

## 6 Socio Economics

### 6.1 Introduction

- 6.1.1 This chapter of the ES assesses the likely significant effects of the Proposed Development on the environment in respect of socio-economic considerations.
- 6.1.2 The chapter has been prepared by Stantec's Development Economics Team who have an established track record in the preparation of both Socio-Economic and Population and Human Health ES chapters (see **Appendix 1.2 Statement of Expertise**). In particular, the assessment has been overseen by an Associate Director within the Team, who holds a BA (Hons) in Geography and MA in Town Planning and has over 20-years of professional experience in the field of socio-economic research in both the public and private sector specialising in social and economic impact assessment.
- 6.1.3 The worst-case scenario for socio-economic considerations is Option 2, because the proposed land use change from the consented development results in the most significant reduction in proposed floorspace which has a relatively high employment density, and is replaced by industrial / logistics floorspace with a relatively low employment density.

### 6.2 Policy Context

- 6.2.1 The assessment has been prepared with reference to the following national, regional and local planning documents, legislation, and guidance.

#### **National Planning Policy**

#### **National Planning Policy Framework 2024**

- 6.2.2 At the centre of the National Planning Policy Framework<sup>i</sup> (NPPF) is the principle of sustainable development, in which the planning system should '*contribute to the achievement of sustainable development, including the provision of homes, commercial development, and supporting infrastructure in a sustainable manner*' (Paragraph 7).
- 6.2.3 There are three overarching objectives of sustainability: economic, social and environmental.
- 6.2.4 The economic objective is '*to help build a strong, responsive and competitive economy, by ensuring that sufficient land of the right types is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure*' (paragraph 8).
- 6.2.5 Paragraph 39 of the NPPF states local planning authorities should approach decisions on proposed developments in a positive and creative way, working proactively with applicants to ensure that development will improve the economic, social and environmental conditions of the area.
- 6.2.6 Paragraph 85 of the NPPF directs that planning policies and decisions should help create conditions for businesses to invest, expand and adapt, placing significant weight on supporting economic growth and productivity. The Framework's economic objective reinforces this by requiring that sufficient land of the right type, in the right locations and at the right time, be made available to stimulate growth, innovation and the efficient functioning of the economy. At the same time, its social objective underlines the need for well-designed places that support social welfare and enable strong, vibrant communities.
- 6.2.7 Paragraph 86 urges that planning policies pay regard to facilitating development for a modern economy, explicitly including freight, logistics, data centres, laboratories and similar strategic uses, and be flexible enough to respond to needs that were not foreseen when the plan was drawn up. Paragraph 87 adds that policies and decisions should specifically provide for storage and distribution operations of varying scales, located in suitably accessible places that permit efficient and reliable

goods handling, especially where such functions support the supply chain, transport innovation, and decarbonisation efforts.

### **Planning Practice Guidance**

#### **Housing and Economic Land Availability Assessment**

- 6.2.8 A site being considered for logistics must pass three tests: suitability, availability, and achievability<sup>ii</sup>. Suitability<sup>iii</sup> means the site must have good transport links, utility/infrastructure access, low risk from environmental constraints (flooding, heritage, landscape etc.), and align with policy. Availability<sup>iv</sup> means no major legal or ownership issues; the landowner is willing; permissions / plans are feasible. Achievability<sup>v</sup> means development must be viable economically and practically (costs, demand, lead time, developer's capacity).

#### **Housing and Economic Development Needs Assessment**

- 6.2.9 Local planning authorities must build a strong evidence base on existing and future business needs. This involves assessing the current stock of employment land and premises (industrial, warehousing, offices), patterns of recent supply and losses, and property market trends. Authorities should engage with the business and developer community to understand locational and facility requirements, and monitor market signals (e.g. vacancy rates, rents)<sup>vi</sup>.
- 6.2.10 The logistics industry plays a critical role in enabling an efficient, sustainable and effective supply of goods for consumers and businesses, as well as contributing to local employment opportunities, and has distinct locational requirements that need to be considered in formulating planning policies (separately from those relating to general industrial land)<sup>vii</sup>.

### **Local Planning Policy**

#### **Horsham District Planning Framework (2015)**

- 6.2.11 The Horsham District Planning Framework (2015)<sup>viii</sup> was adopted in November 2015 and sets a framework for new development over the district through to 2031. The overarching objectives of the local plan include economic prosperity and opportunities for all. The second objective of the local plan is *'to meet employment needs, create opportunities to foster economic growth and regeneration, and maintain high employment levels in the district which help reduce commuting distances.'*
- 6.2.12 Policies relevant to this assessment area include:
- Policy 2 – Strategic Development: *'To maintain the districts unique rural character whilst ensuring that the needs of the community are met through sustainable growth and suitable access to services and local employment'*.
  - Policy 7 – Economic Growth: Retention of key employment sites and creation of new ones to retain and grow employment uses.
  - Policy 9 – Employment Development: Redevelopment and changes to employment sites must protect overall employment capacity, apply a sequential approach to relocation, ensure suitable new or expanded locations, and support the growth of small and start-up businesses.
  - Policy SD1 – Allocates the Site as a strategic policy. The Site is allocated as a strategic mixed use development to accommodate at least 2,500 homes and associated infrastructure. It states, *'the Site is the primary location for new employment development in the District and will be developed as a high-quality business park.'*

**Horsham District Local Plan 2023 – 2040**

- 6.2.13 Horsham District Council (HDC) are in the process of preparing a new local plan - the Horsham District Local Plan 2023 – 2040 which was submitted to the Planning Inspectorate for examination in July 2024.
- 6.2.14 The Economy chapter of the emerging local plan aims to support the retention and growth of existing employment land, and new employment land will support offices and commercial development. A range of employment requirements will be catered for, supporting both the urban and rural economy.
- 6.2.15 The overarching economic objectives aims to maintain high employment levels in the district helping to reduce commuting distance and promote innovation.
- 6.2.16 Emerging policies relevant to this assessment include:
- Draft Policy 29 – New Employment: The Site is allocated as a new employment site, namely Land at North Horsham Strategic Allocation. It allocates 46,450 sq. m of Grade A office space and complementary flexible employment space (B2, B8, E(g)).

