

6 SOCIO-ECONOMICS

Introduction

- 6.1 This chapter of the ES assesses the likely significant effects of the Development on the environment in respect of socio-economic issues. In particular, given the proposed nature of the Development, the chapter has an economic focus and considers the effect of the Development on total job creation, net employment, economic output (measured in Gross Value Added (GVA) and workforce expenditure.
- 6.2 This chapter has been prepared by Stantec's Development Economics Team (see Appendix 1.2 Statement of Expertise).
- 6.3 This chapter should be read in conjunction with Figure 6.1: Study Area, which has been used to inform the assessment.

Policy Context

- 6.4 A summary of the national and local planning policy relevant to this assessment is provided below.

National Planning Policy

National Planning Policy Frameworkⁱ

- 6.5 The National Planning Policy Framework ('NPPF') (September 2023) sets out the Government's planning policies for England and how these are expected to be applied. At the centre of the NPPF is the principle of sustainable development, with three overarching objectives: economic, social and environmental.
- 6.6 The economic dimension of sustainable development is expected 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).
- 6.7 The NPPF states that local plans and spatial development strategies should address relevant economic, social and environmental objectives (including opportunities for net gains) and states:

"Significant adverse impacts on these objectives should be avoided and wherever possible, alternative options which reduce or eliminate such impacts should be pursued. Where significant adverse impacts are unavoidable, suitable mitigation measures should be proposed (or, where this is not possible, compensatory measures should be considered)." (paragraph 32).
- 6.8 The NPPF notes (paragraph 38) that local planning authorities should approach decisions on proposed developments in a positive way and work to secure developments that will improve the economic, social and environmental conditions of the area where the proposed development is located. Section 6 of the NPPF 'Building a strong, competitive economy' states that:

"Planning policies and decisions should help create the conditions in which businesses can invest, expand and adapt. Significant weight should be placed on the need to support economic growth and productivity, taking into account both local business needs and wider opportunities for development. The approach taken should allow each area to build on its strengths, counter any weaknesses and address the challenges of the future. This is particularly important where Britain can be a global leader in driving innovation, and in areas with high levels of productivity, which should be able to capitalise on their performance and potential." (paragraph 81).

- 6.9 Paragraph 82 comments that in order to build a strong competitive economy, planning policies should:
- a. *set out a clear economic vision and strategy which positively and proactively encourages sustainable economic growth, having regard to Local Industrial Strategies and other local policies for economic development and regeneration;*
 - b. *set criteria, or identify strategic sites, for local and inward investment to match the strategy and to meet anticipated needs over the plan period;*
 - c. *seek to address potential barriers to investment, such as inadequate infrastructure, services or housing, or a poor environment; and*
 - d. *be flexible enough to accommodate needs not anticipated in the plan, allow for new and flexible working practices (such as live-work accommodation), and to enable a rapid response to changes in economic circumstances.”*

- 6.10 The NPPF is supported by Planning Practice Guidance (PPG)ⁱⁱ on a range of different topics. Guidance is provided in respect of Environmental Impact Assessments, but socio-economic considerations are not specifically addressed.

Local Planning Policy

- 6.11 The Site is located within the administrative local authority of Barnsley Metropolitan Borough Council (BMBC). The relevant local planning policy document for the Site comprises the Barnsley Local Plan which is aligned with BMBC's Job and Business Growth Planⁱⁱⁱ and Employment and Skills Strategy^{iv}.

Barnsley Local Plan^v

- 6.12 The Barnsley Local Plan sets out the planning framework for the BMBC over the period 2014 to 2033. The Local Plan objectives seek to improve the economic prosperity and quality of life for all who live and work in the BMBC area and therefore the Local Plan seeks to 'provide opportunities for the creation of new jobs and protection of existing jobs' (paragraph 1.7) and to support this will 'allocate sites for employment land to support economic needs and aspirations' (paragraph 1.8).
- 6.13 The Local Plan identifies The Dearne Towns as 'a priority in terms of housing and employment development with a particular emphasis on renewing areas where the market has failed' (paragraph 5.19).
- 6.14 Policies of relevance to the socio-economic assessment comprise:
- **Policy LG1 City Regions**, which seeks to support the economic growth agenda of the Sheffield, Leeds and Manchester City Regions, maximising the opportunities and benefits of Barnsley's favourable location sitting within two City Regions;
 - **Policy E1 Providing Strategic Employment Locations**, seeks to provide 297 hectares of land to meet the development needs of existing and future industry and business up to 2033;
 - **Policy E2 The Distribution of New Employment Sites**, allocates 80.9 hectares of employment land at Goldthorpe (which includes Dearne, Thurnscoe and Bolton);
 - **Site ES10 Land South of Dearne Valley Parkway**, is allocated to provide 72.9 hectares of employment land; and
 - **Policy E3 Uses on Employment Land**, allows for the development of research and development, light industry, general industry and storage or distribution. Other uses may be considered on their merits, which include job creation, skills and their contribution to the borough's GVA.

Assessment Methodology

Consultation

- 6.15 The proposed approach to the assessment of the Development's likely significant effects in relation to socio-economics was set out in the submitted EIA Scoping Report (Appendix 2.1 of the ES). This chapter has been prepared based on the Scoping Opinion received from BMBC (Appendix 2.2 of the ES), in accordance with the requirements of the Town and Country Planning (Environmental Impact Assessment) Regulations 2017 (as amended) (the "EIA Regulations")^{vi}. BMBC's Scoping Opinion did not provide any comment on the proposed approach to assessment.

Technical Scope of the Assessment

- 6.16 This assessment has been undertaken in accordance with the Development parameters set out in Chapter 3: Site and Development Description of the ES and the following likely significant socio-economic effects from the Development have been assessed:

Construction phase:

- Employment (direct and indirect job creation in the BMBC area);
- Economic output measured in GVA; and
- Local expenditure from construction workforce.

Completed Development:

- Resident employment (net additional employment created for residents of the BMBC area);
- Net employment (net additional employment created in the BMBC area)
- Economic output; and
- Local expenditure from operational workforce.

