registrations and Stocks; NOMIS

Employment in Epping Forest and Brentwood

C.1.88 Figure C.13 and Table C.31 look at VAT registrations per thousand head of population in Epping Forest District and Brentwood Borough and the wider areas. This produces comparable levels of enterprise for each area as it takes account of the number of people living within each area.

C.1.89 Figure C.14 indicates that the overall level of entrepreneurial activity in both local authority areas has been consistently above that of Essex, East of England and England and Wales 1998-2008. Table C.32 shows that entrepreneurial activity is stronger in Epping Forest District in *construction* (1.24 registrations per thousand), *wholesale & retail* (1.24 registrations per thousand) and *real estate* (2.80 registrations per thousand) than in the wider area. In Brentwood Borough entrepreneurial activity is stronger in *real estate* (2.81 registrations per thousand) and *construction* (0.94 registrations per thousand) than in the wider regional areas and nationally. This is in line with the relative importance of these sectors in both local authority areas, as shown earlier in this chapter.

Figure C.13 – VAT Registrations per Thousand of Working Age Population



Source: ATKINS; Census 2001; VAT Registrations and Deregistrations; NOMIS

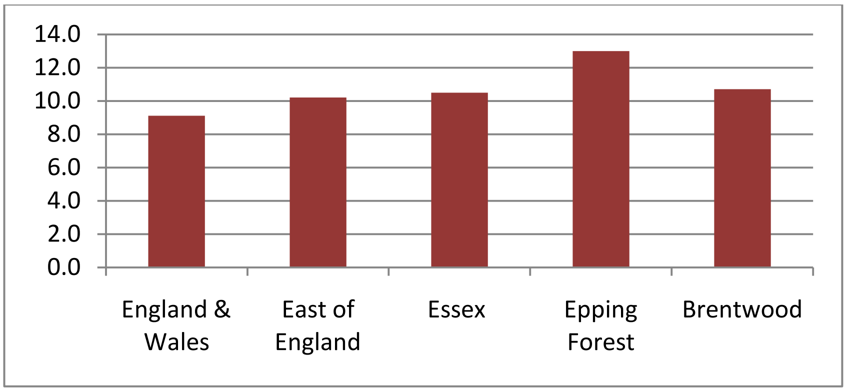
Table C.31 – VAT Registrations per Thousand of Working Age Population by Sector (2007)

Broad Sector	Epping Forest	Brentwood	Essex	East of England	England & Wales
Agriculture; Forestry and fishing	0.07	0.00	0.04	0.09	0.08
Mining and quarrying; Electricity, gas and water supply	0.00	0.00	0.00	0.00	0.01
Manufacturing	0.39	0.35	0.35	0.32	0.31
Construction	1.24	0.94	0.85	0.68	0.50
Wholesale, retail and repairs	1.24	0.82	0.80	0.78	0.82
Hotels and restaurants	0.46	0.47	0.40	0.44	0.51
Transport, storage and communication	0.33	0.12	0.28	0.27	0.23
Financial intermediation	0.07	0.00	0.05	0.05	0.05
Real Estate, renting and business activities	2.80	2.81	1.79	1.80	1.71
Public administration; Other community, social and personal services	0.52	0.58	0.36	0.38	0.38
Education; health and social work	0.07	0.12	0.08	0.07	0.06
Total	**7.17**	**6.19**	**5.00**	**4.88**	**4.66**

Source: Atkins; Census 2001; VAT Registrations and Designations; NOMIS

C.1.90 Another useful indicator of enterprise activity is the level of self-employment in an area. Figure C.14 shows the proportion of the working age population that were self-employed in Epping Forest, Brentwood, Essex, the East of England and England & Wales in 2008–2009. The level of self-employment is far higher in Epping Forest and Brentwood than in the wider areas, indicating that enterprise levels are higher. This is in-line with the VAT per capita analysis.

Figure C.14 – Self Employed (2008-2009)



Source: NOMIS - Annual Population Survey

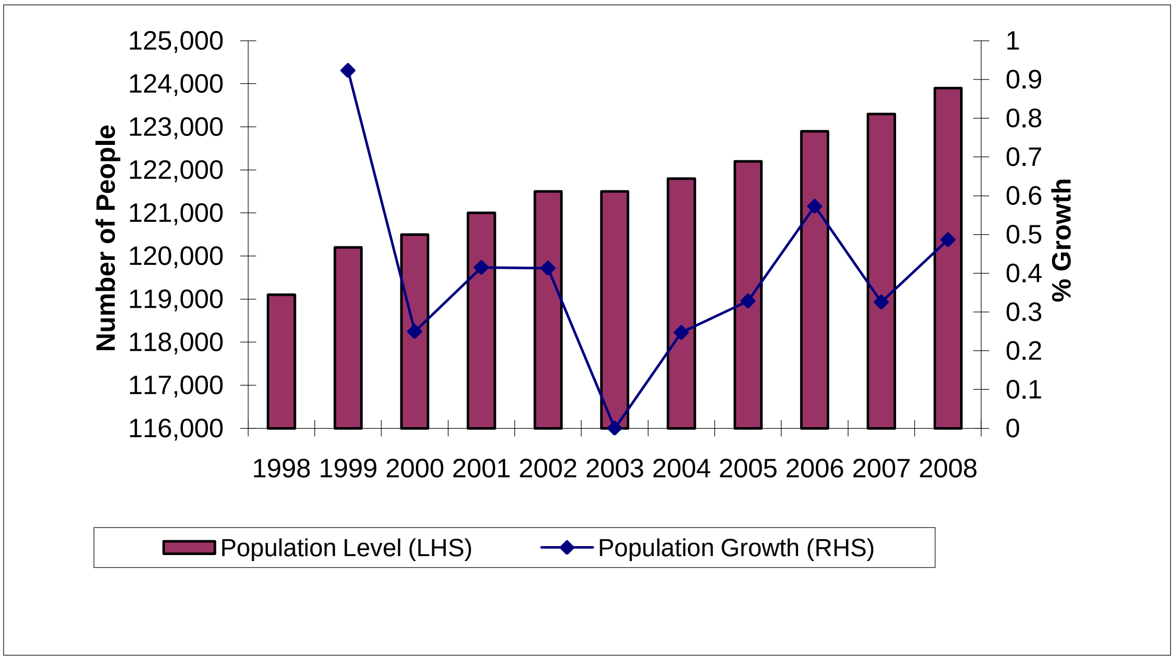
Population and Labour Market

Population and Labour Market in Epping Forest District

C.1.91 This section refers to the resident population in the study area (i.e. those living in the study area). In 2008 the population of Epping Forest reached approximately 123,900, an increase of 8.9% since 1998 when population stood at 113,700. Population growth in Epping Forest (3.7%) has been considerably slower than both regionally (7.8%) and nationally (6.8%), as shown in Table C.36. The bulk of the decline in Epping Forest came between 2000 and 2003.