**6.3 Assessment Methodology****Consultation**

- 6.3.1 No formal consultation on the proposed approach to the assessment of effects in relation to socio-economic considerations has been undertaken, but the proposed approach was submitted to HDC via an informal scoping exercise. This chapter has been prepared in accordance with the approach set out in the informal scoping exercise.

**Technical Scope of the Assessment**

- 6.3.2 This assessment has been undertaken in accordance with the Proposed Development parameter plans (**Figures 3.1-3.3**), as set out in **Chapter 3 Site and Development Description** of the ES.
- 6.3.3 The three land use options for the Proposed Development have been considered to establish the worst-case scenario for the socio-economic assessment. The worst-case scenario for socio-economic considerations is Option 2 because this results in the greatest reduction in the number of FTE jobs supported from the consented development (approximately 2,200 fewer jobs under Option 2, approximately 1,400 fewer jobs under Option 3 and comparable jobs under Option 1).
- 6.3.4 Option 2 results in the greatest reduction in supported jobs because of the proposed change in land use which effectively sees a significant reduction in proposed office floorspace (that has a relatively high employment density), which is replaced with industrial/logistics floorspace (that has a relatively low employment density).
- 6.3.5 Given that the Proposed Development will only replace the business park element of the consented scheme, it is considered that the relevant socio-economic impacts for consideration in this assessment are as follows:
- Job creation – the Proposed Development will create jobs both directly and indirectly through the supply-chain;
  - Employment – a proportion of the jobs created by the Proposed Development will provide employment for local people;
  - Economic Output – the Proposed Development will create Gross Value Added (GVA) (used to measure economic output) contributing to the economy of the area.
- 6.3.6 Social effects on the resident population and impact on community infrastructure, for example, housing, education and primary healthcare were considered in the 2016 ES chapter submitted in

support of consented development (reference DC/16/1677) and remain unchanged from the Proposed Development.

6.3.7 The assessment comprises the following stages:

- Identification of current and future baseline conditions with respect to the local workforce and economy, using information and statistics available in the public domain;
- Assessment of likely significant effects of the Proposed Development on the identified receptors by reviewing the baseline conditions and determining the change attributable to the Proposed Development using published formulae and guidance to assess effects;
- Recommendation of migration or enhancement measures, if necessary;
- Assessment of residual effects assuming implementation of the migration/ enhancement measures; and
- Assessment of the cumulative schemes described within **Chapter 2 – EIA Methodology** of the ES for the potential to have likely significant cumulative effects on the environment when combined with the Proposed Development.

### **Spatial Scope of the Assessment**

6.3.8 Providing consistency with the assessment presented in the submitted Socio-Economic 2016 ES chapter, this assessment uses the local authority area of Horsham District as the study area / impact area as it is representative of a functional economic market area and therefore applicable for assessing the identified socio-economic effects.

6.3.9 **Table 6.1** summarises the spatial assessment areas used for each socio-economic receptor.

**Table 6.1: Receptor Spatial Assessment Area**

| Receptor        | Spatial Area     | Justification                                                                                                          |
|-----------------|------------------|------------------------------------------------------------------------------------------------------------------------|
| Jobs            | Horsham District | Both the construction and operational phases of the Proposed Development will support jobs in Horsham District         |
| Employment      | Horsham District | The jobs supported by the Proposed Development will provide employment opportunities for residents of Horsham District |
| Economic Output | Horsham District | The Proposed Development will create additional GVA generation in Horsham District.                                    |

### **Determining the Significant Effects**

6.3.10 There are no published assessment guidance and/or technical significance criteria to assess socio-economic effects. Accordingly, the evaluation of effects is undertaken based on professional experience and judgement, having regard to the sensitivity of the receptor and the magnitude of impact from the existing baseline position.

6.3.11 The sensitivity of affected receptors has been evaluated on a scale of high, medium and low, aligned with the methodology detailed within ES **Chapter 2 – EIA Methodology**. **Table 6.2** details the sensitivity criteria used for each receptor included within this assessment.

**Table 6.2: Socio-economic receptor sensitivity descriptors**

| Sensitivity | Descriptor                                                                                                                                                                         |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| High        | The receptor is of importance to Horsham's economy (contributing at least 10% of the economy or differing from the national average by at least 10%) or the profile (e.g. of skill |

|        |                                                                                                                                                                                                                                                                                                                                                                            |
|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|        | levels) differs substantially from the national average. The receptor has little capacity to absorb change without fundamentally altering its present character.                                                                                                                                                                                                           |
| Medium | The receptor is of some importance to Horsham's economy (contributing to between 0.1% and 9.9% of the economy or differing from the national average by between 0.1% and 9.9%) or the profile (e.g. of skill levels) differs somewhat from the national average. The receptor has moderate capacity to absorb change without fundamentally altering its present character. |
| Low    | The receptor is of low or no importance to Horsham's economy (contributing less than 0.1% or differing from the national average by less than 0.1%) or the profile (e.g. of skill levels) differs very little from the national average. The receptor is tolerant of change without detriment to its present character.                                                    |

- 6.3.12 The magnitude of impact to a receptor has been determined by considering the estimate deviation from baseline conditions both before and after, if required, after mitigation. The scale for determining the magnitude of an impact is detailed in **Table 6.3**.