- 6.17 The Development will not create a new residential population, as no residential floorspace is incorporated within the Development. Furthermore, baseline conditions identify that 74% of the BMBC area workforce also lives in the BMBC area and therefore it is expected that both the construction and operational workforce would primarily be drawn from the BMBC area, thereby placing no additional demand (or effect) on the local housing market or community infrastructure, or effects would be so limited as to be insignificant. For this reason, construction and operational phase effects on housing delivery, education, healthcare services and open space have been scoped out of the assessment.

- 6.18 The assessment comprises the following stages:

- Identification of current and future baseline conditions with respect to the topics listed in paragraph 6.15, using information and statistics available in the public domain;
- Assessment of the likely significant effects of the Development on socio-economics by reviewing the baseline conditions and determining the change attributable to the Development using published formulae and guidance to assess effects;
- Recommendation of mitigation or enhancement measures, if necessary; and
- Assessment of residual effects assuming implementation of the mitigation/ enhancement measures.

Spatial Scope

- 6.19 Chapter 3: Site and Development Description of the ES details the Site context. Due to the employment-led nature of the Development, it is considered that the main area of effect for the Development for all of the economic receptors is the BMBC area. The Office for National Statistics (ONS) created Travel to Work Areas (TTWAs) to approximate labour market areas to reflect self-contained areas in which most people live and work. The Site is located within the Barnsley TTWA, the boundary of which aligns exactly with the local authority boundary of BMBC.
- 6.20 Baseline conditions for the BMBC area (borough level) are presented alongside conditions for South Yorkshire Metropolitan County (SYMC) (county level) and England (national level).

Topic-specific Methodologies

Employment

- 6.21 Existing baseline employment conditions in relation to economic activity have been informed by the 2021 Census^{vii}. In addition, more recent unemployment data has been sourced from the Office for National Statistics (ONS) Claimant Count^{viii} for the month of February 2023.
- 6.22 Baseline employment conditions in relation to occupations and qualifications of residents have been informed by the ONS, Annual Population Survey (APS)^{ix}, for the 12 months to September 2022.
- 6.23 Baseline employment conditions in relation to the number of jobs in the BMBC area (workplace-based) have been sourced from the ONS' Jobs Density data set for the year 2021^x. Jobs Density data provide a measure of total jobs and therefore includes a count of all employees, self-employed, government-supported trainees and HM Forces. Data from the ONS' Business Register and Employment Survey ('BRES') 2021^{xi} provides a count of jobs in the Study Area, excluding self-employment jobs and government-supported trainees and HM Forces jobs. Nonetheless, BRES data is presented to illustrate the key industrial sectors in the BMBC area, SYMC area and England.
- 6.24 Baseline employment conditions in relation to commuting patterns have been informed by the ONS, 2011 Census^{xii}. Whilst the 2021 Census was undertaken in March 2021, the travel to work statistics are not yet available and therefore data from the 2011 Census remains the most up to date census dataset available for this indicator.
- 6.25 An assessment of the likely significant effects of the Development on employment has been quantitatively made based on the number of net additional full-time equivalent (FTE) jobs created in the BMBC area and net employment created for residents of the BMBC area by the Development.
- 6.26 The number of direct jobs generated during the construction phase has been assessed using the Construction Industry Training Board ('CITB'), Labour Forecasting Tool ('LFT')^{xiii}. The LFT has been populated with an indicative build cost provided by the Applicant and run over the construction programme as detailed in Chapter 5 Construction Methodology & Phasing of the ES.
- 6.27 The number of on-site jobs supported by the Development during the operational phase is based on the realistic 'worst-case' scenario for employment, that being the scenario which results in the lowest number of operational jobs generated. The Development allows for 204,000 sqm Gross Internal Area (GIA) of floorspace to be developed as either Storage and Distribution (Use Class B8) and/or General Employment (Use Class B2) with ancillary office space (with a proposed cap of up to 30% of the floorspace being for Use Class B2 with ancillary office space). To establish which scenario will result in the lowest number of operational jobs, consideration has been given to job/floorspace densities set out in the Homes & Communities Agency (HCA), Employment Densities Guide, 3rd Edition, November 2015^{xiv} and applied to the indicative floorspace assumptions by Use Class.
- 6.28 The HCA Density Guide provides one value for Use Class B2 Industrial and Manufacturing which is 36sqm Gross Internal Area (GIA) of floorspace per FTE job.
- 6.29 The HCA Density Guide provides a range of values for Use Class B8 Storage and Distribution uses: National Distribution Centre (95 sqm of floorspace per FTE job); Regional Distribution Centre (75 sqm

of floorspace per FTE job); and 'Final Mile' Distribution Centre (70 sqm of floorspace per FTE job). All measurements for B8 Storage and Distribution relate to Gross External Area (GEA). The density of 95 sqm GEA per FTE job would result in the fewest number of jobs.

- 6.30 The Development's proposed ancillary office space is included within the floorspace for the proposed B8/B2 uses, given the ancillary nature, and for this reason any employment associated with the ancillary office space is calculated using the employment density for B8/B2 uses rather than for office uses.
- 6.31 The worst-case scenario for employment is to assume that all of the 204,000 sqm (GIA) of floorspace will be developed as Use Class B8, as of the proposed uses, this is the Use Class which would support the fewest number of jobs (has the lowest employment density). The assessment of effects presented in this chapter is based on this scenario.
- 6.32 Guidance from the HCA, Additionality Guide (2014)^{xv} ('Additionality Guide') and more recently, HM Treasury's Green Book (2022)^{xvi} ('Green Book'), establishes that direct jobs generated by developments 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 Development); 'leakage' (referring to the number of jobs likely to be taken up by people outside the BMBC area), 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).
- 6.33 These factors are collectively known as 'additionality' factors. They enable quantification of the BMBC area employment effect, that is, the net increase in the number of employed BMBC area residents attributable to the Development and the jobs it is expected to generate. The additionality factors are applied to both the construction and operational phase direct jobs.
- 6.34 For this assessment, a displacement factor of 15% has been applied. This is based on the Additionality Guide's low level of displacement (25%) which is a regional factor and therefore adjusted down to 15% based on professional judgement to reflect the level of displacement envisaged to the BMBC area. A low level of displacement acknowledges that there will be some displacement effects, although only to a limited extent. A low level is deemed appropriate for this assessment because the demand for storage and distribution remains strong.
- 6.35 A leakage factor of 38% has been applied based on the proportion of jobs in the Dearne Towns that are filled by residents who live outside of the BMBC area according to the 2011 Census^{xvii} as established in the baseline conditions for employment.
- 6.36 The Green Book classifies employment sectors as either tradable (outputs delivered mainly outside the BMBC area) and non-tradeable (outputs delivered mainly inside the BMBC area). High, central and low place-based employment multipliers are provided by The Green Book to reflect a different extent of supply-chain 'spin-off' employment effects, as summarised in Table 6.1.

