

## 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 issues related to the population; particularly the impacts on employment, economic output and local expenditure.
- 6.2 This chapter should be read in conjunction with the following appendix and figures, which have been used to inform the assessment:
- Appendix 6.1: Barton Willmore employment density calculations for Sui Generis Energy and Waste uses; and
  - Figure 6.1: Study Area.

### Policy Context

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

#### National Planning Policy

##### *National Planning Policy Framework<sup>i</sup>*

- 6.4 National planning policy is contained principally in the National Planning Policy Framework (NPPF) (February 2019). At the centre of the 2019 NPPF is the principle of sustainable development, with three overarching objectives: economic, social and environmental.
- 6.5 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).*
- 6.6 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 compensatory measures should be considered (paragraph 32).

6.7 The NPPF notes that local planning authorities should approach decisions on proposed developments in a positive way and work to secure developments that will improve the economic conditions of the area<sup>1</sup> 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.'*<sup>2</sup>

6.8 Paragraph 81 comments that in order to build a strong competitive economy, planning policies should<sup>3</sup>:

- 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.'*

6.9 The NPPF is supported by Planning Practice Guidance (PPG)<sup>ii</sup> 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

6.10 The Development is located within the administrative local authority of Medway Council (MC). The relevant local planning policy documents for the assessment of the effects on the population are reviewed below.

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<sup>1</sup> Paragraph 38, National Planning Policy Framework, February 2019

<sup>2</sup> Paragraph 80, National Planning Policy Framework, February 2019

<sup>3</sup> Paragraph 81, National Planning Policy Framework, February 2019

*Medway Local Plan 2003 (adopted)<sup>iii</sup>*

- 6.11 The Medway Local Plan 2003 was adopted on 14<sup>th</sup> May 2003. The strategic development principles of the Local Plan intend to guide development and change in the MC area over the plan period. The Local Plan seeks to promote development on derelict or previously developed land in preference to the release of fresh land and identifies:

*'The main economic development opportunities are at Chatham Maritime, Rochester Riverside, Gillingham Business Park, Medway City Estate and Rochester Airport. Grain and Kingsnorth have special significance as large scale sites suitable for land intensive uses<sup>iv</sup> (our emphasis)*

- 6.12 Policy S1 (Development Strategy) specifically states that strategic economic development provision will be made both within the urban area and at Kingsnorth and Grain.

- 6.13 Policy ED1 (Existing Employment Areas) identifies Kingsnorth as an existing employment area and MC identify the site as having considerable potential for new industrial development and as an appropriate site for the relocation or expansion of existing local companies from within the urban area that need larger sites. Policy ED5 (Proposed Employment Area) allocates Kingsnorth for Development. Specifically, Policy S12 (Kingsnorth) allows for the following type of development at Kingsnorth:

*'Class B2 General Industrial Development and Class B8 Storage and Distribution Uses will be permitted. Class B1 uses will be permitted but will be restricted to Class B1 (c) except where the development makes provision for increased accessibility by means other than the private car. Provision will be made within the site for the relocation of businesses from urban regeneration sites, including special industrial uses and others not in a use class, subject to access and environmental considerations.'*

- 6.14 The Local Plan identifies that given the size and remoteness of the large industrial sites at Kingsnorth, makes them suitable for accommodating those employment uses which may not be easily accommodated elsewhere, including land extensive uses with low employment rates and those uses difficult to accommodate within the urban area<sup>v</sup>. Industrial uses inappropriate for the urban area will be directed towards Kingsnorth<sup>vi</sup>.

*Medway Local Plan (2019 to 2037)<sup>vii</sup>*

- 6.15 MC are currently working on a new Local Plan which will cover the period up to 2037, providing for the number of homes and jobs and supporting infrastructure such as transport, health facilities and parks that the area and its growing population need over time. This new Local Plan has been consulted upon (Regulation 18) and the Publication Draft Plan (Regulation 19)

is proposed to be published in 2021. Once adopted, this new Local Plan will form part of MC's Development Plan and will replace the adopted Medway Local Plan 2003.