**Table 6.3: Socio-economic magnitude of impact descriptors**

| Magnitude  | Descriptor                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Major      | The impact will likely affect a large number of people, businesses or groups and/ or will materially change the existing baseline. Where quantifiable, the Proposed Development would cause a large change to the existing socio-economic condition (providing between a 2.5% or more change to the current baseline). Where not quantifiable (e.g. skills levels) this will be assessed using professional judgement.                                   |
| Moderate   | The impact will likely affect a moderate number of people, businesses or groups and/ or will materially change the existing baseline. Where quantifiable, the Proposed Development would cause a moderate change to the existing socio-economic condition (providing between a 1% and 2.4% change to the current baseline). Where not quantifiable (e.g. skills levels) this will be assessed using professional judgement.                              |
| Minor      | The impact will likely affect a small number of people, businesses or groups and/ or the post-development characteristics will be similar to the existing baseline. Where quantifiable, the Proposed Development would cause a small change to the existing socio-economic condition (providing between a 0.1% and 0.9% change to the current baseline). Where not quantifiable (e.g. skills levels) this will be assessed using professional judgement. |
| Negligible | The impact will likely affect a very small number of people, businesses or groups and/ or the post-development characteristics will result in no discernible change to the existing baseline. Where quantifiable, the Proposed Development would provide less than 0.1% change to the current baseline). Where not quantifiable (e.g. skills levels) this will be assessed using professional judgement.                                                 |

- 6.3.13 The level of effect attributed to each socio-economic receptor has been assessed based on the evaluation of the sensitivity of the affected receptor (set out in **Table 6.2**) and the magnitude of change due to the Proposed Development (set out in **Table 6.3**) and using the significance of the effect matrix detailed in **Table 6.4**.

**Table 6.4: Socio-economic significance of effect criteria**

| Magnitude  | Sensitivity                   |                               |                               |
|------------|-------------------------------|-------------------------------|-------------------------------|
|            | High                          | Medium                        | Low                           |
| Major      | Major Adverse / Beneficial    | Moderate Adverse / Beneficial | Moderate Adverse / Beneficial |
| Moderate   | Major Adverse / Beneficial    | Moderate Adverse / Beneficial | Minor Adverse / Beneficial    |
| Minor      | Moderate Adverse / Beneficial | Minor Adverse / Beneficial    | Minor Adverse / Beneficial    |
| Negligible | Negligible                    | Negligible                    | Negligible                    |

- 6.3.14 Those effects which are considered to have a moderate or major beneficial or adverse effect have been considered as significant and where effects have been established as significant adverse, appropriate additional mitigation measures have been identified to inform the assessment of residual effects that are not embedded within the design of the Proposed Development.

### **Limitations and Assumptions**

- 6.3.15 The baseline conditions presented in this chapter have endeavoured to reflect the position as of November 2025, but this is not possible for all reported conditions. Each data source has methodological limitations related to data collection and surveys only represent the socio-economic context at a specific point in time. The year to which the baseline represents is clearly stated, along with any assumptions that have been applied.
- 6.3.16 The proposed health centre and commercial leisure uses were located outside of the OPP Business Park elsewhere on the Site. However, rather than assess both uses as a 100% net addition to the Proposed Development, only the net increase in the proposed floorspace for commercial leisure uses (+200 sqm) will be assessed and given the minor change in proposed floorspace for the health centre (+70 sqm to incorporate a pharmacy) a neutral position is proposed.
- 6.3.17 Further assumptions made within the assessment are explained at the relevant juncture.

## **6.4 Baseline Conditions**

### **Resident Population**

- 6.4.1 It is estimated that in mid-2024<sup>ix</sup> there were 151,500 people living in Horsham District. As illustrated in **Table 6.5** Horsham District has a smaller proportion of working age residents when compared to the South East and England; 59%, 62% and 63% respectively.

**Table 6.5: Age Profile by Broad Age (2024)**

|                         | Horsham District | South East | England    |
|-------------------------|------------------|------------|------------|
| <b>Aged 0 to 15</b>     | 18%              | 19%        | 18%        |
| <b>Aged 16 to 64</b>    | 59%              | 62%        | 63%        |
| <b>Aged 65+</b>         | 24%              | 20%        | 19%        |
| <b>Total Population</b> | 151,500          | 1,911,000  | 10,980,000 |

Source: ONS. Figures have been rounded and may not sum.

### **Resident Economic Activity**

- 6.4.2 The 2021 Census<sup>x</sup>, recorded that 61% of residents in Horsham District aged 16 year and older are economically active (this includes all people in employment or available to work, for example the unemployed). This is a higher proportion than the average for the South East (60%) and England (59%).
- 6.4.3 Of those economically active residents in Horsham District, 70,800 were in employment representing an employment rate of 59%. This is higher than the average for the South East (58%) and England (56%).
- 6.4.4 The remaining 2,500 residents in Horsham District are unemployed, which represents an unemployment rate of 2.1%. This is lower than the average for the South East (2.5%) and England (2.9%).
- 6.4.5 Whilst not a measure of total unemployment, Claimant Count data<sup>xi</sup> provides a count of the number of people claiming Job Seekers Allowance (JSA), National Insurance ('NI') Credits or Universal Credit ('UC') principally for the reason of being unemployed and therefore provides an indication of people actively seeking employment. **Table 6.6** presents the claimant count data for the WSA, South East, and England.

**Table 6.6: Claimant Count (October 2025)**

|                                                         | <b>Horsham District</b> | <b>South East</b> | <b>England</b> |
|---------------------------------------------------------|-------------------------|-------------------|----------------|
| <b>Number of Claimants</b>                              | 1,770                   | 184,040           | 1,485,020      |
| <b>Claimants as a % of residents aged 16 - 64 years</b> | 2.0%                    | 3.1%              | 4.1%           |

Source: ONS

- 6.4.6 As of October 2025, there were 1,770 residents in Horsham District claiming unemployment related benefits, this is 2% of residents aged 16 to 64. The number of claimants as a proportion of residents is lower in Horsham District (2.0%) than in the South East (3.1%) and England (4.1%).