C.1.92 It will be important to ensure that the population growth anticipated for Epping Forest and over the next decade is matched by a commensurate increase in local job opportunities. This will be particularly important in encouraging a sustainable and balanced local economy in the District.

Figure C.15: Total Population in Epping Forest District



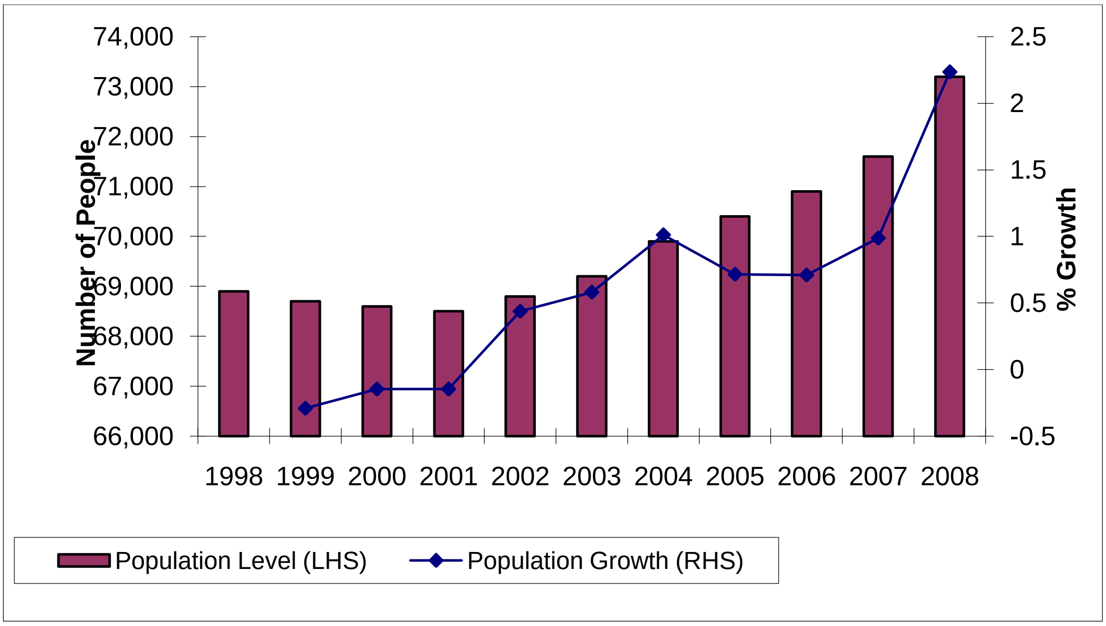
Source: Mid-year Population Estimates; NOMIS

Population and Labour Market in Brentwood Borough

C.1.93 In 2008 the population in Brentwood Borough reached around 73,200 from 71,900 in 1998. Population growth here (4.8%) has been considerably slower than both regionally (7.8%) and nationally (6.8%), as shown in Table C.36. The Borough has experienced consistent growth with a slight dip in growth between 2005 and 2006.

C.1.94 It will be important to ensure that the population growth anticipated for the Borough over the next decade is matched by a commensurate increase in local job opportunities. This will be particularly important in encouraging a sustainable and balanced local economy.

Figure C.16: Total Population in Brentwood Borough



Source: Mid-year Population Estimates; NOMIS

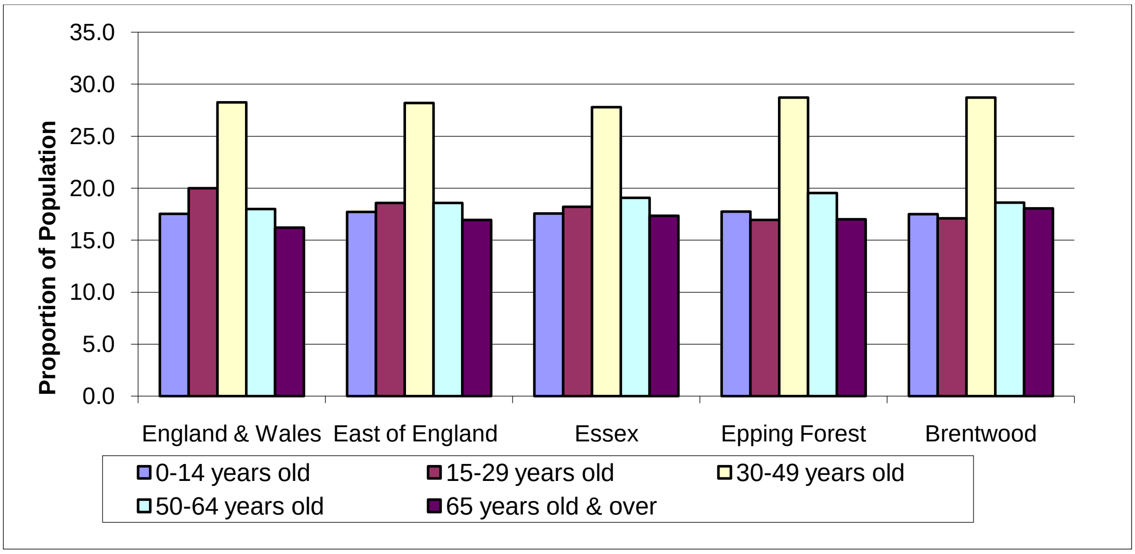
Table C.32: Population Growth Rates

1998 - 2008	%
England & Wales	6.8
East of England	7.8
Essex	7.9
Epping Forest District	3.7
Brentwood Borough	4.8

Source: Mid-year Population Estimates; NOMIS

C.1.95 Figure C.17 shows that the age of the population in Epping Forest and Brentwood is similar to the wider areas. In both local authorities, 28.7% of the population are aged between 30 and 49 years which compares to 28.2% in the East of England and 28.3% nationally.