- 6.16 The Regulation 18 version of the Medway Local Plan Development Strategy was consulted upon in March 2018. The draft Local Plan seeks to manage growth to achieve a more successful, attractive Medway with healthier communities that share in the benefits of development stating:

*'Development should be seen to deliver benefits – better housing for local people, higher quality jobs, new services and facilities such as schools and parks. Growth can boost the economy, improve our town centres, turn derelict and underused land into attractive modern places to live, work and visit, and achieve the city scale facilities that Medway warrant.'* <sup>viii</sup>

- 6.17 The economic vision for Medway is:

*'Medway will have successfully grown its economy, capitalising on its learning quarter of higher and further education providers to raise skills levels; gaining competitiveness from its strategic location, delivering high speed broadband services to businesses and communities; securing and developing its diverse business base and attracting inward investment in a range of quality employment sites.'* <sup>ix</sup>

- 6.18 Medway's location within the Thames Gateway is considered by the draft Local Plan to offer excellent opportunities to capitalise on regeneration and other investment, and to stimulate business growth, identifying that Medway is well placed to accommodate businesses seeking to relocate from London<sup>x</sup>.

- 6.19 The draft Local Plan supports opportunities to strengthen the local economy through encouraging development of businesses in successful growth sectors and diversifying the employment base but working with the strengths of the local economy, such as advanced manufacturing and technology, are also central to the economic strategy<sup>xi</sup>.

- 6.20 In support of the emerging new Local Plan, MC commissioned an Employment Land Needs Assessment in 2015 which identified that the existing economic assets of Medway were likely to drive future economic opportunity. The draft Local Plan states:

*'Clusters of creative, digital and advanced manufacturing businesses in particular will be key components of the future economy as these sectors are driven by wider economic trends and increasing agglomeration opportunities. Growth in these high added value sectors will also link to key physical assets and opportunities including the Universities at Medway.'* <sup>xii</sup>

- 6.21 Specifically, draft Policy E1 (Economic Development) seeks to increase the productivity of Medway's economy, as measured through Gross Value Added (GVA), through support for higher value employment. Draft Policy E1 states that all planning applications for employment uses will be assessed for their GVA contributions. MC will promote growth of employment sectors that have the best potential for higher value jobs.
- 6.22 The draft Local Plan identifies the need for Medway to provide a range of sites to meet the employment needs identified in the Employment Land Needs Assessment. The large strategic employment site at Kingsnorth is identified as being more suited for land intensive, light and heavy industrial activities and distribution<sup>xiii</sup>.

## Assessment Methodology

### Consultation

- 6.23 Consultation was undertaken with MC through a formal scoping exercise, as set out in Chapter 2 EIA Methodology. The proposed approach to assessment of 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 EIA Scoping Opinion adopted by MC (Appendix 2.2 of the ES), in accordance with the requirements of the *Town and Country Planning (Environmental Impact Assessment) Regulations 2017 (as amended)*<sup>4</sup> (the "EIA Regulations"). MC's EIA Scoping Opinion did not provide any comment in respect of the proposed assessment of effects related to socio-economics, and therefore assessment is based on that proposed in the submitted EIA Scoping Report.

### Scope of the Assessment

- 6.24 The 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 assessed:

#### Construction phase:

- Employment generation (direct and indirect);
- Economic output measured in GVA; and
- Expenditure from construction workforce

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<sup>4</sup> SI 2017/571 as amended by SI 2018/695 and SI 2020/505

Operational phase:

- Net employment generation (direct and indirect);
- Net economic output measured in GVA; and
- Changes in workforce expenditure as a result of the new workforce.

6.25 The assessment comprises the following stages:

- Identification of current and future baseline conditions with respect to the above topics using information and statistics available in the public domain;
- Assessment of likely significant effects of the Development on the environment 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;
- Assessment of residual effects assuming implementation of the mitigation/ 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 Development.

### Spatial Scope of the Assessment

6.23 The Site is located on the Hoo Peninsula, within the local authority of MC. More specifically, the Site is situated within Middle Super Output Area (MSOA) 'Medway 001'. MSOAs are statistical geographies used by the Office for National Statistics (ONS) for the reporting of data. MSOA 'Medway 001' has been used to represent the immediate Study Area as the area most likely to be impacted upon by the Development. The Study Area is shown on Figure 6.1. Baseline conditions for the Study Area (local area) are compared to the wider Hoo Peninsula<sup>xiv</sup>, the local authority area of MC (Borough level) and England (National level).