### **Occupations and Industry (resident-based)**

- 6.4.7 Resident employment by industry from the 2021 Census<sup>xii</sup>, identifies that the highest proportion of residents in Horsham District are working in wholesale and retail trade occupations (13%). This is lower than both the regional (14%) and national average (15%). Other important sectors for Horsham resident employment are human health and social work (12%), education (10%), and construction (9%) as shown in **Table 6.7**.

**Table 6.7: Resident Employment by Industry**

|                                                                      | <b>Horsham District</b> | <b>South East</b> | <b>England</b> |
|----------------------------------------------------------------------|-------------------------|-------------------|----------------|
| Agriculture, Forestry and fishing                                    | 1%                      | 1%                | 1%             |
| Mining and quarrying                                                 | 0%                      | 0%                | 0%             |
| Manufacturing                                                        | 6%                      | 6%                | 7%             |
| Electricity, gas, steam and air conditioning supply                  | 1%                      | 1%                | 1%             |
| Water supply; Sewerage, Waste management and Remediation activities  | 1%                      | 1%                | 1%             |
| Construction                                                         | 9%                      | 9%                | 9%             |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 13%                     | 14%               | 15%            |
| Transport and storage                                                | 5%                      | 5%                | 5%             |
| Accommodation and food service activities                            | 4%                      | 4%                | 5%             |
| Information and communication                                        | 6%                      | 6%                | 5%             |
| Financial and insurance activities                                   | 5%                      | 4%                | 4%             |
| Real estate activities                                               | 2%                      | 2%                | 2%             |
| Professional, scientific and technical activities                    | 8%                      | 7%                | 7%             |
| Administrative and support service activities                        | 6%                      | 6%                | 5%             |
| Public administration and defence; compulsory social security        | 5%                      | 6%                | 6%             |
| Education                                                            | 10%                     | 10%               | 10%            |
| Human health and social work activities                              | 12%                     | 14%               | 15%            |
| Other                                                                | 5%                      | 5%                | 5%             |

Source: ONS, 2021 Census.

- 6.4.8 Resident occupation from the 2021 Census<sup>xiii</sup>, identifies that the highest proportion of Horsham residents are employed in professional occupations (21%). This is the same as the regional average (21%) and higher than the national average (20%). In contrast to the regional and national average, Horsham has a higher proportion of residents in managerial roles (18% compared to 15% and 13% respectively) and associate, professional and technical occupations (16% compared to 14% and 13% respectively) as shown in **Table 6.8**.

**Table 6.8: Resident Employment by Occupation**

|                                                     | <b>Horsham District</b> | <b>South East</b> | <b>England</b> |
|-----------------------------------------------------|-------------------------|-------------------|----------------|
| 1. Managers, directors and senior officials         | 18%                     | 15%               | 13%            |
| 2. Professional occupations                         | 21%                     | 21%               | 20%            |
| 3. Associate professional and technical occupations | 16%                     | 14%               | 13%            |
| 4. Administrative and secretarial occupations       | 9%                      | 9%                | 9%             |
| 5. Skilled trades occupations                       | 10%                     | 10%               | 10%            |
| 6. Caring, leisure and other service occupations    | 9%                      | 9%                | 9%             |
| 7. Sales and customer service occupations           | 6%                      | 7%                | 7%             |
| 8. Process, plant and machine operatives            | 4%                      | 6%                | 7%             |
| 9. Elementary occupations                           | 7%                      | 9%                | 10%            |
| <b>Total</b>                                        | <b>100%</b>             | <b>100%</b>       | <b>100%</b>    |

Source: ONS, 2021 Census

**Jobs and Employment (workplace-based)**

- 6.4.9 Horsham District is a net exporter of labour, which means there are fewer jobs than there are residents aged 16 to 64 years. Jobs' density data<sup>xiv</sup> identifies that in 2023 there were 74,000 jobs in Horsham District (workplace-based). Expressed as a proportion of residents aged 16 to 64 years, Horsham District has a jobs' density of 0.84 which means there's just under one job for every resident of working age. The jobs density for the South East (0.86) and England (0.87) is slightly higher.
- 6.4.10 Data from the 2024 BRES<sup>xv</sup> identifies there are around 57,700 jobs supported in Horsham District. The BRES data excludes those who are self-employed, government-supported trainees and HM Forces and therefore the number of jobs reported by BRES is lower than the number reported by the Jobs' density data. Nonetheless, the BRES data provides an indication of the industrial sector of employment as reported in **Table 6.9** for Horsham District, South East and England.

**Table 6.9: Workplace-based Employment by Industrial Sector (%)**

|                                            | <b>Horsham District</b> | <b>South East</b> | <b>England</b> |
|--------------------------------------------|-------------------------|-------------------|----------------|
| Agriculture, forestry & fishing            | 1%                      | 1%                | 1%             |
| Mining, quarrying & utilities              | 2%                      | 1%                | 1%             |
| Manufacturing                              | 7%                      | 6%                | 7%             |
| Construction                               | 7%                      | 5%                | 5%             |
| Motor trades                               | 2%                      | 2%                | 2%             |
| Wholesale                                  | 5%                      | 4%                | 4%             |
| Retail                                     | 9%                      | 9%                | 8%             |
| Transport & storage (inc postal)           | 3%                      | 5%                | 5%             |
| Accommodation & food services              | 8%                      | 8%                | 8%             |
| Information & communication                | 5%                      | 6%                | 5%             |
| Financial & insurance                      | 2%                      | 2%                | 3%             |
| Property                                   | 2%                      | 2%                | 2%             |
| Professional, scientific & technical       | 10%                     | 9%                | 10%            |
| Business administration & support services | 10%                     | 8%                | 9%             |
| Public administration & defence            | 2%                      | 4%                | 5%             |
| Education                                  | 9%                      | 10%               | 9%             |
| Health                                     | 9%                      | 14%               | 14%            |

|                                                  |             |             |             |
|--------------------------------------------------|-------------|-------------|-------------|
| Arts, entertainment, recreation & other services | 7%          | 5%          | 4%          |
| <b>Total</b>                                     | <b>100%</b> | <b>100%</b> | <b>100%</b> |

Source: ONS, 2024 BRES. All figures have been rounded and may not sum.