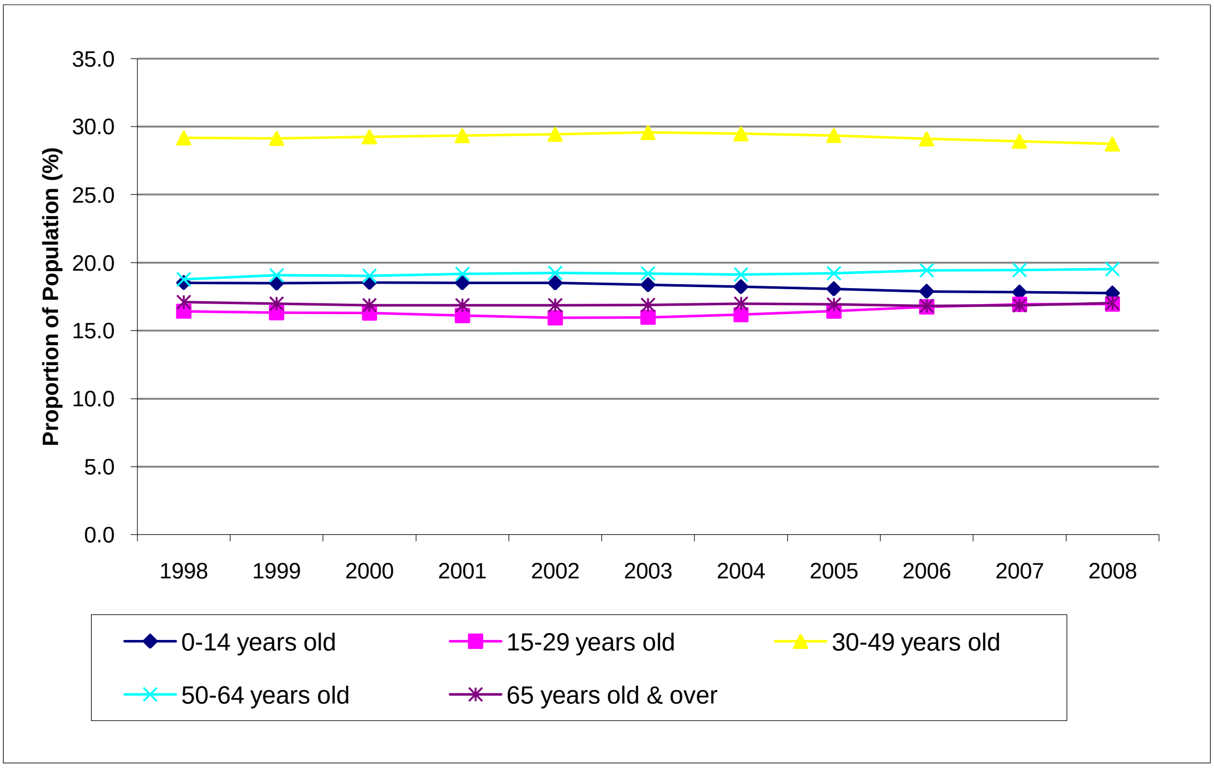
Figure C.17: Population by Age Band



Source: Mid-year Population Estimates; NOMIS

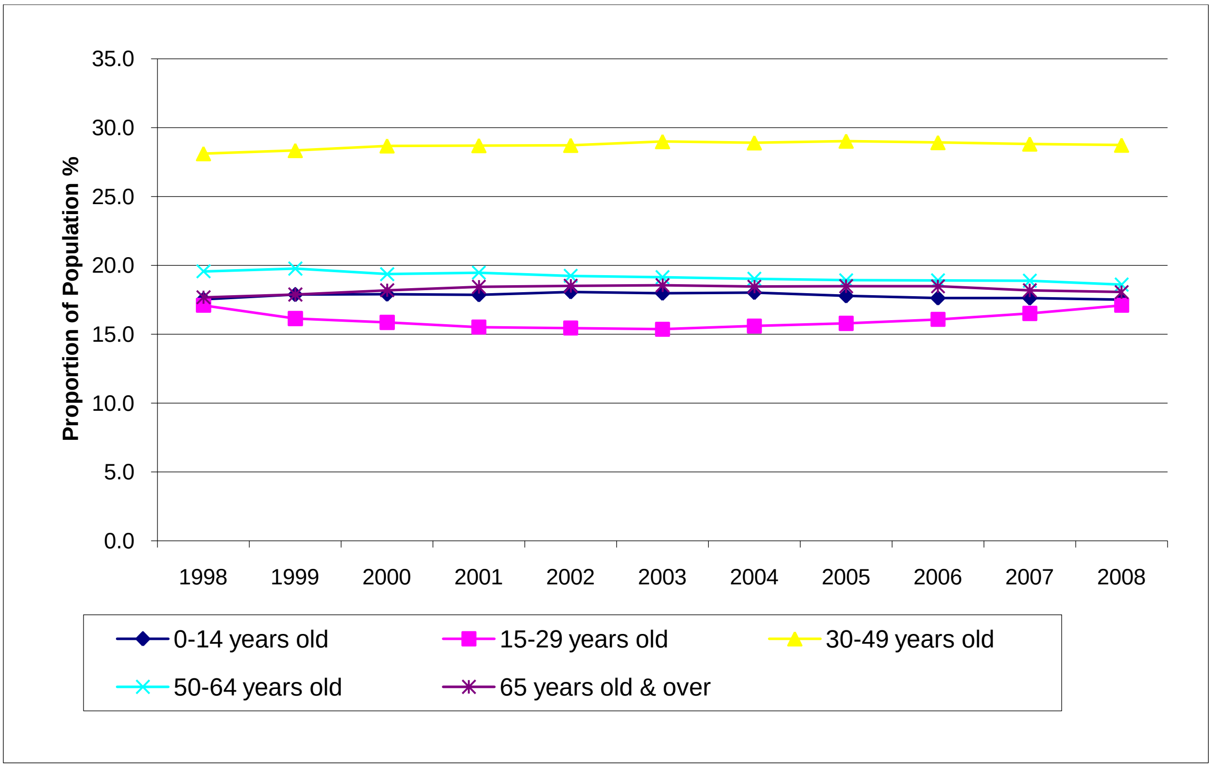
C.1.96 Figures C.18 and C.19 show that between 1998–2008 for all age groups the share of the population has remained similar. The proportion of 15–29 year olds slightly declined over the decade in both local authority areas, but has since stabilised in 2008 with a share of 16.9% in Epping Forest District and 17.1% in Brentwood Borough, which is similar to levels achieved in 1998 at 16.4% and 17.1%, respectively.