6.24 Table 6.1 summarises the receptor selection criteria used within this assessment.

**Table 6.1: Receptor Selection Criteria**

Receptor	Spatial Area	Justification
Employment	The MC area	Both the construction and operational phase will provide employment opportunities across the Study Area and wider MC area. However, the Development's effects have been assessed at the MC level as this more robustly reflects the catchment of the potential workforce.
Economic Output	The MC area	Economic output is associated with employment and therefore the same measure as employment has been applied.
Expenditure	The MC area	The new workforce created by the Development will have the potential to increase spending on convenience shopping across the MC area.

## Topic-Specific Methodologies

### *Employment*

- 6.25 Baseline employment conditions in relation to economic activity, occupations and qualifications of residents have been informed by the ONS, Annual Population Survey (APS)<sup>xv</sup>, for the 12 months to June 2020. Data for the Study Area and Hoo Peninsula is not available from this data source and therefore baseline conditions from the APS are only presented for the MC area and England. However, baseline conditions in relation to unemployment within the Study Area and Hoo Peninsula have been sourced from the ONS Claimant Count<sup>xvi</sup> for the month of February 2020 (to represent pre-Covid-19 pandemic baseline conditions) and November 2020 (to represent baseline conditions during the Covid-19 pandemic). In addition, claimants of Job Seeker Allowance (JSA)<sup>xvii</sup> for the months of February and November 2020 have been considered for the Study Area to determine the number of people looking for employment and the occupations sought.
- 6.26 Baseline employment conditions in relation to the number of jobs (workplace-based) by industrial sector have been sourced from the ONS, Business Register and Employment Survey (BRES) 2019<sup>xviii</sup>.
- 6.27 Baseline employment conditions in relation to commuting patterns (travel to work statistics) have been sourced from the 2011 Census<sup>xix</sup>.
- 6.28 An assessment of the likely significant effects of the Development has been quantitatively made based on the number of net additional full-time equivalent (FTE) jobs created by the Development.
- 6.29 The number of direct jobs generated during the construction phase has been assessed based on the Construction Industry Training Board (CITB), Labour Forecasting Tool (LFT)<sup>xx</sup>. The LFT is able to produce labour forecasts based on historic data. The tool focuses on forecasting labour demand on a month-by-month basis by each occupational group throughout the construction phase of the Development. The LFT calculations have been based on indicative construction rates supplied by the LFT and applied to the Development's floorspace areas set out in detail in Chapter 3 Site and Development Description of the ES. This has generated a construction value which has then been run through the LFT for a 109-month construction programme beginning on 1 December 2021 and ending on 31 December 2031, in line with the indicative construction programme for the Development set out in Chapter 5 Construction Methodology and Sequencing of the ES. The number of indirect jobs (nationwide) generated

- during the construction phase has been assessed quantitatively by applying the ONS, Type 1 Employment Multiplier<sup>xxi</sup> to the direct number of jobs generated.
- 6.30 The assessment of the operational Development's employment has been 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 parameters in Chapter 3 Site and Development Description of the ES set out the maximum floorspace parameters for each Use Class, which would not exceed 324,450 square metres (sqm) gross external area (GEA) or 315,000sqm gross internal area (GIA) in total, with an additional up to 10,000sqm GEA identified specifically for a proposed lorry park.
- 6.31 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 and Communities Agency (HCA) Employment Density Guide, 3<sup>rd</sup> Edition (2015)<sup>xxii</sup>.
- 6.32 The HCA Density Guide provides a range of values for Use Class B8 Data Centre uses, for each of Wholesale<sup>5</sup> (200sqm to 950 sqm of floorspace per FTE job), Wholesale Dark Site<sup>6</sup> (440sqm to 1,400sqm of floorspace per FTE job) and co-location facility<sup>7</sup> (180sqm to 540 sqm of floorspace per FTE job). The supporting notes do not identify whether these measurements relate to GEA, GIA, or Net Internal Area (NIA). For the purposes of this assessment, GEA has been assumed as other B8 uses (storage & distribution) use GEA. The reasonable worst-case employment scenario is arrived applying the lowest published density, 1,400 sqm GEA of floorspace per FTE job.
- 6.33 The HCA Density Guide provides three values for Use Class B8 Storage and Distribution (incorporating parcel distribution), comprising 95sqm, 77sqm and 70 sqm GEA of floorspace per FTE job. The reasonable worst-case employment scenario has been calculated by applying the lowest published density, 95sqm GEA of floorspace per FTE job.
- 6.34 The HCA Density Guide provides one value for Use Class B2 Manufacturing which is 36sqm GIA of floorspace per FTE job. The reasonable worst-case employment scenario has been calculated by applying the only published density, 36sqm GIA of floorspace per FTE job.
- 6.35 The HCA Density Guide does not provide an employment density for the Development's Use Class Sui Generis energy and lorry park uses. In the absence of this, Barton Willmore has collated employment estimates and floorspaces for energy uses through a review of