Table 6.1: The Green Book Place-based Employment Multipliers

Effect on Employment Sectors:	Non-Tradable	Tradeable
Low	0.1	0.3
Central	0.9	0.4
High	1.6	0.6

Source: The Green Book (Box 26)

- 6.37 The assessment presents the employment effect of the reasonable 'worst-case' scenario derived from application of the 'low' employment multipliers, those being the multipliers that result in the lowest level of 'spin-off' jobs in the supply chain and in turn, results in the lowest representation of net additional jobs.

Economic Output

- 6.38 Economic output is measured through the creation of GVA. GVA is a measure of economic impact, distributed through retained profit and wages. GVA data used within the assessment has been sourced from Oxford Economics^{xviii}.
- 6.39 GVA resulting from the direct construction jobs has been calculated by applying average GVA per construction worker per annum for the Yorkshire and Humber region. Further to this, a total indirect GVA per annum has been calculated using a national average GVA per worker figure.
- 6.40 During the operational phase of the Development, the contribution that future workers would make to the GVA output has been assessed using the average GVA output per worker for the BMBC area, applied to the net additional number of jobs created in the BMBC area by the Development.

Expenditure

- 6.41 Baseline conditions in relation to local expenditure have been sourced from Experian, Retail Planner Data^{xix}.
- 6.42 Expenditure from employees (construction and operational phase) is based on convenience good expenditure per person for the BMBC area. Based on professional judgement, and in light of an equivocal evidence base, it is assumed that approximately 10% of this annual spend per person could be spent by employees in the local area (for example, buying lunch, etc).
- 6.43 A quantitative assessment of likely significant effects has been made on the potential for new employees working on/in the Development to increase spending on goods and services. This has been assessed by multiplying the Development's number of employees by the average annual per person expenditure on convenience goods for the BMBC area.

Limitations and Assumptions

- 6.44 The assessment relies on secondary survey data published by the ONS. Each data source has methodological limitations related to data collection and surveys only represent the socio-economic context at a specific point in time.

Determining the Significance of Effects

- 6.45 There are no technical significance criteria relating to assessment of socio-economic effects. The evaluation of socio-economic effects is therefore undertaken using professional judgement, having regard to the existing baseline position.
- 6.46 The sensitivity of affected receptors has been evaluated on a scale of high, moderate and low, aligned with the methodology detailed within Chapter 2 EIA Methodology of the ES. Table 6.2 details the sensitivity criteria used for the economic receptors included within this assessment.

Table 6.2: Economic Receptor Sensitivity Descriptors

Sensitivity	Descriptor
High	The receptor is of significant importance to the BMB economy
Moderate	The receptor is of some importance to the BMB economy
Low	The receptor is of low/no importance to the BMB economy

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

Table 6.3: Magnitude of Impact Descriptors

Sensitivity	Descriptor
Major	The Development would cause a large change to the existing socio-economic condition (providing a 10% increase or greater the current baseline)
Moderate	The Development would cause a moderate change to the existing socio-economic condition (providing between a 5 to 9.9% increase or greater the current baseline)
Minor	The Development would cause a small change to the existing socio-economic condition (providing between a 0.1% and 4.9% increase or greater the current baseline)
Negligible	The Development would cause no discernible change to the existing socio-economic condition (providing less than 0.1% change to the current baseline)

- 6.48 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 mitigation measures have been identified to inform the assessment of residual effects.

Baseline Conditions

Resident Population

- 6.49 The ONS, 2021 Census reports that the BMBC area has a population of 244,572 people, of which 152,196 are of working age (62%).
- 6.50 The BMBC area has a similar age profile to both the SYMC area and England, as illustrated in Table 6.4, with a similar proportion of children, working age and people aged 65+ years.

Table 6.4: Age Profile by Broad Age Group (2021)

Age (years)	BMBC Area	SYMC area	England
Aged 0 to 15	18%	18%	19%
Aged 16 to 64	62%	63%	63%
Aged 65+	19%	19%	18%
All ages	100%	100%	100%
Total Population	244,576	1,375,009	56,490,045

Source: ONS, 2021 Census, Table TS007. All figures have been rounded and may not sum.

Employment

Economic Activity

- 6.51 The 2021 Census recorded that there were 117,520 residents in the BMBC area aged 16 years and over who were classified as economically active (this includes all those people in employment or available to work, for example the unemployed). This is equivalent to 59% of the population aged 16 and over, which is higher than the average for SYMC area (58%) but lower than the national average (61%).
- 6.52 Of those economically active BMBC residents, 111,680 were in employment which is equivalent to 56% of 16+ year olds; again, higher than the average for the SYMC area (55%) but lower than the national average (57%).
- 6.53 The remaining 5,840 economically active BMBC residents were unemployed. This represents 2.9% of all residents aged 16+ years. The proportion of unemployed residents in the SYMC area and England is higher, 3.5% respectively.

- 6.54 Whilst not a measure of total unemployment, Claimant Count data provides a count of the number of people claiming 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 6.5 presents the Claimant Count data for the BMBC area, the SYMC area and England as of February 2023.