Figure C.18: Population in Epping Forest District by Age Band



Source: Mid-year Population Estimates; NOMIS

Figure C.19: Population in Brentwood Borough by Age Band



Source: Mid-year Population Estimates; NOMIS

Working Age Population

C.1.97 As discussed above, the number of 15-29 year olds has experienced slight decline between 1998 and 2008, but has since stabilised in Epping Forest District and Brentwood Borough and the wider areas. This is reflected in all five of the geographic regions in Table C.33, which shows that the proportion of the population of working age in 2008 is marginally above the level achieved in 1998. The working age population has declined in Epping Forest (-1.9%) and Brentwood (-5.4%), which is reflected in regional and national levels, which declined by -1.5% and -1.1%, respectively.

Table C.33: Working Age Population

	2004-05	2005-06	2006-07	2007-08	2008-09	% change 2009 – 2004
England & Wales	74.3	74.1	74.2	74.4	73.2	-1.1
East of England	78.5	77.4	77.0	77.7	77.0	-1.5
Essex	78.4	77.4	77.3	77.4	75.9	-2.5
Epping Forest	77.5	81.4	71.8	74.5	75.6	-1.9
Brentwood	80.4	73.7	74.7	77.4	75.0	-5.4

Source: NOMIS Annual Population Survey (July-June data)

Economic Activity

C.1.98 The level of economic activity, often referred to as the available workforce, is the sum of working age population who are either in employment, or registered as unemployed. The economic activity rate is calculated by the quotient of workforce to working age population, and can be regarded as a measure of economic participation. Table C.34 details economic activity levels and rates for Epping Forest District and Brentwood Borough and the wider areas.

C.1.99 The number of economically active residents increased by 1.7% in Epping Forest District and decreased by -4.5% in Brentwood Borough between 2004 and 2009. This was a lower rate than for the overall working age population which declined by -5.4% in Brentwood and -1.9% in Epping Forest.

C.1.100 The level of economic activity in Epping Forest is now broadly in line with that of the East of England and is above England & Wales where the economic activity rate increased slightly over the same period. For Brentwood the level of economic activity remains lower than the regional and national percentages.

Table C.34: Economic Activity

Area	2004-05	2005-06	2006-07	2007-08	2008-09	% change 2004 -2009
England & Wales	78.1	78.3	78.5	78.6	78.7	0.6
East of England	81.7	81.1	80.6	81.2	81.8	0.1
Essex	81.6	80.5	80.4	81.3	81.2	-0.4
Epping Forest	80.3	83.7	76.1	78.0	82.0	1.7
Brentwood	82.2	75.5	75.7	78.1	77.7	-4.5

Source: NOMIS Annual Population Survey (July-June data)

Unemployment

C.1.101 Table C.35 shows the percentage of people claiming out-of-work benefits providing an indicator for unemployment. The percentage of the working age population claiming out-of-work benefits is at 9.6% in Epping Forest and 7.6% in Brentwood, respectively.

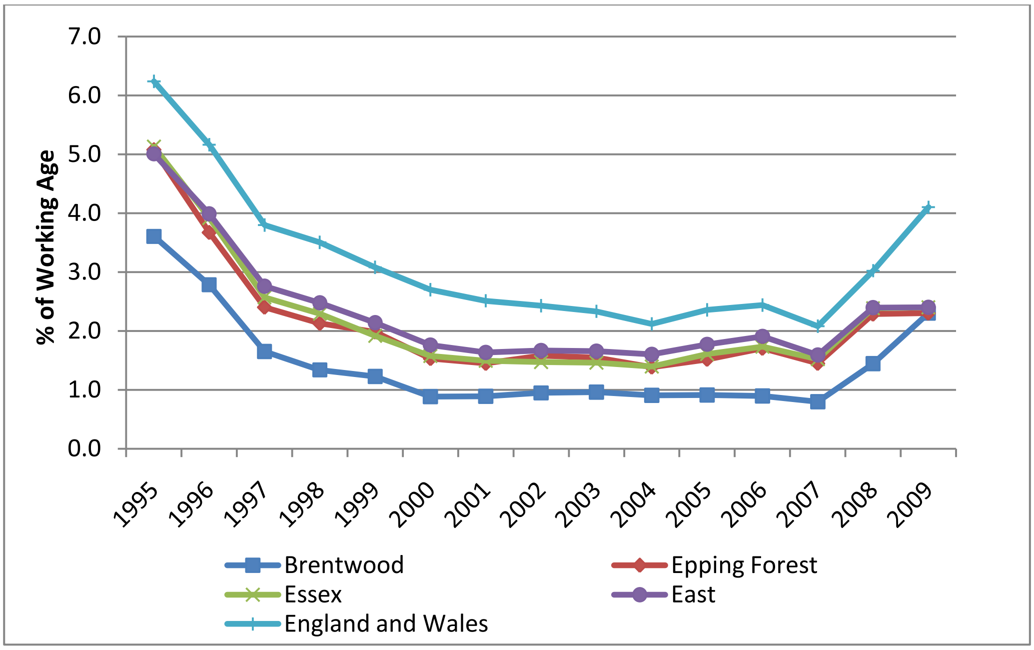
C.1.102 Figure C.20 shows unemployment through the claimant count measure, which looks at the percentage of the working age population claiming unemployment benefit. Both measures show a downward trend in unemployment in both Epping Forest District and Brentwood Borough and in the wider areas between 2004 and 2007, but unemployment is rising again as a result of the economic downturn. Throughout the period 2004–2009 unemployment in both Brentwood and Epping Forest has consistently been well below that of the wider areas.