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<sup>5</sup> Wholesale Data Centres are those where 1 or 2 corporate businesses occupy a dedicated data centre

<sup>6</sup> A Dark Site Data Centre is managed remotely, so there are considerable fewer staff

<sup>7</sup> A Co-location Facility is one where a customer leases a smaller space within a data centre, which could have up to 15 occupiers with the site managed on site by a service provider



comparable developments, where similar energy uses have already been consented and then calculated employment density. The third quartile employment density value has been used to reflect the worst-case scenario for the proposed energy use. The information collected and the resultant employment densities for the Sui Generis energy use are shown at Appendix 6.1. For the proposed lorry park and associated ancillary uses, employment generation has been based on professional judgement. It is assumed that employment generation from the potential lorry park will be minimal, with employment limited to a couple of maintenance jobs.

- 6.36 The HCA Density Guide density matrix value for Use Class B1(c) has been used to provide the employment density for the Development's proposed E(g)(iii) Light Industrial use, comprising 47 sqm NIA of floorspace per FTE job. The reasonable worst-case employment scenario has been calculated by applying the only published density, 47 sqm NIA of floorspace per FTE job.
- 6.37 Table 6.2 summarises the worst-case employment density for each of the Development's potential uses.

**Table 6.2: Employment Density by Use Class (Worst-Case)**

Use Class	Employment Density
B8 Data Centre	1,400sqm (GEA) per FTE job
B8 Storage and Distribution	95sqm (GEA) per FTE job
B2 Manufacturing	36sqm (GIA) per FTE job
B8 Storage and Distribution (parcel distribution only)	95sqm (GEA) per FTE job
Sui Generis (energy uses)	357sqm (GEA) per FTE job
Sui Generis (lorry park)	2 FTE jobs in total
E(g)(iii) Light Industrial	47sqm (NIA) per FTE job

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

- 6.38 The Use Classes which will result in the lowest number of jobs are B8 data centre, B8 storage and distribution (including parcel distribution) and Sui Generis energy uses. Table 6.3 details the floorspace assumptions which have been used in this assessment to calculate the lowest level of job creation associated with the Development's 324,450sqm (GEA) of floorspace. In addition to the floorspace assumptions set out in Table 6.3, the employment assessment also takes account of the up to 10,000sqm (GEA) proposed for the Sui Generis lorry park.

**Table 6.3: Floorspace Assumption by Use Class for the Development to Assess Worst-case Operational Employment**

Use Class	GEA (sqm)	GIA (sqm)
B8 Data Centre	90,000	87,379
B8 Storage and Distribution	110,850	107,621

B2 Manufacturing	-	-
B8 (parcel distribution only)	61,800	60,000
Sui Generis (energy uses)	61,800	60,000
E(g)(iii) Light Industrial	-	-
<b>Total</b>	<b>324,450</b>	<b>315,000</b>