- 6.4.11 **Table 6.9** shows that the professional, scientific and technical sector (10%) alongside the business administration and support sector (10%) accounts for the largest proportion of employment in Horsham District.
- 6.4.12 The construction sector accounts for 7% of jobs in Horsham District which is equivalent to 4,000 jobs. The proportion of jobs in the construction sector is a higher in Horsham District than in the South East (5%) and England (5%).

### Travel to Work

- 6.4.13 Travel to work statistics from the 2021 Census<sup>xvi</sup> reveal that 58% of jobs in Horsham District are taken up by residents that live in Horsham District. The remaining 42% of jobs in Horsham District are taken up by residents who live outside of Horsham including Crawley (14%), Mid Sussex (9%), and Worthing (9%).

### Economic Output

- 6.4.14 Average GVA<sup>xvii</sup> generated within Horsham District over the last 5-years (2019 to 2023) across all sectors was £4.1 billion per annum (**Table 6.10**) which is equivalent to £61,200 per annum per worker (as shown on **Table 6.11**). The average GVA per worker for all industries in Horsham District is lower than the average for the South East (£72,200) and UK (£66,100).
- 6.4.15 **Table 6.10** and **Table 6.11** provide equivalent GVA data (total and per worker) for industries of relevance to the Proposed Development.

**Table 6.10: Total GVA per annum**

| Industry                     | Horsham District | South East | UK          |
|------------------------------|------------------|------------|-------------|
| All industries               | £4,128m          | £352,253m  | £2,352,066m |
| Transportation and Storage   | £99m             | £11,244m   | £73,900m    |
| Offices*                     | £652m            | £93,889m   | £659,170m   |
| Arts, entertainment and rec. | £50m             | £4,649m    | £30,805m    |
| Human health and social work | £206m            | £24,497m   | £189,043m   |

Source: Oxford Economics. Rounded to the nearest £1m. \*Aggregate of the following four sectors: Administrative and Support, Financial and Insurance, Information and Communication, and Professional, Scientific and Technology

**Table 6.11: Annual GVA per worker**

| Industry                     | Horsham District | South East | UK      |
|------------------------------|------------------|------------|---------|
| All industries               | £61,200          | £72,200    | £66,100 |
| Transportation and Storage   | £52,000          | £49,400    | £40,400 |
| Offices*                     | £35,800          | £73,800    | £73,500 |
| Arts, entertainment and rec. | £20,400          | £32,200    | £30,600 |
| Human health and social work | £37,200          | £40,800    | £41,200 |

Source: Oxford Economics. Rounded to the nearest 100. \*Aggregate of the following four sectors: Administrative and Support, Financial and Insurance, Information and Communication, and Professional, Scientific and Technology

- 6.4.16 In the transportation and storage sector annual GVA per worker is higher in Horsham District (£52,000) than in the South East (£49,400) and England (£40,400).
- 6.4.17 The art, entertainment and recreation sector represents the leisure sector. The human health and social work sector represents health industries. GVA per worker in these sectors, along with offices, is lower in Horsham District than in the South East and UK.

## 6.5 Potential Significant Impacts

### Construction

- 6.5.1 There are not considered to be any potential significant impacts on jobs, employment or economic output during the construction phase.
- 6.5.2 Whilst the construction phase will support employment across various construction disciplines, the Proposed Development provides only a marginal change (+1%) in the overall quantum of employment supporting floorspace assessed in the 2016 ES. As such, a 1% change is not considered significant and therefore construction phase effects have been scoped out of this assessment.

### Operation

- 6.5.3 Once complete and operational, the Proposed Development will create jobs supporting employment for local residents and contributing to the local economy through the creation of GVA. Whilst the worst-case scenario for assessment (Option 2) will result in fewer jobs than reported for the consented scheme, the number of jobs is still anticipated to be significant. As such, there is the potential for likely significant beneficial effects on job creation, resident employment and economic output.

## 6.6 Likely Significant Effects

### Operational

#### Jobs

- 6.6.1 Option 2 for the Proposed Development will create 53,960 sq. m (Gross Internal Area (GIA)) of employment floorspace comprising 4,306 sq. m of offices, 5,300 sq. m of commercial leisure, 42,452 sq. m of B2/B8 and 1,902 sq. m of health space. All of these uses will support employment.
- 6.6.2 The number of jobs anticipated to be supported by the Proposed Development's non-residential floorspace has been calculated through application of employment densities published by the Homes and Communities Agency (HCA)<sup>xviii</sup>.
- 6.6.3 **Table 6.12** shows the HCA employment density range for the Proposed Development's uses, along with the worst-case employment density (that being the density that results in the lowest number of associated jobs). HCA do not provide an employment density for health centres and therefore the employment anticipated to be supported by the health centre is based on the employment profile of health centres with a comparable floorspace.

**Table 6.12: HCA Employment Densities**

| Use Class          | Employment Density Range (sqm per FTE job) | Floor Area Type           | Worst-case Employment Density |
|--------------------|--------------------------------------------|---------------------------|-------------------------------|
| Offices            | 8 to 13                                    | Net Internal Area (NIA)   | 13                            |
| Commercial Leisure | 65                                         | Gross Internal Area (GIA) | 65                            |
| B2                 | 36                                         | GIA                       | 36                            |
| B8                 | 70 to 77*                                  | Gross External Area (GEA) | 77                            |

Source: HCA. \*The B8 employment density for a national distribution centre has been excluded from the range because it is not anticipated that such a use will come forward on the Site.

- 6.6.4 To further provide a worst-case assessment, the B8 employment density has been applied to the Proposed Development's B2/B8 use.
- 6.6.5 **Table 6.13** illustrates the resulting number of jobs that can be supported by the Proposed Development (Option 2) through application of the worst-case employment densities (**Table 6.12**) to the proposed floorspace.