Table 6.5: Claimant Count (as of February 2023)

	BMBC area	SYMC area	England
Number of claimants	5,360	36,665	1,331,680
Claimants as % of residents aged 16-64 years	3.5%	4.2%	3.7%

Source: ONS

- 6.55 As of February 2023, there were 5,360 residents of the BMBC area claiming unemployment related benefits, which was equivalent to 3.5% of all residents aged 16 to 64 years. The Claimant Count in the BMBC area is significantly below that of the SYMC area (4.2%) and also slightly below that of England (3.7%).

Employment and Skills (resident-base)

- 6.56 Of all the residents of the BMBC area in employment, Table 6.6 shows that the highest proportion of residents are employed within professional occupations (15%). Professional occupations also account for the highest form of employment in the SYMC area (24%) and England (26%), albeit to much a greater extent. A further 14% of BMBC residents work in elementary occupations; a higher proportion than the average for both the SYMC area (12%) and England (9%). The BMBC area also has a higher proportion of residents working in Caring, leisure and service, skilled trades, administrative and secretarial, sales and customer services and process, plant and machine operative occupations in comparison to the SYMC area and England, as shown in Table 6.6.

Table 6.6: Residents in Employment by Occupation

Occupation	BMBC area	SYMC area	England
Professional Occupations	15%	24%	26%
Elementary Occupations	14%	12%	9%
Caring, Leisure and other Service Occupations	12%	8%	8%
Skilled trade Occupations	12%	9%	9%
Administrative and Secretarial Occupations	11%	9%	10%
Associate Professional Occupations	10%	13%	15%
Sales and customer service occupations	9%	8%	6%
Process, plant and machine operatives	9%	7%	6%
Managers, Directors and Senior Officials	8%	9%	11%
Total	100%	100%	100%

Source: ONS, APS (year ending September 2022). All figures have been rounded and may not sum.

- 6.57 In terms of qualification levels, Table 6.7 shows that residents aged 16 to 64 years in the BMBC area have on average a slightly lower level of educational attainment than the SYMC area and England. The highest level of qualification achieved by the highest proportion of BMBC residents (27%) is GCSE grades A-C or equivalent. In contrast, the highest level of qualification for the highest proportion of residents in the SYMC area (29%) and England (37%) is degree or equivalent and above. In the BMBC area, just 24% of residents have achieved a degree or equivalent. 7% of residents in the BMBC area have no qualification, which is comparable to the national average and slightly lower than the average for the SYMC area (8%).

Table 6.7: Highest Qualification Level of Residents aged 16 to 64 Years

Qualification	BMBC area	SYMC area	England
% with GCSE grades A-C or equivalent	27%	24%	21%
% with GCE A level or equivalent	25%	24%	22%
% with degree or equivalent and above	24%	29%	37%
% with no qualifications	10%	7%	7%
% with higher education below degree level	8%	8%	7%
% with other qualifications	7%	8%	7%
Total	100%	100%	100%

Source: ONS, APS (year ending December 2021). All figures have been rounded and may not sum.

Employment (workplace-based)

- 6.58 The BMBC area is a net exporter of labour, which means there are more residents aged 16 to 64 years than there are jobs. Jobs' density data from the ONS identifies that in 2021, there were 97,000 jobs in the BMBC area (workplace-based). Expressed as the proportion of residents aged 16 to 64 years, the BMBC area has a jobs' density of 0.63, which means there is just under one job for every resident of working age. The jobs' density for the SYMC area is 0.75 and England is 0.86, indicating that job density in the BMBC area is lower.
- 6.59 Data from the ONS' 2021 BRES identifies that there are 87,600 jobs in the BMBC area. As stated in the 'Assessment Methodology' section of this chapter, the BRES data exclude 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. Table 6.8 provides a breakdown of the industries people are working within in the BMBC area, the SYMC area and England.

Table 6.8: Workplace-based Employment by Industrial Structure (%)

Industry	BMBC area	SYMC area	England
Health (Q)	17%	16%	13%
Manufacturing (C)	14%	10%	7%
Retail (Part G)	9%	9%	9%
Education (P)	9%	11%	9%
Transport & storage (inc postal) (H)	8%	7%	5%
Business administration & support services (N)	8%	8%	9%
Accommodation & food services (I)	7%	6%	7%
Construction (F)	6%	5%	5%
Professional, scientific & technical (M)	4%	6%	9%
Arts, entertainment, recreation & other services (R,S,T and U)	4%	4%	4%
Public administration & defence (O)	3%	5%	4%
Wholesale (Part G)	3%	3%	4%
Motor trades (Part G)	2%	2%	2%
Property (L)	2%	1%	2%
Information & communication (J)	2%	3%	5%
Financial & insurance (K)	1%	2%	4%
Agriculture, forestry & fishing (A)	1%	0%	1%
Mining, quarrying & utilities (B,D and E)	1%	1%	1%
Total	100%	100%	100%

Source: ONS, 2021 BRES. All figures have been rounded and may not sum.

- 6.60 Table 6.8 shows that the health sector accounts for the largest proportion of employment in the BMBC area (17%), the SYMC area (16%) and England (13%). Within the BMBC area, there is a comparatively high proportion of employment in the manufacturing sector (14%) and the transport and storage (8%) compared to the SYMC area and England.
- 6.61 Table 6.8 illustrates that the construction sector accounts for 6% of all employment in the BMBC area, which is equivalent to 5,000 jobs, identifying that there is a construction workforce significant in size already working in the BMBC area.
- 6.62 Travel to work statistics from the 2011 Census reveal that 74% of jobs in the BMBC area are taken up by residents who live in the BMBC area. The remaining 26% of jobs in the BMBC area are taken up by residents who live outside of the BMBC area. Those local authority districts providing a large proportion of the BMBC area's workforce are: Sheffield (6%), Rotherham (5%), Wakefield (5%); Doncaster (3%) and Kirklees (3%). However, looking more localised to the Site and specifically the Dearne Towns, the 2011 Census data reveals that only 62% of the jobs in the Dearne Towns are taken up by residents who live in the BMBC area. The remaining 38% of jobs in the Dearne Towns are taken up by residents who live outside of the BMBC area.