- 6.39 Guidance from the HCA, Additionality Guide, 2014<sup>xxiii</sup> (Additionality Guide) and more recently, HM Treasury Green Book, 2020<sup>xxiv</sup> (Green Book), establishes that direct jobs generated by the 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 Development); 'leakage' (referring to the number of jobs likely to be taken up by people outside the MC 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).
- 6.40 These factors are collectively known as 'additionality' factors. They enable quantification of the MC area employment effect, that is, the increase in the number of employed MC area residents attributable to the Development and the jobs it is expected to generate.
- 6.41 In this instance, a displacement factor of 50% has been applied based on professional judgment. In the MC area, about 5,000 people are employed in the transport and storage sectors, 10,000 people in retail and 3,000 people in wholesale. It is possible that the Development will displace some of these jobs, as employers seek more modern and suitable storage and distribution premises and as the long-term shift from 'bricks and mortar' to on-line sales continues. A 50% displacement factor represents a medium level of displacement according to the Additionality Guide<sup>xxv</sup>.
- 6.42 A leakage factor of 35% has been applied based on the proportion of jobs in the Study Area that are filled by residents who live outside of the MC area according to the 2011 Census.
- 6.43 The Development is expected to create jobs in tradeable sectors (selling goods mainly outside the area) and non-tradeable sectors (outputs deliverable mainly inside the area). Accordingly, a tradeable sector multiplier of 0.1 and a non-tradeable sector multiplier of 0.3 has been applied. These values are consistent with a low effect on employment and are sourced from the Green Book<sup>xxvi</sup>.

### *Economic Output*

- 6.44 Economic output is measured through the creation of GVA. GVA is a measure of economic

impact, distributed through retained profit and wages. Baseline conditions for the level of economic output (GVA) generated in the MC area has been sourced from Oxford Economics<sup>xxvii</sup>.

- 6.45 GVA resulting from the direct construction jobs has been calculated by applying the average GVA per construction worker per annum for the MC area, also sourced from Oxford Economics<sup>xxviii</sup>. Further to this, a total indirect GVA per annum has been calculated using a national average GVA per worker figure.
- 6.46 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 MC area provided by Oxford Economics<sup>xxix</sup>, applied to the net additional number of jobs created by the Development.

### *Expenditure*

- 6.47 Baseline conditions in relation to local expenditure have been sourced from Experian, Retail Planner Data<sup>xxx</sup>. Expenditure data is not available for the Study Area and therefore data for the MC area has been used.
- 6.48 Expenditure from employees (construction and operational phase) is based on convenience good expenditure per person for the MC 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).
- 6.49 A quantitative assessment of likely significant effects has been made on the potential for new employees working 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 MC area.

### *Determining the Significance of Effects*

- 6.50 There are no technical significance criteria relating to assessment of socio-economic effects on human populations other than those that relate specifically to other technical areas (pollution, noise etc.). These are dealt with in detail, in separate ES chapters, if necessary and, where appropriate, summarised within this chapter.
- 6.51 The significance of socio-economic effects is therefore assessed using professional judgement in line with the outline methodology for determining sensitivity of receptors and magnitude of impacts and significance of effects within Chapter 2 EIA Methodology of the ES.

6.52 Those effects which are considered to have a minor, 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.

### Limitations and Assumptions

6.53 Construction phase effects relate to employment only. The assessment assumes that construction workers will be sufficiently local to travel to the Site and, consequently, have no effect on population and housing numbers, or on local social infrastructure such as schools and healthcare. on housing, education, healthcare and open space have been scoped out of the assessment,

6.54 The assumptions made in relation to assessing the worst-case scenario in respect of operational employment generation have been detailed earlier within Table 6.3.

6.55 This chapter has used a different approach to the calculation of the operational Development's employment generation for the purposes of the assessment of socio-economic impacts than the approach used to assess traffic impacts in Chapter 10 Transport and Access of the ES.

### Baseline Conditions

#### Population

6.56 The ONS' 2019 Mid-Year Population Estimates<sup>xxxi</sup> (MYPE) estimate that the Study Area has a population of 6,400 people, accounting for 28% of the Hoo Peninsula's population (23,000 people) and 2% of the MC area's population (278,500 people).

6.57 The Study Area has a slightly older age profile than the wider Hoo Peninsula, the MC area and England, with a slightly higher proportion of residents aged 65+ years and a slightly lower proportion of working age residents (aged 16 to 64 years) as illustrated in Table 6.4.