Table C.35: Working age population claiming out-of-work benefits (%) (2008-2009)

	2004	2005	2006	2007	2008	2009
England & Wales	12.5	12.3	12.3	11.8	11.8	13.5
East of England	8.9	8.9	9.0	8.8	8.9	10.5
Essex	8.8	8.8	8.9	8.7	8.8	10.5
Epping Forest	8.1	8.1	8.1	7.9	7.9	9.6
Brentwood	6.9	6.7	6.5	6.4	6.3	7.6

Source: NOMIS Work and Pensions Longitudinal Study (August data)

Figure C.20: Claimant Count Rate



Source: Claimant Count; NOMIS

Wages

C.1.103 Table C.36 shows the median level of gross weekly pay in Epping Forest District, Brentwood Borough, the East of England and England & Wales. It shows that both the residence-based and workplace-based weekly pay in both local authority areas are above the regional and national averages.

C.1.104 Residence-based pay in Epping Forest District and Brentwood Borough (that is, the weekly pay for those living in Epping Forest or Brentwood but not necessarily working there) is slightly above workplace-based pay (that is, for people working in the study area). This indicates that there is a slight pattern of out-commuting by Epping Forest and Brentwood residents to better-paid jobs in other neighbouring areas.

Table C.36: Gross Weekly Pay £ (median, full time workers)

	Brentwood		Epping Forest		East of England		England & Wales	
	Residence Based	Workplace Based	Residence Based	Workplace Based	Residence Based	Workplace Based	Residence Based	Workplace Based
2002	537	482	455	380	416	393	395	394
2003	576	488	507	397	432	408	409	408
2004	617	480	552	450	448	419	423	423
2005	633	482	533	450	457	428	435	434
2006	677	490	572	477	466	441	448	447
2007	671	479	538	498	480	451	460	460
2008	660	474	566	537	499	469	482	481
2009	560	447	474	445	413	385	401	400

Source: Annual Survey of Hours and Earnings

Occupational Profile

C.1.105 Table C.37 shows the occupational profile for Epping Forest District and Brentwood Borough, the County, region and England & Wales at 2001. (More recent data from the Labour Force Survey is not available due to the data for the study area being statistically unreliable). Both local authority areas have a relatively high proportion of the economically active population employed as managers and senior officials, as well as associate professional and technical occupations and administrative and secretarial occupations.

Table C.37: Occupational Profile

Type of job	Brentwood	Epping Forest	Essex	East of England	England & Wales
Managers and Senior Officials	19.3	19.3	16.7	16.3	15.1
Professional Occupations	14.6	11.0	9.9	10.8	11.2
Associate Professional and Technical Occupations	17.1	14.7	13.8	13.5	13.8
Administrative and Secretarial Occupations	16.7	16.5	15.2	13.7	13.3
Skilled Trades Occupations	8.9	11.6	12.1	12.1	11.6
Personal Service Occupations	5.8	5.9	6.7	6.7	6.9
Sales and Customer Service Occupations	5.4	5.9	7.2	7.3	7.7
Process, Plant and Machine Operatives	4.4	6.7	7.6	8.1	8.5
Elementary Occupations	7.8	8.5	10.7	11.5	11.9
Total	**100**	**100**	**100**	**100**	**100**

Source: Census 2001; NOMIS

Qualifications

C.1.106 Table C.38 looks at the qualification levels of Epping Forest District and Brentwood Borough working age residents compared to the wider areas. Both local authority areas have a reasonably well qualified workforce. Brentwood has the lowest proportion of the workforce qualified to below NVQ level 2 out of the five study areas and has the highest proportion with level 4/5 qualifications. Epping Forest has the highest out of the five study areas and has a lower proportion of people with level 4/5 qualifications than the region and England & Wales.

Table C.38: Qualifications as a Percentage of the Relevant Working Age Population (2001)

Type of job	No Qualifications	Qualified to Below NVQ L2	NVQ L2 Qualifications or Above	NVQ L3 Qualifications or Above	NVQ L4 Qualifications or Above
Brentwood	14.0	17.1	68.9	51.4	31.8
Epping Forest	15.0	17.9	67.2	44.8	25.6
Essex	13.3	20.0	66.6	43.8	25.2
East	11.5	20.9	67.6	46.5	27.8
England & Wales	11.9	18.7	69.4	49.5	30.5

Source: Department for Children, Schools and Families (Annual Population Survey)

B class Activities and SICs

C.1.107 **B Use class activities** are catergorised as follows:

- **Class B1 – Business** - Use for all or any of the following purposes:

(a) as an office other than a use within Class A2 (financial and professional services),

(b) for research and development of products or processes, or

(c) for any industrial process,

(d) being a use which can be carried out in any residential area without detriment to the amenity of that area by reason of noise, vibration, smell, fumes, smoke, soot, ash, dust or grit.

- **Class B2 – General Industrial** - Use for the carrying on of an industrial process other than one falling within Class B1 above.
- **Class B8 – Storage or distribution** – Use for storage or as a distribution centre.

C.1.108 **Standard Industrial Classification (SIC) -** is used to classify business establishments and other statistical units by the type of economic activities they are engaged in, as set out in Table C.39 to Table C.41.