Economic Output

- 6.63 Average GVA generated in the BMBC area over the last 6-years across all sectors was £3,943 million per annum according to Oxford Economics, which is equivalent to £42,658 per worker per annum. The equivalent regional GVA per worker is £45,290 per annum and national average GVA per worker is £54,134 per annum.
- 6.64 In the construction industry specifically, average GVA per annum in the BMBC area was £314.9 million per annum (representing 8.0% of total GVA in the BMBC area), which is equivalent to £40,059 per worker per annum. The equivalent regional GVA per construction worker is £44,653 per annum and national average GVA per construction worker is £53,100 per annum.
- 6.65 In the transportation and storage industry, average GVA per annum in the BMBC area was £175.9 million per annum (representing 4.5% of total GVA in the BMBC area), which is equivalent to £26,539 per worker per annum. The equivalent regional GVA per transportation and storage worker is £36,873 per annum and national average GVA per transportation and storage worker is £42,709 per annum.
- 6.66 In the manufacturing industry, average GVA per annum in the BMBC area was £691.4 million per annum (representing 17.5% of total GVA in the BMBC area), which is equivalent to £52,335 per worker per annum. The equivalent regional GVA per manufacturing worker is £63,406 per annum and national average GVA per manufacturing worker is £71,703 per annum.

Workforce Expenditure

- 6.67 Retail expenditure data from Experian reports the average annual expenditure per resident in the BMBC area on convenience (food) goods of £2,529 per person per annum. This level of expenditure is marginally lower than the average for the Yorkshire and Humber region (£2,577) and lower the national average (£2,723).
- 6.68 Based on professional judgement, it is assumed that approximately 10% of this annual spend per person could be spent by employees in the BMBC area (for example, buying lunch, etc). This equates to an estimated workforce expenditure of £253 per annum per employee.
- 6.69 On the basis that there are 97,000 people working in the BMBC area according to the 2021 Jobs' Density data, this would suggest current workforce expenditure of £24.5 million per annum (based on 10% of convenience expenditure as explained in the assessment methodology section) in the BMBC area.

Future Baseline

- 6.70 In the absence of the Development being implemented, the Site would remain in its existing condition.

- 6.71 It is anticipated that construction of the Development will commence in Summer 2024 and be completed by Summer 2026. The ONS, 2018-based Sub National Population Projections (SNPP)^{xx} indicate that by the year 2024, there will be 254,800 people living in the BMBC area and that by the year 2026, this will have increased to 257,500 people. An increase of around 2,600 people represents a 1.0% growth in population (2024-26). In comparison, both the SYMC area's population and England's population are projected to increase by 0.8% over the same period.
- 6.72 By 2026, there is projected to be 156,200 people of working age living in the BMBC area, a further 4,600 people than compared to the current baseline.

Likely Significant Effects

Construction Phase

Effects on Employment

- 6.73 The construction phase of the Development will generate jobs across all construction disciplines, from ground workers to construction management. Populating the LFT with the assumptions set out earlier in this chapter in the 'Assessment Methodology' section, it is anticipated that the Development will produce direct employment for an average of 1,349 (FTE) workers, over the construction period.
- 6.74 As detailed in the 'Assessment Methodology' section of this Chapter, the construction jobs created by the Development would be subject to additional factors (displacement, leakage and multiplier effects). The additional factors applied to direct construction employment of 1,349 FTE jobs (gross) is detailed in Table 6.9.

Table 6.9: Net Additional Construction Employment from the Development

	Worst-case FTE jobs (100% B8 use)
Gross Job Creation	1,349
Displaced jobs from elsewhere in BMBC area (15%)	202
Net jobs in the BMBC area (gross jobs minus displaced jobs)	1,147
Jobs filled by people who live outside of the BMBC area (38%)	432
Jobs (net direct) filled by BMBC area residents	715
Indirect supply chain jobs (multiplier effects see Table 6.10)	286
Net additional employment to BMBC area	1,001

Table 6.10: Application of Place-based Multipliers to 715 net direct construction jobs

Multiplier	Non-Tradeable Sector		Tradeable Sector		Indirect FTE jobs
	Multiplier	FTE Jobs	Multiplier	FTE jobs	
Low	0.1	72	0.3	214	286

Figures are individually rounded and may not sum.

- 6.75 Table 6.9 illustrates that of the 1,349 direct FTE jobs supported during the construction of the Development, 715 of these will provide employment for BMBC residents. A further 286 net additional indirect FTE jobs will be supported during construction of the Development. Therefore, the net employment effect to the BMBC area during the construction phase is 1,001 FTE jobs.
- 6.76 The sensitivity of construction employment is considered to be moderate, noting that there are 5,000 construction jobs within the BMBC area currently, representing 6% of workforce jobs in the BMBC area as established in the baseline conditions. The magnitude of change is considered to be major in the context of the 1,001 net additional FTE employment to the BMBC, representing 20% of construction employment in the BMBC area currently. Therefore, there is likely to be a temporary, major-moderate

beneficial effect on employment in the BMBC area during the construction phase which is considered significant.

Effects on Economic Output

- 6.77 Jobs created during the construction phase will generate GVA. Based on an average GVA per construction worker of £44,653 per annum for the Yorkshire and Humber region, the Development's net direct job creation of 715 jobs could generate a GVA of approximately £31.9 million per annum over the construction phase (equivalent to £54.3 million in total over the construction phase).
- 6.78 The Development's net indirect job creation of 286 jobs could generate GVA of £15.5 million per annum (equivalent to £26.3 million in total over the construction phase), based on the national average GVA per worker of £54,134 per annum.
- 6.79 In total, the Development's net employment effect to the BMBC area (1,001 FTE jobs) would provide GVA of £47.4 million per annum, equivalent to £80.6 million in total over the construction phase.
- 6.80 The sensitivity of economic output during the construction phase is considered to be moderate, noting that the BMBC area has a lower average GVA output per construction worker in comparison to the Yorkshire and Humber region and national average, but that construction worker GVA is comparable to the GVA per head across all sectors. The magnitude of change in the BMBC area is considered to be major in the context of annual construction sector GVA of £314.9m per annum in the BMBC area and the Development's creation of £80.6m GVA which will increase construction GVA in the BMBC area by 26%. Therefore, there is likely to be a temporary, major-moderate beneficial effect on economic output in the BMBC area during the construction phase which is considered to be significant.