**Table 6.13: Operational employment supported by the Proposed Development's employment floorspace (Option 2)**

| Use Class                  | Floorspace (sqm GEA) | Floorspace (sqm GIA) | Floorspace (sqm NIA)* | Employment Density Floor Area Type | Employment Density | Jobs (FTE) |
|----------------------------|----------------------|----------------------|-----------------------|------------------------------------|--------------------|------------|
| Offices                    | 4,780                | 4,306                | 3,660                 | NIA                                | 13                 | 282        |
| Commercial Leisure         | 5,528                | 5,300                | 4,505                 | GIA                                | 65                 | 82         |
| B2/ B8                     | 44,072               | 42,452               | 36,084                | GEA                                | 77                 | 572        |
| Health centre and pharmacy | 2,236                | 2,070                | 1,760                 | n/a                                | n/a                | 41         |
| <b>Total</b>               | <b>56,616</b>        | <b>54,128</b>        | <b>46,009</b>         |                                    |                    | <b>977</b> |

Source: HCA and Stantec. \*The Proposed Development's floorspaces were provided by GEA and GIA. However, the NIA floorspace has been calculated by reducing the GIA floorspace by 15% in accordance with guidance published in the HCA Density Guide.

- 6.6.6 As shown in **Table 6.13** the Proposed Development's employment floorspace will support a total of 977 jobs. The Socio-Economic chapter of the 2016 ES reported that the consented scheme would support a total of 3,070 FTE jobs with 2,600 of these jobs within the Business Park. Therefore, the Proposed Development (Option 2) would provide a reduction in the number of the jobs (-1,623 FTE jobs) from that reported for the Business Park previously.
- 6.6.7 However, as stated in the limitations and assumptions section of this chapter, the Proposed Development incorporates the relocation of the health centre and commercial leisure uses that were both located outside of the Business Park for the consented scheme (as assessed in the 2016 ES). Therefore, whilst both of these uses will contribute to the employment supported by the Proposed Development, in terms of the net change to the consented scheme it is considered appropriate to only assess employment from the Proposed Development's net increase in the proposed floorspace for commercial leisure uses (+200 sqm) and health centre, now also incorporating a pharmacy (+70 sqm) when considering the change in total employment reported in the 2016 ES.
- 6.6.8 The Proposed Development's commercial leisure uses will provide an uplift of +11 FTE jobs from that reported in the 2016 ES for the commercial leisure uses. Given the very minor change in floorspace for the health centre (incorporating a pharmacy) e, a neutral position is taken with regards to employment from the health centre.
- 6.6.9 Based on the net change only to the consented scheme, the Proposed Development will support a total of 865 FTE jobs.
- 6.6.10 The sensitivity of jobs in Horsham District is considered to be **medium**, noting that there are fewer jobs than there are residents of working age with Horsham District having a lower job density than both the regional and national averages.
- 6.6.11 The magnitude of change is considered to be **moderate** given that the 977 FTE jobs to be supported by the Proposed Development would increase the number of jobs in Horsham District by 1.3%.
- 6.6.12 On this basis, the Proposed Development will have a **permanent, moderate beneficial effect** on employment in Horsham District which is **significant**.

## Employment

- 6.6.13 Not all of the 977 FTE jobs supported by the Proposed Development will provide employment for Horsham residents and in addition to the direct jobs supported on-site there will be further indirect operational employment supported by the supply chain and through workforce expenditure.
- 6.6.14 Therefore, to understand the effect of the Proposed Development on resident employment in Horsham additionality factors (displacement, leakage and multipliers) are applied following guidance from the HCA, Additionality Guide, 2014<sup>xix</sup> ('Additionality Guide') and more recently, HM Treasury Green Book, 2022<sup>xx</sup> ('Green Book'). The guidance establishes that direct jobs generated by the Proposed Development would most likely be subject to a degree of 'displacement' (the level of employment likely to be lost, moved or adversely affected by the employment created as a result of the Proposed Development); 'leakage' (referring to the number of jobs likely to be taken up by people outside Horsham District), and; 'multiplier effects' (the additional economic benefit that will be derived as a direct result of the income earned by the new employment as an indirect result of the supply chain linkages).
- 6.6.15 With regards to displacement, it is considered that only a relatively low number of jobs will be lost / displaced as a result of structural changes that bring about the need for the Proposed Development and / or competition from new development. The Additionality Guide's low displacement factor is 25% but this is a regional factor, and the displacement factor will reduce, the smaller the assessment area becomes. For this reason, a 15% displacement factor is considered appropriate at the local authority level such as Horsham District. The displacement factor is only applied to the Proposed Development's B2/B8 and office uses, as it is considered that the commercial leisure and health centre uses is additional floorspace to support the needs of the Proposed Development and will not result in any employment activities being displaced from elsewhere.
- 6.6.16 A leakage factor of 42% is applied based on the proportion of jobs in Horsham District that are filled by residents who live outside of Horsham District as detailed in the baseline conditions for employment.
- 6.6.17 The additionality guidance requires multipliers to only be applied to tradable uses (outputs delivered mainly outside of the assessment area). Of the Proposed Development's employment supporting uses, the office and B2/B8 uses are considered tradable (outputs delivered mainly outside Horsham District) and therefore the Green Book's low employment multiplier (x 0.4) (to provide a worst-case assessment) is applied to these uses only.
- 6.6.18 **Table 6.14** illustrates the effect of applying the described additionality factors to the 977 FTE jobs supported on-site by the Proposed Development to establish the operational employment effect to Horsham District.