Table C.39: B-Use Class Activities

B – Class uses	Activities
Banking Finance & insurance	65: Financial intermediation, etc
	66: Insurance and pension funding, etc
	67: Act auxiliary financial intermediation
	70: Real estate activities
	71: Real estate activities
	72: Computing and related activities
	73: Research and development
	74: Other business activities
Construction	45: Construction
Distribution & Wholesale	50: Sale, maintenance/repair motor vehicles
	51: Wholesale trade/ commission trade, etc
Manufacturing	15: Manuf food products and beverages
	16: Manuf tobacco products
	17: Manuf textiles
	18: Manuf apparel; dressing/dyeing fur
	19: Tanning/dressing of leather, etc
	20: Manuf wood/products/cork, etc
	21: Manuf pulp, paper and paper products
	22: Publishing, printing

	23: Manuf coke, refined petroleum products
	24: Manuf chemicals and chemical products
	25: Manuf rubber and plastic goods
	26: Manuf other non-metallic products
	27: Manuf basic metals
	28: Manuf fabricated metal products, etc
	29: Manuf machinery and equipment nec
	30: Manuf office machinery and computers
	31: Manuf electrical machinery/apparatus nec
	32: Manuf radio, tv/communications equipment
	33: Manuf medical, precision instruments, etc
	34: Manuf motor vehicles, trailers, etc
	35: Manuf other transport equipment
	36: Manuf furniture; manufacturing nec
	37: Recycling
	90: Sewage/refuse disposal, sanitation, etc
	91: Activities membership organisations nec
	92: Recreational, cultural and sporting
	60: Land transport; transport via pipelines
	61: Water transport
	62: Air transport
	63: Supporting/ auxiliary transport, etc
	64: Post and telecommunications

Table C.40: Industrial Sector Activities

Sector	SIC (1992)	Activities
Manufacturing	15.11 - 37.20 (excluding22.11-22.15)	Includes all manufacturing as detailed under the B-Use classification table, but excludes publishing
Some Construction	45.33 - 45.45	Plumbing
		Other building installation
		Plastering
		Joinery installation
		Floor & wall covering
		Painting and glazing
		Other building completion
Motor Vehicles Activities	50.20, 50.40	Maintenance & Repair of Motor Vehicles
		Sale, maintenance & repair of motor cycles & related parts & accessories
Sewage & refuse disposal	90.01- 90.03	Collection and treatment of sewage
		Sanitation & similar activities

Table C.41: Warehouse Sector Activities

Sector	SIC (1992)	Activities
Freight transport by road	60.24	Freight transport by road
Cargo handling	63.11	Cargo handling
Storage and warehousing	63.12	Storage & warehousing
Other supporting land activities	63.21	Other supporting land activities
Post & courier activities	64.11 - 64.12	National post activities
		Courier activities
Wholesale	51.11- 51.70	All wholesale activities

Appendix D

Site Analysis – Epping Forest District

D.1 Site Details – Epping Forest District

Appendix E
Site Analysis – Brentwood Borough

E.1 Site Details – Brentwood Borough

Appendix F

Site Suitability

F.1 Site Suitability

Appendix G
Site Maps

G.1 Site Maps

Appendix H
Workshop Summary

H.1 Workshop Summary

Introduction

H.1.1 A workshop was held at Essex Technology and Innovation Centre, on 25th March 2010 to present key findings from the assessment work to stakeholders and discusses stakeholder views on employment issues in the study area.

Attendees

H.1.2 The following attended the workshop

- Richard Ainsley (Atkins) – Presenting and Facilitating
- Martin Tedder (Atkins) – Presenting and Facilitating
- Ian White - Epping Forest District Council (Planning)
- Paula Onyia - Epping Forest District Council (Planning)
- Victoria Willis - Epping Forest District Council (Economics)
- Philip Drane – Brentwood Borough Council (Planning)
- Cllr Golden – Brentwood Borough (Planning Chair)
- Cllr Baker – Brentwood Borough (Economic Development)
- John Sutton – Job Centre
- Nick Davis – JTS Planning (representing Wates Way Estate)
- John Preston – Epping Forest District Council (Head of Planning)
- Justin Kenworthy – Barton Wilmore Planning (Representing Threadneedle)
- Richard Bailey – Invest Essex

Key issues

- There was strong support for Seed Bed Centres amongst attendees, with small business space and start up space.
- The findings presented at the workshop show demand for floorspace is for B1 premises. Allocating land that is B1 includes B1 light industry, so need to ensure that the report makes the point that it is not just office premises that are required.
- There are opportunities at some employment sites which are now having a drop in demand, and leases are coming to an end. These potentially could be developed for offices and mixed use, or alternative uses.
- Infrastructure is an issue, utilities, lack of broadband and transport are holding back business development.
- It was felt that there were conflicts between residential and industrial uses in terms of impact on amenity and local road network.
- There could potentially be structural changes in the economy that need to be considered when planning for future employment growth / land requirements.
- It was felt there might be a need for a B8 / distribution site.

- A flexible approach to land allocations was required
- Unemployment in office workers, who worked in London. There is a need to consider whether these people would be able to find jobs in office based jobs in future.

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Appendix I Employment Reviews for 'Rest of Essex'

I.1 Employment Reviews for ‘Rest of Essex’

I.1.1 Epping Forest District and Brentwood Borough are included in the ‘Rest of Essex’ sub-region with Braintree, Chelmsford, Harlow, Maldon and Uttlesford in the East of England Plan. The sub-regional target is a net increase of 56,000 jobs for the period 2001 - 2021. There is no breakdown of the total for each of the individual districts. This is set out in Appendix I.

I.1.2 A review of each of the Employment Land Reviews for the districts classified in the ‘Rest of Essex’ category has been undertaken in order to inform employment demand forecasts.

Braintree

I.1.3 Braintree District Council Employment Land Review was published in November 2007. The purpose of the review was to provide an assessment of current supply and demand, estimate future supply and demand and assess the suitability of individual sites for employment uses.

Methodology

I.1.4 The Study covers background policy context, existing economic situation based on Census and annual business inquiry data. The Study includes analysis on commercial property markets and on evidence of historic rates of take up of employment land and a visual survey of employment sites.

