

Report of	Meeting	Date
Director of Business, Development and Growth (Introduced by the Executive Member for Public Protection)	Executive Cabinet	19 January 2017

DRAFT CENTRAL LANCASHIRE EMPLOYMENT SKILLS SUPPLEMENTARY PLANNING DOCUMENT (DECEMBER 2016)

PURPOSE OF REPORT

- To seek approval of the attached draft Central Lancashire Employment Skills Supplementary Planning Document for public consultation.

RECOMMENDATION(S)

- To approve the draft Central Lancashire Employment Skills Supplementary Planning Document (SPD) for public consultation for a 6 week period from Monday 30 January – Monday 13th March 2017.

EXECUTIVE SUMMARY OF REPORT

- This SPD introduces Employment Skills Plans and provides clarity as to how this requirement relates to the relevant policies set out in the Central Lancashire Core Strategy and Local Plan as well as the guidance set out in the National Planning Policy Framework. An Employment and Skills Statement will need to be submitted with a planning application which exceed the thresholds of commercial floorspace (1000sqm) and housing developments (30 units). Criteria set out in in the statement can be individually tailored to ensure the right skills and employment opportunities are provided at the right time to benefit both the developer and local population. The implementation of the Plan will be via a planning condition or subject to an obligation under Section 106 of the Town and Country Planning Act 1990 the signing of which will coincide with the grant of planning permission. The draft SPD will be subject to 6 weeks consultation until Monday 13 March 2017.

Confidential report Please bold as appropriate	Yes	No
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Key Decision? Please bold as appropriate	Yes	No
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Reason Please bold as appropriate	1, a change in service provision that impacts upon the service revenue budget by £100,000 or more	2, a contract worth £100,000 or more
	3, a new or unprogrammed capital scheme of £100,000 or more	4, Significant impact in environmental, social or physical terms in two or more wards

REASONS FOR RECOMMENDATION(S)

(If the recommendations are accepted)

4. To accord with planning legislation on the preparation of an SPD.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

5. None

CORPORATE PRIORITIES

6. This report relates to the following Strategic Objectives:

Involving residents in improving their local area and equality of access for all	x	A strong local economy	x
Clean, safe and healthy communities	x	An ambitious council that does more to meet the needs of residents and the local area	x

BACKGROUND

7. Supplementary Planning Documents (SPDs) offer local planning authorities the opportunity to add guidance in specific policy areas. They are documents that must be prepared in consultation with interested parties, and must be subject to a screening process to discover whether a sustainability appraisal would be required. Unlike Development Plan Documents (DPDs) SPDs do not require independent examination before they are adopted. Once adopted, this SPD should be afforded significant weight as a material consideration in determining planning applications.

EMPLOYMENT SKILLS PLANS

8. This SPD introduces Employment Skills Plans and provides clarity as to how this requirement relates to the relevant policies set out in the Central Lancashire Core Strategy and Local Plan as well as the guidance set out in the National Planning Policy Framework.
9. One of Central Lancashire's priorities is to encourage economic growth within Central Lancashire that benefits the people and businesses in the three boroughs. This involves increasing employment opportunities by helping local businesses to improve, grow and take on more staff, helping businesses to find suitable staff and suppliers, especially local ones, and improving the skills of local people to enable them to take advantage of the employing opportunities. The aim of this SPD is to facilitate this by helping businesses already located in Central Lancashire to grow and attract new businesses into the area.
10. The authorities will now be introducing the need for the submission of an Employment and Skills Statement with a planning application (with the exception of outline applications) which exceed the thresholds of:
 - Commercial Floorspace 1000sqm
 - Housing Developments 30 units
11. The requirement for the Statement will be included on each authority's validation checklist when they are next revised and will also form part of each Council's pre-application service.

- 12 The Statement template (as shown on pages 10 – 11 of Appendix 1 of the SPD) will need to be submitted with a planning application. Criteria set out in in the statement can be individually tailored to ensure the right skills and employment opportunities are provided at the right time to benefit both the developer and local population and covers the following areas:
- Creation of apprenticeships
 - Recruitment through Job Hub and Jobcentre plus and other local employment vehicles.
 - Work trials and interview guarantees
 - Vocational training (NVQ)
 - Work experience (14-16 years, 16-19 years and 19+ years)
 - Links with schools, colleges and university
 - Use of local suppliers
 - Supervisor Training
 - Management and Leadership Training
 - In house training schemes
 - Construction Skills Certification Scheme (CSCS) Cards
 - Support with transport, childcare and work equipment
 - Community based projects
13. Once the content of the plan has been agreed as part of the consideration of the planning application, it will be usually be possible to control the implementation of the Plan via a planning condition or subject to an obligation under Section106 of the Town and Country Planning Act 1990 the signing of which will coincide with the grant of planning permission. Specific activities, target numbers, supervision responsibilities and time parameters will be agreed before construction begins. Once adopted, this SPD should be afforded significant weight as a material consideration in determining planning applications.

NEXT STAGES

14. Following individual authority approval of the draft SPD by all the Central Lancashire authorities, the SPD will be subject to 6 weeks consultation which ends on Monday 13th March 2017. The Council will consult with all those individuals and stakeholders on the Local Plan database and members of the Agents Forum The authorities will then respond to any representations and amend the SPD if necessary for Council approval by each authority by May 2017.

IMPLICATIONS OF REPORT

15. This report has implications in the following areas and the relevant Directors' comments are included:

Finance		Customer Services	
Human Resources		Equality and Diversity	
Legal		Integrated Impact Assessment required?	
No significant implications in this area		Policy and Communications	

COMMENTS OF THE STATUTORY FINANCE OFFICER

16. As it's a planning policy issue there are no financial implications.

COMMENTS OF THE MONITORING OFFICER

17. No Comments.

MARK LESTER
DIRECTOR OF BUSINESS, DEVELOPMENT AND GROWTH

There are no background papers to this report.

Report Author	Ext	Date	Doc ID
Alison Marland	5281	3 January 2017	***