**Table 6.14 Proposed Development's Net Employment Effect to Horsham District**

|                                                                                 | Jobs (FTE)                    |                                                      |            |
|---------------------------------------------------------------------------------|-------------------------------|------------------------------------------------------|------------|
|                                                                                 | Tradeable (Offices and B2/B8) | Non-tradeable (commercial leisure and health centre) | Total      |
| <b>Gross Direct Job Creation</b>                                                | <b>854</b>                    | <b>123</b>                                           | <b>977</b> |
| Displacement factor                                                             | 15%                           | 0%                                                   |            |
| Displaced jobs from elsewhere in Horsham District                               | 128                           | 0                                                    | 128        |
| Net direct jobs in Horsham District (gross jobs minus displaced jobs)           | 726                           | 123                                                  | 849        |
| Direct jobs filled by people who live outside of Horsham District (42%)         | 305                           | 52                                                   | 357        |
| <b>Net direct resident employment effect to Horsham District</b>                | <b>421</b>                    | <b>71</b>                                            | <b>492</b> |
| Multiplier factor                                                               | 0.4                           | 0                                                    |            |
| <b>Indirect employment effect to Horsham District</b>                           | <b>168</b>                    | <b>0</b>                                             | <b>168</b> |
| <b>Total resident employment effect to Horsham District (direct + indirect)</b> | <b>589</b>                    | <b>71</b>                                            | <b>660</b> |

- 6.6.19 The Proposed Development's net additional employment effect to Horsham District is 660 FTE jobs.
- 6.6.20 The sensitivity of employment in Horsham District is considered to be **low** noting that the employment rate is higher, and the claimant count is lower, than both the regional and national averages.
- 6.6.21 The magnitude of change is considered to be **minor** given that the net additional employment effect to Horsham District of 660 FTE jobs will increase resident employment Horsham District by 0.9%.
- 6.6.22 On this basis the Proposed Development will have a **permanent, minor beneficial** effect on employment in Horsham District which is **not significant**.

### Economic Output

- 6.6.23 Economic output is measured through the creation of GVA. GVA is a measure of economic impact, distributed through retained profit and wages. Jobs supported by the Proposed Development during the operational phase will generate GVA.
- 6.6.24 Applying the GVA per worker assumptions for Horsham District detailed in the 'Baseline Conditions' section of this chapter (**Table 6.10**) to the direct number of FTE jobs created by the Proposed Development, it is estimated that the Proposed Development could generate GVA of £43m per annum.

**Table 6.15: GVA generated by the Proposed Development in the operational phase**

| Industry                     | GVA per worker<br>(Horsham District) | Number of Jobs<br>(FTE) supported<br>by the<br>Proposed<br>Development | GVA per annum |
|------------------------------|--------------------------------------|------------------------------------------------------------------------|---------------|
| Offices                      | £35,800                              | 282                                                                    | £10.1m        |
| Transportation and Storage   | £52,000                              | 572                                                                    | £29.7m        |
| Arts, entertainment and rec. | £20,400                              | 82                                                                     | £1.7m         |
| Human health and social work | £37,200                              | 41                                                                     | £1.5m         |
| Total                        |                                      | 977                                                                    | £43.0m        |

Source: Oxford Economics and Stantec. All figures are rounded and may not sum.

- 6.6.25 The sensitivity of economic output is considered to be **high** noting that GVA per worker per annum across all industries is lower in Horsham District than in the South East (by 15%) and the UK (by 7%).
- 6.6.26 The magnitude of impact is considered to be moderate given the £43m created by the Proposed Development would increase GVA in Horsham District by 1.0%.
- 6.6.27 On this basis the Proposed Development will have a **permanent, major beneficial** effect on economic output in Horsham District which is considered significant.

## 6.7 Secondary Mitigation

### Operational Phase

- 6.7.1 No significant adverse effects have been identified during the Proposed Development's operational phase and therefore no secondary mitigation is required.

## 6.8 Residual Effects

### Operational Phase

- 6.8.1 As there is no secondary mitigation needed, the residual socio-economic effects remain as follows:

- Jobs = moderate beneficial (significant)
- Employment = minor beneficial (not significant)
- Economic output = major beneficial (significant)

## 6.9 Cumulative Effects

- 6.9.1 Consideration has been given to the committed developments described within Chapter 2 EIA Methodology of the ES, for the potential to have likely significant cumulative socio-economic effects when combined with the Proposed Development.
- 6.9.2 Three out of the nine committed developments will deliver floorspace that will support employment during their operational phases. These schemes are detailed in **Table 6.15**. In addition, the consented development for the wider outline application (DC/16/1677) will support further employment. The cumulative assessment is based on consideration of the four schemes in combination with the Proposed Development.

**Table 6.15: Cumulative schemes with employment**

| Application Reference | Address                                                         | Employment Provision                                                                                                                                                |
|-----------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| EIA/24/0006           | Brookvale Land at Kingsfold, Dorking, West Sussex               | Extra care, employment uses, primary school, solar farm, railway station, and local centre.                                                                         |
| DC/10/1612            | Holmbush Farm Landfill Site, Crawley Road, Faygate, West Sussex | Neighbourhood centre, primary school and nursery, land for employment, new rail station, energy centre, and associated amenity space.                               |
| DC/25/1312            | Land West of Ifield Charlwood Road Ifield West Sussex           | Secondary school, Class E, Class B2, Class B8, hotel, community and educational facilities.                                                                         |
| DC/16/1677            | Land North of Horsham, Horsham, West Sussex                     | Secondary school and local centre. Commercial leisure, health centre and Business Park also incorporated but the Proposed Development replaces these original uses. |

### Operational Phase

- 6.9.3 The four identified schemes provide a range of uses that will create jobs and in turn support employment for Horsham residents and create GVA.
- 6.9.4 As such, it is considered that the committed developments will contribute further to the beneficial effect on jobs, employment and economic output created by the Proposed Development and as such the cumulative effect on jobs in Horsham District is considered to be **major beneficial (significant)**, on employment in Horsham District is considered to be **moderate beneficial (significant)** and on economic output in Horsham District is considered to be **major beneficial (significant)**.