I.1.5 A total of 499 separate sites were surveyed, which focused on industrial estates, free-standing employment premises and a large number of town centre offices and other town centre premises. Sites were measured for floorspace, assessed for their intensity of use, age, quality and condition and geographically categorised into five sub-regional areas.

Provision of Employment Land

I.1.6 There was a lack of available data on job density for the Study. It was considered that forming a land prediction based on employment forecasts would produce too much uncertainty, as it would require good evidence of past and forecast changes in employment densities and plot ratios for the main B1-8 land use categories. Instead, the employment land demand assessment is based on commercial property market analysis and on evidence of historic rates of take up of employment land.

I.1.7 The future demand for employment land analysis concluded that 3 - 5 hectares was required per year. Between 57 - 95 hectares will be required by 2026, of which 21 - 36 ha should be designated land in order to ensure a seven year of supply of land at the outset of the Local Development Framework.

I.1.8 The employment demand forecast is based on the assumption that the high rate of development achieved during 2005/6 and 2006/7 (7ha and 10ha, respectively) was a short term phenomenon. When compared to the low level of development achieved during the economic slowdown from 1996 - 2006 (average rate of 2.6ha per year) it was considered that in the current market conditions (at the time of the Study) an average rate of development in the range 3 - 5 ha per annum could be achieved.

I.1.9 This 3 - 5 ha per year estimate assumes that there is no change in the utilisation of the current stock or loss of employment land that would have a significant effect on market demand for new development.

I.1.10 The Study considers that there are some elements that could impact on the employment demand estimate. There are some existing sites that may be unsuitable for employment uses and could be redeveloped during the plan period. The survey only provided a comprehensive analysis of the options for sites that had been advised on by the Council, where there is likely to be an issue over future use.

I.1.11 Other major changes that may impact on employment demand include the assumption that employment development takes place at a faster or slower pace than the anticipated rate. Similarly, industrial or distribution sectors may create a new market segment that may not have existed before. There may also be demand for development created from the expansion of technology clusters around Cambridge or the completion of the dual lane carriageway construction of the A120 between Braintree and Stansted.

Chelmsford

I.1.12 The Chelmsford Borough Employment Land Review was published in November 2007. The Study aimed to identify employment trends within Chelmsford and analysed employment sites in the light of demands and identified trends.

Methodology

I.1.13 The Study used secondary data from national and regional sources, including Census and NOMIS together with primary data from site surveys. The site analysis focused on employment areas and office proposals allocated in the Chelmsford Borough Local Plan. There are also a number of non-allocated sites included in the survey.

I.1.14 A total of 469 businesses and 85 units covering an area of 163 hectares were surveyed and assessed according to the quality of existing environment, quality of the wider environment, transport access and market conditions of each site. Of the survey sites, ten premises were deemed to be successful employment sites and were explored in greater detail within the Study.

Provision of Employment Land

I.1.15 The Study concludes that analysis of past take-up rates of employment land suggests that there will be a continuing need for employment allocations within Chelmsford Borough up until 2021. There is no future demand outlined for employment land allocation in the Study.

Uttlesford

I.1.16 Uttlesford District Council Appraisal of Employment Land Issues was published in March 2006. The purpose of the Study is to assess the current usage and future need for employment land in Uttlesford.

Methodology

I.1.17 The Study is based on a number of sources of information, including; published data and documents, consultations with key partners and property markets, a survey of businesses and a survey of employment sites. In addition the Study developed case studies to illustrate the nature of employment in Uttlesford and undertook a Multi Criteria Analysis (MCA) of employment sites.

I.1.18 Each of the employment and proposal sites identified by the Council was surveyed and details were gathered regarding land uses, condition and age of buildings, as well as potential development constraints and opportunities of the site. A total of 37 employment sites were reviewed during visual field work with an estimated total area of 80ha.

I.1.19 The survey was supplemented with a telephone survey of ninety-seven firms from thirty-seven employment sites within Uttlesford. The Study included a Multi-Criteria Appraisal (MCA) undertaken for all identified employment sites and proposal sites enabling qualitative attributes to be reviewed in a quantitative analytical framework.

Provision of Employment Land

I.1.20 The forecast of land demand has been developed utilising existing studies and information from the survey of local companies and from property agents active in the District. This has also factored for the demand from growth of the expanded Stansted Airport being met within the airport boundary. This approach was adopted due to the lack of employment forecast information and, particularly, the lack of geographically comparable data.

I.1.21 The future demand for employment land analysis concluded that employment is set to increase by 4,700 jobs in the period 2000 to 2011, which is covered by the Local Plan. It is estimated that 6,200 jobs will be required in the period 2001 to 2021, which is covered by the East of England Plan. This presents an increase in demand of land of between 8.6 to 15.3ha, and 14 and 24.9ha, respectively.

I.1.22 It is considered that some employment land release of appropriate sites in the order of 2ha to 5ha can be given without constraining the local market.

Maldon

I.1.23 Maldon District Employment Land Review was published in March 2009. The Study seeks to identify how much land will be required for employment during the plan period and assesses the supply of land already identified for employment and other sites with potential for employment use.

Methodology

I.1.24 The Study sets out the policy and economic context, examines the profile of the commercial property market and provides an audit of employment sites, covering both development sites and existing, occupied employment areas.

I.1.25 A total of 37 existing employment sites were reviewed covering just over 100 ha of land. The assessment sets out current uses and provides an indication of occupancy rates and availability and considers the site access, environmental quality and surroundings and market considerations.

Provision of Employment Land

I.1.26 According to the East of England Plan jobs forecast, employment growth in Maldon up to 2021 will be low at only 800 net additional jobs up to 2021. Based on past data trends (sourced from annual monitoring reports) the Study suggests that gross take-up of employment land in Maldon has averaged roughly 1.2 ha p.a. over the past 10 years.

I.1.27 According to the Study, the employment forecast implies a net loss of 32,000 sqm of B class employment floorspace. At a typical plot ratio of 0.4 this would amount to a net loss of 8ha of employment land over the plan period. The forecast demand is combined with the available supply to result in a surplus of 21.4 ha of employment land.