Effects on Workforce Expenditure

- 6.81 The construction phase will generate additional expenditure from the construction workforce, for example, to buy lunch.
- 6.82 Baseline conditions identified that an individual worker in the BMBC area could generate convenience expenditure of £253 per annum.
- 6.83 Applied to the net employment effect to the BMBC area (1,001 FTE jobs) it is estimated that the Development's construction workforce could generate convenience goods expenditure of £253,253 per annum.
- 6.84 The sensitivity of workforce expenditure is considered to be low, noting that convenience expenditure per person in the BMBC area is lower than both the regional and national averages. The magnitude of change is considered to be minor in the context of Development's creation of £253,253 of expenditure increasing current workforce expenditure of £24.5 million per annum in the BMBC area by just 1.0%. Therefore, there is likely to be a temporary, minor beneficial effect on workforce expenditure in the BMBC area during the construction phase which is not considered significant.

Operational Phase

Effects on Employment

- 6.85 The Development proposes 204,000 sqm GIA (214,737 sqm GEA) to be developed as either Storage and Distribution (Use Class B8) and/or General Employment (Use Class B2) with ancillary office space (with a proposed cap of up to 30% of the floorspace being for Use Class B2 with ancillary office space).
- 6.86 As established in the 'Assessment Methodology' section of this chapter, the reasonable worst-case scenario for the assessment of employment effects is to assume 100% B8 use. Table 6.11 illustrates that based on this scenario, the Development will support 2,260 FTE jobs on-site.

Table 6.11: Potential On-Site Employment of the Development

Use Class	Employment Density	Floorspace (sqm)		FTE Jobs
		GEA	GIA	
B8 Storage and Distribution	95 sqm (GEA) per FTE job	214,737	204,000	2,260

Source: HCA Employment Density Guide, 3rd Edition, November 2015 and Barton Willmore

Figures may not sum due to rounding.

- 6.87 However, as detailed in the 'Assessment Methodology' section of this Chapter, the jobs created by the Development would be subject to additionality factors (displacement, leakage and multiplier effects). The additionality factors applied to employment of 2,260 FTE jobs (gross) is detailed in Table 6.12.

Table 6.12: Net Additional Operational Employment from the Development

	Worst-case FTE jobs (100% B8 use)
Gross Job Creation	2,260
Displaced jobs from elsewhere in BMBC area (15%)	339
Net jobs in the BMBC area (gross jobs minus displaced jobs)	1,921
Jobs filled by people who live outside of the BMBC area (38%)	723
Jobs (net direct) filled by BMBC area residents	1,198
Indirect supply chain jobs (multiplier effects see Table 6.13)	479
Net additional employment to BMBC area	1,677

Table 6.13: Application of Place-based Multipliers to 1,198 net direct operational jobs

Multiplier	Non-Tradeable Sector		Tradeable Sector		Indirect FTE jobs
	Multiplier	FTE Jobs	Multiplier	FTE jobs	
Low	0.1	120	0.3	359	479

Figures are individually rounded and may not sum.

- 6.88 Total net direct jobs (employment) created for residents of the BMBC area by the Development is 1,198 FTE jobs (worst-case).
- 6.89 The sensitivity of the resident labour market in the BMBC area is considered to be high, noting that resident economic activity and employment in the BMBC area is lower than the national average and that residents of the BMBC area have a lower level of educational attainment than the SYMC area and England. The magnitude of change is considered to be minor, on the basis that the additional 1,198 FTE jobs to BMBC residents created by the Development will increase resident employment in the BMBC area by 1.1%. On this basis, the Development will provide a permanent, moderate-minor beneficial effect on resident employment at the borough level which is considered significant.
- 6.90 Total net additional employment to the BMBC area created by the Development is 1,677 FTE jobs (worst-case).
- 6.91 The sensitivity of job creation is considered to be high, noting that the storage and distribution sector accounts for 8% of all jobs in the BMBC area – higher than both the average for the SYMC area and England, but also noting that jobs' density in the BMBC area is considerably lower than both the average for the SYMC area and England. The magnitude of change is considered to be minor, on the basis that the net additional employment effect to the BMBC area of 1,677 FTE jobs created by the Development will increase jobs in the BMBC area by 1.7%. On this basis, the Development will provide a permanent, moderate-minor beneficial effect on job creation at the borough level which is considered significant.

Effects on Economic Output

- 6.92 Table 6.14 applies the GVA assumptions detailed in the 'Baseline Conditions' section of this Chapter to the direct and indirect net additional jobs created by the Development.

Table 6.14: The Development's GVA Generation

	GVA per worker (per annum)	FTE jobs	GVA Creation (per annum)
Direct employment (resident based)	£26,539	1,198	£44.2m
Indirect employment	£54,134	479	£25.9m
Total Net additional employment	n/a	1,677	£70.1m

Figures are individually rounded and may not sum.

- 6.93 Table 6.14 illustrates that the net additional employment effect created by the Development will generate GVA of £70.1m per annum (worst-case), of which £44.2m is attributable to direct employment and £25.9m attributable to indirect employment.
- 6.94 The sensitivity of economic output is considered to be moderate, noting that the transportation and storage sector accounts for 4.5% of GVA within the BMBC area and that average GVA per annum per worker for this sector is lower in the BMBC area compared to the regional and national averages. The magnitude of change is considered to be minor in the context currently of total GVA of £3,943m per annum in the BMBC area, of which GVA created by the Development will increase GVA in the BMBC area by 1.8%. On this basis, the Development will provide a permanent, minor beneficial effect on economic output at the borough level which is not considered significant.

