

**WILTSHIRE & SWINDON STRUCTURE PLAN REVIEW 2016  
PRE-DEPOSIT CONSULTATION**

**BACKGROUND PAPER 2: EMPLOYMENT LAND DISTRIBUTION**

**Introduction**

1. This paper sets out the methodology used to determine how much additional employment land should be provided within Wiltshire over the period 1996 to 2016 and provides the background to Table 2 of the Pre-deposit Consultation document for the Wiltshire and Swindon Structure Plan Review 2016. Table 2, as set out below, proposes the following employment distribution for the Districts and Borough in Wiltshire:

District/Borough	Employment Land Provision 1996 – 2016 (No. of Hectares)	Employment Land Completed, Committed and Allocated 1996-2016 (No. of Hectares)
Kennet	60	60
North Wiltshire	130	120
Salisbury	70	60
Swindon	260	210
West Wiltshire	160	155
Total	680	605

**Employment Land, Completed, Committed and Allocated 1996 - 2016**

2. In deriving employment land requirements for each District or Borough, completions on employment land between 1996 and 2001, outstanding commitments and adopted and draft local plan allocations have been taken into account. **Table A** shown in the **Appendix** to this Paper sets out how the second column of the above table has been derived.
3. For the Borough and all Districts excluding North Wiltshire District, the most up to date employment land provisions as set out in the following Local Plan Review documents to 2011 have been used:
  - Replacement Kennet District Local Plan, Second Deposit Draft, March 2001
  - Replacement Salisbury District Local Plan, Notice of Intention to Adopt Version, February 2003
  - Swindon Borough Local Plan 2011, First Deposit Draft, September 2002
  - West Wiltshire District Plan, First Alteration, Revised Deposit Draft November 2000 and Pre-Inquiry Changes, October 2001

The figure for North Wiltshire District does not take into consideration the employment land provision within the North Wiltshire Local Plan 2011 First Deposit Draft that was recently placed on deposit and not available at the time the figures were prepared. North Wiltshire District’s allocations are therefore only based upon the level of provision within the adopted North Wiltshire Local Plan 2001.

## Employment Land Provision 1996 - 2016

4. The proposed employment land provisions for the Districts and Borough have been informed by three different employment land projections, as follows:
- Workforce-based projections
  - Job-based projections
  - Projection of past completions on employment land

**Table B** shown in the **Appendix** to this paper sets out these projections and summarises how Column 1 of the above table was derived. The assumptions underlying these projections and a summary of the methodology behind each Column in Table B of the Appendix (unless indicated in the Table) is set out below.

### *Workforce-based Projections*

5. Projected scale of workforce change in each District/Borough is determined by the proposed housing requirement for the District/Borough. The projected scale of workforce changes was calculated as follows:

Stage 1 - Input the net housing increase proposed for each District/Borough into Wiltshire County Council's Population Model to calculate the scale of increase in the workforce for each District/Borough.

Stage 2 - Adjust workforce increase identified in Stage 1 to take into account unemployment rates and double jobbing (double jobbing is when a member of the workforce holds two or more jobs). The following allowances have been made:

- Reduction in unemployment levels to 1% by 2016.
- Double jobbing will rise to 6% by 2016, in line with the national average.

Stage 3 - Convert workforce projections (represented as number of people) to employment land requirements (in terms of hectares). The employment land requirements are calculated using the following assumptions:

- Every other job will be located on employment land.
- Employment densities will average 55 people per hectare, in line with the average employment densities that have occurred across Wiltshire County and Swindon Borough.

### *Job-based projections*

6. Projections of employment change in each District/Borough has been calculated using the job forecast for the Structure Plan area (Wiltshire County and Swindon Borough) published in the Cambridge Econometrics report, Regional and Economic Prospects (February 2002). This job forecast for the Structure Plan area has been apportioned between the Districts and Borough depending on the proportion of the Structure Plan area's employment growth that has taken place in each of the Districts and Borough over the past 20 years.

7. The same methodology is followed as that set out in Stage 3 above, to convert the job based projections (represented in persons) into employment land requirements (in terms of hectares).

*Employment Land Completion Projections*

8. The employment land projections are calculated by projecting forward annual average completions taking place on employment land between the years 1991 and 2001 for each District/Borough over 20 years.

*Optimum Requirement*

9. The optimum requirement was determined by the highest of the above projections unless the total completions and commitments were higher than the projections (workforce-based, job-based, completion based). In these cases this was identified as the optimum provision. The optimum provision was adjusted depending on whether there was the need to provide additional large sites at key settlements that didn't have sufficient employment land available.