**Table 6.4: Age Profile by Broad Age Group (2019)**

2019 MYPE	Study Area	Hoo Peninsula	MC Area	England
Aged 0 to 15	17%	20%	21%	19%
Aged 16 to 64	58%	60%	63%	62%
Aged 65+	25%	21%	16%	18%
<b>All ages</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: ONS, 2019 MYPE. All figures have been rounded and may not sum.

### Population Projections - Future Baseline

- 6.58 It is anticipated that construction of the Development will commence in 2021 and be completed by 2031. The ONS, 2018-based Sub National Population Projections (SNPP)<sup>xxxii</sup> indicate that by the year 2021, there will be 280,000 people living in the MC area and that by the year 2031, this will have increased to 285,700 people (the SNPP are not published for geographies below local authority level). An increase of 5,700 people represents a 2% growth in population (2021-2031). In comparison, England's population is projected to increase by 5% over the same period.
- 6.59 By 2031, 62% of the MC area's total population will be aged 16-64 years (working age), which is a slight decrease from 63% in 2021. In contrast, the population aged 65+ years is projected to increase to 19% in 2031 (from 16% in 2021).

### Employment

- 6.60 The Site currently supports employment equivalent to 2 FTE jobs.
- 6.61 In the year ending June 2020, there were 141,700 residents in the MC area aged between 16 and 64 years who were classified as economically active<sup>xxxiii</sup>. This is equivalent to 80% of all 16-64 year olds, which is higher than the average for England (79%).
- 6.62 76% of working age residents in the MC area were in employment, which is equivalent to the average for England (76%). As a proportion of the total population, the percentage of working age residents in the MC area was 51%.
- 6.63 The unemployment rate (among the population aged 16 – 64) in the MC area is 4.9% which is higher than the national average (4.1%). Claimant Count data provides a count of the number of people claiming unemployment related benefits including Jobseeker's Allowance (JSA) and Universal Credit (UC) in the Study Area. Table 6.5 presents claimant count data for the Study Area, Hoo Peninsula, the MC area and England.

**Table 6.5: Claimant Count (as of February and November 2020)**

	Study Area	Hoo Peninsula	MC Area	England
Number of claimants	115	320	5,765	1,050,875
Claimants as % of residents aged 16-64 years	-	-	3.3	3.0
Number of claimants	250	775	11,820	2,248,430
Claimants as % of	-	-	6.7	6.4

residents aged 16-64 years			
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Source: ONS, [downloaded from NOMIS 21 December 2020]

- 6.64 In February 2020, there were 115 residents in the Study Area claiming unemployment related benefits, and by November 2020, the number of residents claiming unemployment benefits had doubled to 250. Additionally, in February 2020, there were 5,765 residents in the MC area claiming unemployment related benefits, equivalent to 3.3% of the working age population, which is slightly higher than the proportion of residents in England (3%). By November 2020, the number of residents claiming unemployment related benefits increased to 11,820, equivalent to 6.7% of the residents aged 16-64 in the MC area, and again the proportion of residents claiming unemployment related benefits in the MC area remains above that of England (6.4%).
- 6.65 There were 35 residents in the Study Area claiming JSA in November 2020, of which the majority (57%) were seeking employment in Elementary Trades, Plant and Storage related occupations<sup>8</sup>. Similarly, there were 1,325 MC residents claiming JSA in November 2020 of which 54% (710 people) were also seeking work in Elementary Trades, Plant and Storage related occupations.
- 6.66 Of all of the residents of the MC area in employment, Table 6.6 shows that the highest proportion of residents were employed within Professional Occupations (22%). This is consistent with the national profile of residents employed in Professional Occupations for England (22%). A further 13% of MC residents work in Associate Professional & Technical Occupations, but the proportion is lower than the national average (15%). In contrast, a higher proportion of MC residents work in Administrative and Secretarial Occupations (12%) and Caring, Leisure and Other Service Occupations (11%) than the national average. 5% of the MC residents work in Process, Plant and Machine Operative occupations, which is slightly below to the national average.