Effects on Workforce Expenditure

- 6.95 As established in the 'Baseline Conditions' section of this Chapter, it is estimated that the average workforce expenditure in the BMBC area is £253 per worker per annum.
- 6.96 Applied to the Development's net additional employment effect to the BMBC area of 1,677 FTE jobs (worst-case), it is calculated that the Development could generate an additional £424,281 in convenience expenditure per annum.
- 6.97 The sensitivity of workforce expenditure is considered to be low, noting that convenience expenditure per person in the BMBC area is lower than both the regional and national averages. The magnitude of change is considered to be minor in the context of the Development's creation of £424,281 of expenditure, increasing current workforce expenditure of £24.5 million per annum in the BMBC area by just 1.7%. Therefore, there is likely to be a permanent, minor beneficial effect on workforce expenditure in the BMBC area during the operational phase which is not considered significant.

Mitigation Measures**Construction Phase**

- 6.98 No significant adverse effects have been identified during the construction phase and therefore no mitigation is required.

Operational Phase

- 6.99 No significant adverse effects have been identified during the operational phase and therefore no mitigation is required.

Residual Effects

Construction Phase

- 6.100 This assessment has identified that the Development will not result in any significant adverse effects during the construction phase. The residual effect on employment therefore remains major-moderate beneficial; economic output remains major-moderate beneficial; and workforce expenditure remains minor beneficial.

Operational Phase

- 6.101 This assessment has identified that the Development will not result in any significant adverse effects during the operational phase. The residual effect on resident employment therefore remains moderate-minor beneficial; employment remains moderate-minor beneficial; economic output remains minor beneficial; and workforce expenditure remains minor beneficial.

Cumulative Effects

- 6.102 Consideration has been given to 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 Development.
- 6.103 All 11 committed developments have been considered when assessing the cumulative effects during the construction phase.
- 6.104 However, of the 11 cumulative schemes, only five provide non-residential floorspace that has the potential to generate operational employment, economic output and workforce expenditure during the operational phase. These committed developments are:
- Fields End Business Park (2021/0012);
 - Former Goldthorpe Primary School (2022/0056);
 - Land at Everill Gate Lane (2018/1353);
 - The Symphony Group (2020/1032); and
 - Land at Houghton Main (2021/1282).
- 6.105 For this reason, only the above five committed developments, along with the Development, are considered within the assessment of cumulative effects during the operational phase.

Construction Phase

Effects on Employment, Economic Output and Expenditure

- 6.106 The 11 cumulative schemes will generate employment during the construction phase across all construction disciplines from ground workers to construction management. Construction phase employment will also generate GVA and the construction workforce will generate expenditure.
- 6.107 It is not possible to quantify the cumulative effect of employment generation because details of the number of jobs during the construction phase is not available in the publicly accessible planning application material. Furthermore, it is not known whether the construction phases of the cumulative schemes overlap. To provide a 'worst case' assessment, it is assumed that they do not overlap and therefore the same construction workforce could work on the Development and each of the cumulative schemes.
- 6.108 On this basis, it is considered that the cumulative schemes and the Development combined will provide a temporary, major-moderate beneficial effect on employment and economic output and a

minor beneficial effect on workforce expenditure at the borough level, during the construction phase, the same as was assessed for the Development.

Operational Phase

Effects on Employment

- 6.109 As detailed above, five of the cumulative schemes will create operational employment through the delivery of non-residential floorspace. A review of the documents submitted with the accompanying planning applications for these schemes, identifies that combined, the five cumulative schemes will create c650 FTE jobs.
- 6.110 The Development will create net additional employment to the BMBC area of 1,677 FTE jobs. Combined, the Development and the identified cumulative schemes will create net additional employment of c2,327 FTE jobs in the BMBC area.
- 6.111 The sensitivity of employment has been identified as high. The magnitude of change is considered to be minor on the basis that the net additional cumulative employment effect to the BMBC area of 2,327 FTE jobs will increase jobs in the BMBC area by 2.4%. On this basis, it is considered that there will be a permanent, moderate-minor beneficial cumulative effect on employment at the borough level during the operational phase which is considered significant.

Effects on Economic Output

- 6.112 Applying the average GVA per worker for the BMBC area across all sectors of £42,658 per worker per annum to the c650 FTE jobs created by the identified cumulative schemes, it is calculated that the cumulative schemes will generate GVA of £27.7m per annum.
- 6.113 The Development will generate GVA of £70.1m per annum. Combined, the Development and the identified cumulative schemes will generate GVA of £97.8m per annum.
- 6.114 The sensitivity of economic output has been identified as moderate. The magnitude of change is considered to be minor in the context currently of total GVA of £3,943m per annum in the BMBC area, of which the cumulative GVA created by the Development and cumulative schemes will increase GVA in the BMBC area by 2.5%. On this basis, it is considered that there will be a permanent, minor beneficial cumulative effect on economic output at the borough level which is not considered significant.

Effects on Workforce Expenditure

- 6.115 Applying the average workforce expenditure in the BMBC area of £253 per worker per annum to the c650 FTE jobs created by the identified cumulative schemes, it is calculated that the cumulative schemes will generate workforce expenditure of £164,450 per annum.
- 6.116 The Development will generate workforce expenditure of £424,281 per annum. Combined, the Development and the identified cumulative schemes will generate workforce expenditure of £588,731 per annum.
- 6.117 The sensitivity of workforce expenditure has been identified as low. The magnitude of change is considered to be minor in the context of the cumulative creation of £588,731 of expenditure by the Development and identified cumulative schemes, increasing current workforce expenditure of £24.5 million per annum in the BMBC area by just 2.4%. On this basis, there is likely to be a permanent, minor beneficial cumulative effect on workforce expenditure in the BMBC area during the operational phase which is not considered significant.