I.1.28 The Study also provides a ‘best case scenario’ where it assumes that all of the 800 jobs designated in the East of England Plan were in B space and of industrial type at low density of, around 40 sqm per worker then this would require a positive addition of 32,000 sqm or 8ha of land at typical plot ratios. It is considered that even in this optimistic situation the surplus of land would be 5.4ha, calculated as total current vacant land (13.4 ha) minus the forecast demand (8ha).

I.1.29 The Study concludes that Maldon has an over-allocation of employment land and should be seeking to release some of its existing allocations for other appropriate land uses. It is considered that Maldon needs to have available no more than 3.6 ha of land to meet the forecast demand.

Harlow

I.1.30 The Employment Land Review had not been published at the time of writing this report.

Appendix J Glossary

J.1 Glossary

ABI (Annual Business Inquiry) - document produced by the Office of National Statistics, presenting financial and employment information about the UK economy.

Allocated Land/Sites - Land which is defined in the development plan as being acceptable in principle for development for a particular purpose and which is not already in use for that purpose.

Annual Monitoring Report (AMR) - Part of the local development framework, the annual monitoring report assesses the implementation of the local development scheme and the extent to which policies in local development documents are being successfully implemented.

B Use Classes - Use Classes Order 1987 as amended. Classes of use for England are set out in the Town and Country Planning (Use Classes) Order 1987 and its subsequent amendments; B1 Business - Offices, research and development, light industry appropriate in a residential area; B2 General industrial; B3-B7 Special Industrial Groups **-**Special industrial uses as set out in the 'Use Classes Schedule', e.g. Oil refining; B8 Storage or distribution -This class includes open air storage.

Brownfield Land - See previously developed land.

Core Strategy - LDF document that sets out the vision, spatial strategy and core policies for the spatial development of the local planning authority area.

Economic activity rate - The number of people, who are economically active aged 16 to 59/64, expressed as a percentage of all working age people.

Economically Active - people that are in employment, either employees or self employed and those that are unemployed of working age (over 16) and who are looking and available to start work. They represent the total potential workforce in an area.

Economically Inactive - people who are neither in employment or registered unemployed, e.g. those looking after the home/children or retired (and of working age), or those that have not sought work in the last four weeks and are not available to start work.

Evidence Base - the information gathered by a planning authority to support the preparation of development documents. It includes quantitative (numerical values) and qualitative (feelings and opinions) data.

Greenbelt - Area of land, largely rural in character, which is adjacent to the main urban areas and which is protected from development by permanent and severe restrictions on building. The emphasis is on restricting the sprawl of urban centres, preventing the coalescence of neighbouring towns and preserving the individual character of settlements, although greenbelts may also provide suitable locations for recreational development and act as a buffer between the most rural countryside and the pressure of growing towns.

Greenfield Land - land that has not previously been used for urban development. It is usually land last used for agriculture and located next to or outside existing built up areas of a settlement.

Gross Value Added (GVA) - An indicator of economic prosperity. It measures the contribution to the economy of each individual producer, industry or sector. It is based on the difference between the value of goods and services produced and the cost of raw materials and other inputs that are used in production.

Hereditaments - A real inheritable or taxable property on which rates can be charged.

HGV - Heavy Goods Vehicle.

LDD (Local Development Documents) - a collective term for both Development Plan Documents (DPD’s) and Supplementary Planning Documents (SPD’s).

LDF (Local Development Framework) - the framework for delivering the spatial planning strategy for the area, comprised of local development documents, Annual Monitoring Report, Local Development Scheme and Statement of Community Involvement.

LDS (Local Development Plan Scheme) – The LDS sets out the preparation programme and timetable of the local development documents over a 3 year period.

Location Quotient - A measure of how strongly different industries are represented in the local economy compared to the wider region.

Middle Super Output Area (MSOA) - Based on population characteristics rather than administrative boundaries and form the mid-level basic units for understanding local information. Middle Super Output Areas are made up of several Lower Super Output Areas.

Mixed use - Development that combines two or more types of development, such as residential, office, industrial, retail, service, community facilities or leisure.

Plot Ratio - the ratio of floor space within a building to the area of the site on which it sits.

PPS (Planning Policy Statement) - Subject specific Government guidance, advice and policies, on national land use in England previously known as PPG's. Produced by the Communities and Local Government Department, these focus on stating Government policy, whilst good practice guidance for local authorities is set out in separate documents accompanying the PPS's.

Previously Developed Land (PDL) - Land which is or has been occupied by a permanent (non-agricultural) structure and associated infrastructure, including the area of land attached to a structure as well as the structure itself (e.g. residential property and garden). It excludes land and buildings used for agricultural purposes, forest and woodland and urban open space such as parks, allotments and recreation grounds. Also known as brownfield land.

Regional Economic Strategy (RES) - This is the blueprint for economic development in England's East of England. It sets out a clear vision for the region's economy and identifies specific priority actions to meet the economic challenges and opportunities of the next ten years and close the economic gap with the rest of England.

RSS (Regional Spatial Strategy) - identification and definition of policies relating to the development and use of land in the region prepared by the regional planning body and approved by the First Secretary of State. Regional Spatial Strategies were abolished summer 2010.

Sector – broad classification for business activities.

Standard Industrial Classification (SIC) - classifies businesses by type of economic activity. This allows for statistical analysis and comparison.

Sustainable Development - development that meets the needs of the present without compromising the ability of future generations to meet their own needs

Unemployment - Refers to people without a job who were available to start work in the two weeks following their interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

Unemployment rate - The number of unemployed people aged 16 to 59/64 expressed as a percentage of the economically active population aged 16 to 59/64.

Use Classes Order- the Town and Country Planning (Use Classes) Order 1987 puts uses of land and buildings into various categories. Planning permission is not needed for changes of use within the same use class. In practice, changes between use classes are likely to require planning permission

Working Age - Includes males aged 16 to 64 and females aged 16 to 59.