**Table 6.6: Percentage of Residents in Employment (Resident-based) by Occupation**

Industry	MC area	England
Professional occupations	22%	22%
Associate prof & tech occupations	13%	15%
Managers, directors and senior officials	12%	12%
Administrative and secretarial occupations	12%	10%
Elementary occupations	10%	10%
Caring, leisure and other service occupations	10%	9%

<sup>8</sup> Occupations in this sub-major group perform agricultural, fishing and forestry related tasks, undertake general labouring duties, assist building and construction trades, and perform a variety of duties in foundry, engineering and other process plant related trades.

Skilled trades occupations	8%	10%
Sales and customer service occupations	7%	7%
Process, plant and machine operatives	5%	6%
<b>Total</b>	<b>100%</b>	<b>100%</b>

Source: ONS, APS [downloaded from NOMIS 21 December 2020]. All figures have been rounded and may not sum.

- 6.67 In terms of the qualification levels of residents aged 16 to 64 years, Table 6.7 shows that the majority of MC residents (27%) have achieved at least one GCE A level or equivalent. In contrast, the majority of residents nationally (33%) have achieved a degree or equivalent. In the MC area, 25% of residents have achieved a degree or equivalent. 8% of residents in the MC area have no qualification, which is the same proportion as the national average.

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

Qualification	MC Area	England
% with degree or equivalent and above	25%	33%
% with higher education below degree level	8%	8%
% with GCE A level or equivalent	27%	22%
% with GCSE grades A-C or equivalent	24%	21%
% with other qualifications (GCSE)	7%	9%
% with no qualifications (GCSE)	8%	8%
<b>Total</b>	<b>100%</b>	<b>100%</b>

Source: ONS, APS [downloaded from NOMIS 2 June 2020]. All figures have been rounded and may not sum.

- 6.68 In terms of employment within the Study Area, the 2019 BRES identifies that 3,000 people work in the Study Area, which represents 58% of all people working on the Hoo Peninsula (5,200 people) and 3% of all people working in the MC area (95,000 people). Table 6.8 provides a breakdown of the industries people are working within in the Study Area, Hoo Peninsula, the MC area and England.

**Table 6.8: Percentage of the Workforce (workplace-based) by Industrial Structure**

Industry	Study Area	Hoo Peninsula	MC area	England
Mining, quarrying & utilities (B,D and E)	23%	14%	2%	1%
Transport & storage (including postal) (H)	17%	12%	5%	5%
Manufacturing (C)	10%	8%	8%	8%
Construction (F)	10%	11%	6%	5%
Accommodation & food services (I)	10%	9%	6%	8%
Retail (Part G)	4%	6%	11%	9%
Wholesale (Part G)	3%	3%	3%	4%
Health (Q)	3%	6%	16%	13%
Professional, scientific & technical (M)	3%	4%	5%	9%
Business administration & support services (N)	3%	7%	8%	9%

Arts, entertainment, recreation & other services (R,S,T and U)	3%	4%	4%	5%
Agriculture, forestry & fishing (A)	2%	1%	1%	1%
Motor trades (Part G)	2%	2%	2%	2%
Education (P)	2%	10%	12%	9%
Information & communication (J)	1%	1%	2%	4%
Public administration & defence (O)	0%	1%	4%	4%
Property (L)	0%	1%	1%	2%
Financial & insurance (K)	0%	0%	3%	4%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: ONS, 2019 BRES [downloaded from NOMIS 22 December 2020]

All figures have been rounded and may not sum.

- 6.69 Table 6.8 shows that the majority of employment within the Study Area is within the Mining, Quarrying and Utilities industry. This industry accounts for 23% of all employment in the Study Area, which is significantly higher than the proportion of employment the industry represents on the Hoo Peninsula (14%), the MC area (2%) and England (1%). The Study Area also has a higher proportion of employment in Transport & Storage (17%), and Manufacturing (10%) compared to the Hoo Peninsula, the MC area and England. In contrast, the Study Area has a lower proportion of employment in Business Administration & Support Services (3%), Education (2%), Health (3%) and Arts, Entertainment and Recreation (3%) than in all comparator locations.
- 6.70 Table 6.8 illustrates that 6% of employment within the MC area is within the construction industry, providing 6,000 jobs. 300 of the construction jobs are within the Study Area, illustrating that there is a construction workforce, significant in size, already working within close proximity of the Site.
- 6.71 Travel to work statistics from the 2011 Census reveal that of those people who work in the Study Area, 14% also live in the Study Area, 13% live elsewhere on the Hoo Peninsula, 37% live elsewhere in the MC area and the remaining 36% of workers commute to the Study Area from a destination outside of the MC area.