Summary

Introduction

- 6.118 Given the commercial nature of the Development, the socio-economic assessment considers the impact of the Development to the BMBC area on employment, economic output and workforce expenditure during both the construction phase and once the Development is complete and occupied.
- 6.119 The BMBC area has a similar age profile to South Yorkshire and England. Approximately 153,000 BMBC area residents are of working age. The unemployment rate in the BMBC area is lower than the average for South Yorkshire and England. Residents of the BMBC area tend to have a lower level of education attainment than the average for South Yorkshire and England and therefore a higher proportion of BMBC area residents work in lower skilled occupations. The BMBC area has fewer jobs for every resident of working age than compared to the South Yorkshire and national average. The health sector accounts for the larger proportion of employment in the BMBC area, but the BMBC area has a comparatively high proportion of employment in the manufacturing sector and the transport and storage sector compared to South Yorkshire and national average. Economic output in the BMBC area is lower than the average for South Yorkshire and England.

Construction

- 6.120 It is anticipated that construction of the Development will support the equivalent of 20% of construction employment in the BMBC area currently which would result in a temporary, major-moderate beneficial effect.
- 6.121 The Development's net employment effect to the BMBC area over the construction period will generate £80.6m per annum in Gross Value Added, again providing a temporary, major-moderate beneficial effect.
- 6.122 The Development's construction workforce will generate additional expenditure in the BMBC area through purchasing lunch in local shops. It is estimated that the workforce will increase workforce expenditure in the BMBC area by 1% providing a temporary, minor beneficial effect.

Operational

- 6.123 Once the Development is complete and operational, a minimum of 2,260 FTE jobs will be supported on-Site. Some of the jobs created by the Development will be filled by people who live outside of the BMBC area, and some will displace employment from elsewhere within the BMBC area. Taking account of these factors, along with potential spin-off and multiplier effects through the supply chain, it is calculated that the Development will provide net additional employment in the BMBC area of 1,677 FTE jobs providing a permanent, moderate-minor beneficial effect on job creation in the BMBC area. Of those jobs, 1,198 will provide employment for residents of the BMBC area having a permanent, moderate-minor beneficial effect on resident employment.
- 6.124 The net additional employment effect to the BMBC area will generate GVA of £70.1m per annum, increasing GVA in the BMBC area by 1.8% and thereby having a permanent, minor beneficial effect.
- 6.125 Furthermore, the net additional employment effect will increase workforce expenditure in the BMBC area by 1.7%, also having a permanent, minor beneficial effect.
- 6.126 Table 6.15 contains a summary of the likely significant effects of the Development.

Table 6.15: Table of Significance – Socio-Economics

Potential Effect	Nature of Effect (Permanent/ Temporary)	Significance (Major/Moderate/Minor) (Beneficial/Adverse/Negligible)	Mitigation / Enhancement Measures	Geographical Importance*							Residual Effects (Major/Moderate/Minor) (Beneficial/Adverse/Negligible)
				I	UK	E	R	C	B	L	
Construction											
Employment	Temporary	Major-moderate beneficial	None required						X		Major-moderate beneficial
Economic Output	Temporary	Major-moderate beneficial	None required						X		Major-moderate beneficial
Workforce Expenditure	Temporary	Minor beneficial	None required						X		Minor beneficial
Completed Operational Development											
Resident Employment	Permanent	Moderate-minor beneficial	None required						X		Moderate-minor beneficial
Employment	Permanent	Moderate-minor beneficial	None required						X		Moderate-minor beneficial
Economic Output	Permanent	Minor beneficial	None required						X		Minor beneficial
Workforce Expenditure	Permanent	Minor beneficial	None required						X		Minor beneficial
Cumulative Effects											
Construction											
Employment	Temporary	Major-moderate beneficial	None required						X		Major-moderate beneficial
Economic Output	Temporary	Major-moderate beneficial	None required						X		Major-moderate beneficial
Workforce Expenditure	Temporary	Minor beneficial	None required						X		Minor beneficial
Completed Operational Development											
Resident Employment	Permanent	Moderate-minor beneficial	None required						X		Moderate-minor beneficial
Employment	Permanent	Moderate-minor beneficial	None required						X		Moderate-minor beneficial
Economic Output	Permanent	Minor beneficial	None required						X		Minor beneficial
Workforce Expenditure	Permanent	Minor beneficial	None required						X		Minor beneficial

* Geographical Level of Importance

I = International; UK = United Kingdom; E = England; R = Regional; C = County; B = Borough; L = Local

REFERENCES

- ⁱ Department for Levelling Up, Housing and Communities (September 2023) National Planning Policy Framework
- ⁱⁱ DLUHC/CLG (various) Planning Practice Guide
- ⁱⁱⁱ Barnsley Metropolitan Borough Council (2014) Barnsley Job and Business Growth Plan (2014-2017)
- ^{iv} Barnsley Metropolitan Borough Council (2021) Employment and Skills Strategy: More and Better Jobs (2021-2024)
- ^v Barnsley Metropolitan Borough Council (adopted January 2019) Barnsley Local Plan
- ^{vi} Town and Country Planning (Environmental Impact Assessment) Regulations 2017 SI 2017/571, as amended by SI 2018/695 and SI 2020/505
- ^{vii} ONS, 2021 Census, Table TS066 [downloaded from NOMIS on 24 January 2023]
- ^{viii} ONS, Claimant Count, February 2023 [downloaded from NOMIS on 24 March 2023]
- ^{ix} ONS, Annual Population Survey, year ending September 2022 [downloaded from NOMIS on 24 March 2023]
- ^x ONS, Jobs Density 2021 [downloaded from NOMIS on 24 March 2023]
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- ^{xii} ONS, 2011 Census Table WU01EW (downloaded from NOMIS on 23 January 2023)
- ^{xiii} CITB, Labour Forecasting Tool
- ^{xiv} HCA, Employment Densities Guide, 3rd Edition, November 2015
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- ^{xvi} HM Treasury, The Green Book: Central Government Guidance on Appraisal and Evaluation, 2022
- ^{xvii} ONS, 2011 Census, Table WU01EW
- ^{xviii} Oxford Economics, December 2022 Global Forecasting and Quantitative Analysis (2015-2020 average)
- ^{xix} Experian, Retail Planner Data 2021 (2020 prices)
- ^{xx} Office for National Statistics, 2018-based Sub National Population Projections for England