## 6.10 Summary

- 6.10.1 The Socio-Economic assessment considers the impact of the Proposed Development on jobs, employment and economic output in Horsham District.
- 6.10.2 Horsham District has a smaller proportion of working age residents compared to the South East region and England. However, the employment rate in Horsham District is higher than the regional and national averages and the unemployment rate lower. Horsham District has fewer jobs than resident population of working age and therefore there is a net outflow of the resident workforce to work outside of the district. Economic output generated in Horsham District is lower per worker the regional and national averages.
- 6.10.3 The employment land provided by the Proposed Development will support 977 FTE jobs on-site increasing the number of jobs provided in Horsham District thereby providing a permanent, moderate beneficial effect.

- 6.10.4 In addition to the direct jobs supported on-site, further indirect employment will be supported in the supply chain and through workforce expenditure. However, a number of the jobs will be taken by people who live outside of the district. Taking account of these considerations, it is estimated that the Proposed Development will create 660 FTE job opportunities for Horsham residents, providing a minor beneficial effect (not significant) on resident employment in Horsham.
- 6.10.5 Jobs supported by the Proposed Development during the operational phase will generate economic output measured through the creation of Gross Value Added (GVA). It is estimated that the 977 FTE jobs could generate £43m per annum in GVA providing a major beneficial effect (significant) to the Horsham economy.
- 6.10.6 **Table 6.16** contains a summary of the likely significant effects of the Proposed Development.

**Table 6.16: Table of Significance – Socio Economics**

| Potential Effect      | Nature of Effect<br>(Permanent/<br>Temporary) | Significance<br>(Major/Moderate/Minor)<br>(Beneficial/Adverse/<br>Negligible) | Mitigation /<br>Enhancement<br>Measures | Geographical<br>Importance* |    |   |   |   |   | Residual Effects<br>(Major/Moderate/Minor)<br>(Beneficial/Adverse/<br>Negligible) |  |
|-----------------------|-----------------------------------------------|-------------------------------------------------------------------------------|-----------------------------------------|-----------------------------|----|---|---|---|---|-----------------------------------------------------------------------------------|--|
|                       |                                               |                                                                               |                                         | I                           | UK | E | R | C | L |                                                                                   |  |
| Completed Development |                                               |                                                                               |                                         |                             |    |   |   |   |   |                                                                                   |  |
| Jobs                  | Permanent                                     | Moderate beneficial                                                           | None required                           |                             |    |   |   | X |   | Moderate beneficial                                                               |  |
| Employment            | Permanent                                     | Minor beneficial                                                              | None required                           |                             |    |   |   | X |   | Minor beneficial                                                                  |  |
| Economic Output       | Permanent                                     | Major beneficial                                                              | None required                           |                             |    |   |   | X |   | Major beneficial                                                                  |  |
| Cumulative Effects    |                                               |                                                                               |                                         |                             |    |   |   |   |   |                                                                                   |  |
| Completed Development |                                               |                                                                               |                                         |                             |    |   |   |   |   |                                                                                   |  |
| Jobs                  | Permanent                                     | Major beneficial                                                              | None required                           |                             |    |   |   | X |   | Major beneficial                                                                  |  |
| Employment            | Permanent                                     | Moderate beneficial                                                           | None required                           |                             |    |   |   | X |   | Moderate beneficial                                                               |  |
| Economic Output       | Permanent                                     | Major beneficial                                                              | None required                           |                             |    |   |   | X |   | Major beneficial                                                                  |  |

**\* Geographical Level of Importance**

I = International; UK = United Kingdom; S = Scotland; R = Regional; C = Council; L = Local

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- <sup>i</sup> Ministry of Housing, Communities & Local Government (December 2024) National Planning Policy Framework
- <sup>ii</sup> Paragraph: 002 Reference ID: 3-002-20190722
- <sup>ii</sup> Paragraph: 027 Reference ID: 2a-027-20190220
- <sup>iii</sup> Paragraph: 026 Reference ID: 2a-026-20190220
- <sup>iv</sup> Paragraph 018 Reference ID: 3-018-20190722
- <sup>v</sup> Paragraph: 020 Reference ID: 3-020-20190722
- <sup>vi</sup> Paragraph: 020 Reference ID: 3-020-20190722
- <sup>vii</sup> Paragraph: 020 Reference ID: 3-020-20190722
- <sup>viii</sup> Horsham District Planning Framework (2015)
- <sup>ix</sup> Mid-year population estimates, 2024 [downloaded from NOMIS on 11 November 2025]
- <sup>x</sup> ONS, 2021 Census, Table TS066 [downloaded from NOMIS on 13 October 2025]
- <sup>xi</sup> ONS, 2025, Claimant Count [downloaded from NOMIS on 13 October 2025]
- <sup>xii</sup> ONS, 2021 Census, Table TS066 [downloaded from NOMIS on 13 October 2025]
- <sup>xiii</sup> ONS, 2021 Census, Table TS063 [downloaded from NOMIS on 13 October 2025]
- <sup>xiv</sup> ONS, Jobs Density 2021 [downloaded from NOMIS on 13 October 2025]
- <sup>xv</sup> ONS, 2021 Census, Table TS060 [downloaded from NOMIS on 13 October 2025]
- <sup>xvi</sup> ONS, 2021 Census, Table ODWP01EW\_LTLA
- <sup>xvii</sup> Oxford Economics (October 2024) GVA by Industrial Sector 2021 [accessed via commercial licence]
- <sup>xvii</sup> Oxford Economics (October 2024) Employment by Industrial Sector 2021 [accessed via commercial licence]
- <sup>xviii</sup> HCA (November 2015) Employment Densities Guide, 3rd Edition
- <sup>xix</sup> HCA, Additionality Guide, 4th Edition, 2014
- <sup>xx</sup> HM Treasury, The Green Book: Central Government Guidance on Appraisal and Evaluation, 2022