*Large Site Allowance*

10. To ensure the availability of large employment sites at the main settlements identified within the settlement hierarchy identified in Figure 1 of the Pre-deposit Consultation document (listed in Column 1 in the following table), planning permissions and allocations for these settlements were examined to determine the availability of such sites.
11. Where sites of the following size were not available in particular settlements and the Optimum Requirement did not provide for additional sites to be identified, then an additional allowance has been made:

Settlements	Minimum Size
Swindon Principal Urban Area	20 Hectares
Other Designated Centre for Growth (Chippenham, Salisbury, Trowbridge)	10 Hectares
Town (Amesbury, Calne, Corsham, Devizes, Melksham, Westbury, Warminster)	5 Hectares

12. Further allowances have been made to permit additional allocations at Salisbury and Corsham. In addition consideration has been given to Wootton Bassett given its population (higher than that of Corsham and Amesbury) and the potential to address the imbalance of housing and employment and promote greater self-containment. Allowance has also been made to allow 5 hectares to be provided at this settlement.

Table A: Employment Land Completions and Commitments (Hectares)

District/Borough	Completions 1991 -1996	B-use permissions <sup>1</sup> (gross)	Commitments as at April 2001					Adjustment for 2011 Draft Local Plan Provision <sup>3</sup>	Total Completions (1996-2001)& Commitments
			B-use permissions (gross)	Adopted Local Plan Provision <sup>1</sup> Grant Permission <sup>2</sup>	Council Resolution to Grant Permission <sup>2</sup>	Total	(f) = (c)+(d)+(e)		
	(a)	(b)	(c) = (b)-(a)	(d)	(e)	(f) = (c)+(d)+(e)	(g)	(h)=(f)+(g)	
Kennet	5.8	46.00	40.20	11.04	6.97	58.21	0.99	59.20	
North Wiltshire	12.46	111.95	99.49	19.24	0.00	118.73	0	118.73	
Salisbury	5.86	36.95	31.09	11.97	23.36	66.42	-5.19	61.23	
Swindon	67.24	201.00	133.76	18.82	28.28	180.86	30.15	211.01	
West Wiltshire	12.14	110.21	98.07	45.75	10.36	154.18	0.00	154.18	
Total	103.5	506.11	402.61	106.82	68.97	578.40	25.95	604.35	

Notes:

<sup>1</sup> Wiltshire County Council and Swindon Borough Council, Employment Land and Floorspace Monitoring Report, April 2001, Table 4

<sup>2</sup> Wiltshire County Council and Swindon Borough Council, Employment Land and Floorspace Monitoring Report, April 2001, Table 1

<sup>3</sup> Refer to Paragraphs 2 and 3 of main paper

**Table B: Proposed Employment Land Provision for Wiltshire and Swindon 1996 - 2016 (Hectares)**

District/Borough	Job-based Projections <sup>1</sup>	Workforce Based Projections <sup>1</sup>	Employment Land Completion Projections <sup>1</sup>	Completions & commitments <sup>2</sup>	Optimum Employment Land Requirement <sup>3</sup>	Large Site Allowance	Employment Land Requirement <sup>4</sup>	Proposed Employment Provision (rounded up to nearest 10) <sup>5</sup>
	(a)	(b)	(c)	(d)	(e)	(f)	(g) = (d)+(f)	
Kennet	27	49	28	59.20	59	0	59	60
North Wiltshire	126	107	99	118.73	126	10	129	130
Salisbury	49	70	24	61.23	70	10	71	70
Swindon	122	252	237	211.01	252	0	252	260
West Wiltshire	30	112	54	154.18	154	0	154	160
<b>Total</b>								<b>680</b>

Notes:

<sup>1</sup> Allowance is made for the Lydiard Fields employment site which lies adjacent to Swindon and meets Swindon's employment land needs but is located within North Wiltshire District.

<sup>2</sup> Column (h) of Table 1

<sup>3</sup> Maximum Figure Shown in (a) to (d)

<sup>4</sup> If the level of completions and commitments, and large site allowance do not meet or exceed the Optimum Employment Land Requirement, the Optimum figure is substituted.

<sup>5</sup> Column (g). The figures in (g) have generally been rounded up except at Salisbury where the number has been rounded down. Rounding up at Salisbury would mean that an additional 10 hectares would need to be identified which is a significant amount in the context of the Salisbury figure and is not required.