

**EPPING FOREST DISTRICT LOCAL PLAN**

**EXAMINATION HEARINGS**

**HOMEWORK NOTE 16**

**MATTER 8: GARDEN TOWN COMMUNITIES**

**ISSUE 4: ARE THE SITE ALLOCATIONS (SP5.1, SP5.2 & SP5.3) IN  
POLICY SP 5 SOUND AND DELIVERABLE?**

---

**HW16 - THE POTENTIAL FOR JOB CREATION WITHIN  
THE HARLOW AND GILSTON GARDEN TOWN**

---

1. The Council provides this note which concerns Matter 8, Issue 4 and the Inspector's request that the Council provide clarification on the potential for job creation within the Harlow and Gilston Garden Town. This follows the Council's response at the hearing session on 21 March 2019 in relation to discussion of employment land provision and the contention from Essex County Council that the scale of growth in the Garden Communities, particularly at Latton Priory, requires further assessment to understand whether more employment land is needed. This is in the context of the assertion by Essex County Council that the Harlow and Gilston Garden Town requires a 1:1 new jobs to new homes ratio.
2. The Council's position is set out in paragraphs 47 – 55 of its Matter 8 Hearing Statement in response to Issue 4 Question 2 and paragraphs 48 – 55 of its Matter 5 Hearing Statement in response to Issue 3 Question 1.

3. The Functional Economic Market Area authorities signed a Memorandum of Understanding in May 2018 with respect to The Distribution of Objectively Assessed Employment Need across the West Essex-East Hertfordshire Functional Economic Market Area (EB1202). The requirements are set out at paragraph 2.3 and include at point (viii) *To develop an improved shared understanding around the economic growth of the FEMA, and specific future requirements of the Harlow and Gilston Garden Town, including the commissioning, interpretation and effective application of any future joint evidence work where required.* Essex County Council, whilst not a signatory, supported the Memorandum of Understanding.
4. As set out at Paragraph 1 of Essex County Council's Hearing Statement with regard to Matter 8 Issue 1, the County Council contends that from its perspective the four stated Garden Town Communities are intended, and need, to function together. In the view of this Council this applies to a range of matters including the level of employment land provision.
5. When taken as a whole, the new Garden Town Communities together with Harlow will provide for sufficient employment land to support the needs of new residents. It is also important to recognise that job opportunities are not just created through the allocation of land for the B Use Classes as clearly set out in the West Essex and East Hertfordshire (WEEH) Assessment of Employment Needs (EB610), including within the Executive Summary page iii as follows:

*Analysis of forecast employment indicated a substantial proportion of forecast job growth would lie outside the B Use Class. The largest requirement falls within the 'none and homeworking' category, encompassing both home based working and peripatetic employment. There is also forecast job growth across the A, B, C, D and Sui Generis Use Classes.*

6. The provision of local centres, primary and secondary schools, as well as local services within the Garden Town Communities, will likewise create jobs.
7. The WEEH Assessment of Employment Needs (EB610) identifies the need for 13,400 jobs within Harlow District (Executive Summary, page iv) to be created over the period 2011-2033. The WEEH Assessment of Employment Needs identified that, with respect to the B Use Classes, this would be supported through the allocation of some 2-4 ha of land for B1 and 16 ha of land for Industrial purposes (Executive summary, page v). The Regulation 19 Harlow Local Plan actually makes provision for 20 ha of B1 and 1 ha of Industrial, i.e. B Uses which could potentially generate a higher number of jobs than that of Industrial floorspace. It should be noted that the Harlow District Local Plan Submission Version does not include a jobs target.
8. The East Hertfordshire Local Plan (adopted on 23 October 2018) makes provision for 5 ha of employment land for B1 purposes to serve Gilston over the course of its development (Paragraph 11.3.6 page 149). This level of employment floorspace is likely to provide less jobs to support the new homes being proposed in total at Gilston if using the 1:1 jobs to homes ratio suggested by Essex County Council. Recognising that the timescales for delivery of the Gilston Garden Town Community extend beyond the 2033 period of the Local Plan an assumption that some 1.5 ha could come forward up to 2033 has been used by EFDC in relation to the Matter 8 employment considerations. Based on a precautionary approach in terms of plot ratio, this could generate some 438 jobs.
9. Dorrington Farm, when taking the proposed 1 ha of new employment land together with the 0.91 ha of existing employment land, has the potential to generate in the region of 1,130 jobs. This is based on a higher, and in the Council's view, realistic plot ratio assumption recognising that there are opportunities to maximise the development of the site as a result of its sustainable location within the Latton Priory Garden Town Community.

10. It is estimated that these allocations/proposed allocations/jobs needs forecasts would therefore support the creation of some 14,968 jobs. This excludes the A, C, D and sui generis uses and homeworking/peripatetic jobs with respect to the Epping Forest and East Hertfordshire Districts. In addition, it does not necessarily take into account those jobs created through the actual building of development, which, whilst temporary, would provide a constant supply of job opportunities for the whole of the Plan period across the whole of the Harlow and Gilston Garden Town. The then government's 'Laying the Foundations: A Housing Strategy for England' (November 2011) set out in the Executive Summary at paragraph 11 that for every new home built up to two new jobs were created for a year. With the planned development of over 16,000 homes over the plan period in the Harlow and Gilston Garden Town, it is safe to assume that a considerable number of jobs (both temporary and permanent) will be created locally in the construction sector.
11. In summary, the Council is confident that there will be more than sufficient employment land provision across the Garden Town to support the employment needs of the Harlow and Gilston Garden Town. Job creation and employment growth will occur through:
- Employment land allocation at Gilston within East Herts District (assumed 1.5ha up to 2033) – 438 jobs;
  - Employment land allocations within Harlow District (assumed 21ha up to 2033) – 13,400 jobs;
  - Employment land allocation at Dorrington Farm (Latton Priory) within Epping Forest District (assumed approximately 2ha up to 2033) – 1,130 jobs;
  - Jobs created through growth in homeworking/peripatetic working;

- Jobs created through non-B use class employment generating development, including provision of new services and facilities (schools, healthcare etc); and
- Jobs created through the construction of 16,000 dwellings (up to 2033) – assumption of creation of two jobs a year per dwelling during construction.

12. Therefore, when taking the range of potential supply as a whole the Council considers that there is more than sufficient employment land provision to support the employment needs of HGGT and planned provision of 16,000 homes by the end of the plan period (2033). The Council is not aware of any reference in either its own, or any emerging Garden Town documentation, to the 1:1 job requirement referred to by Essex County Council. Nevertheless, the Harlow and Gilston Garden Town, based on the above analysis of the potential jobs supply in its entirety, would readily make provision for such a requirement.