### Economic Output

- 6.72 Average GVA generated in the MC area over the period 2014-2018 was £5,076 million per annum according to Oxford Economics, which is equivalent to £46,845 per worker per annum.
- 6.73 In the construction industry specifically, GVA per annum in the MC area was £493.8 million per annum, which is equivalent to £48,561 per worker per annum.



## Expenditure

- 6.74 Retail expenditure data from Experian reports the average annual per person expenditure in the MC area on convenience (food), comparison (non-food) and leisure goods and services as follows:
- Convenience: £2,171 per person per annum;
  - Comparison: £3,727 per person per annum; and
  - Leisure: £3,334 per person per annum.
- 6.75 On the basis that there are 6,400 residents in the Study Area and 278,500 residents in the MC area,<sup>xxxiv</sup> this would suggest current retail and leisure expenditure of £59.1 million per annum by residents of the Study Area and £2,571.1 million per annum by residents in the MC area.

## Likely Significant Effects

### Construction Phase

#### *Effects on Employment*

- 6.76 The construction phase of the Development will generate jobs across all construction disciplines, from ground workers to construction management. Based on calculations produced through the use of the LFT with the assumptions set out earlier in this chapter in the 'Assessment Methodology' section, it is anticipated that the Development will produce employment for an average of 725 (FTE) workers per month over the 109-month construction period (1 December 2021 to 31 December 2030).
- 6.77 In addition to jobs created as a direct effect of the construction and management of the Development, further indirect employment and economic benefit will be experienced as a result of the spin-off and multiplier effects. It is calculated that there will be a further 702 indirect jobs created during the construction phase (=725 direct jobs x 0.97 ONS Type 1 multiplier).
- 6.78 In the context of the construction workforce in the MC area currently (6,000 workers) as identified in the baseline conditions, the Development is considered to have a temporary, moderate beneficial effect on employment during the construction phase at the Borough level, providing employment for workers in the MC area, and therefore no mitigation is required.

*Effects on Economic Output*

- 6.79 Employment generated during the construction phase would generate economic output, measured through the generation of GVA. Based on an average GVA per construction worker of £48,561 per annum for the MC area, the 725 direct jobs could generate a GVA of approximately £35.2 million per annum over the construction phase (equivalent to £319.7 million in total over the construction phase).
- 6.80 The indirect 702 jobs are expected to generate GVA of £36.9 million per annum (equivalent to £335.2 million in total over the construction phase), based on the national average GVA per worker of £52,600 per annum.
- 6.81 In total, the direct and indirect construction jobs would provide a combined GVA of £72.1 million per annum, equivalent to £654.9 million in total over the construction phase.
- 6.82 In the context of the construction industry in the MC area creating GVA of £493.8 million per annum, the Development's creation of £72.1 million per annum in GVA from the direct and indirect jobs during the construction phase is considered to have a temporary, moderate beneficial effect on economic output at the Borough level for which mitigation is not required.

*Effects on Expenditure*

- 6.83 The construction phase would generate additional expenditure from the construction workforce, for example, buying lunch.
- 6.84 On the basis that employee expenditure is equivalent to 10% of the convenience expenditure per person for the MC area, it assumed that an individual construction worker could generate expenditure of £217 per annum (= £2,171 x 10%).
- 6.85 Applied to the 725 FTE direct construction jobs created by construction of the Development, this equates to convenience goods expenditure of £157,325 from the Development's construction workforce.
- 6.86 Expenditure from the 95,000 employees in the MC area currently equates to £20.6 million per annum. The additional £157,325 of expenditure generated by the Development's direct construction workforce therefore increases workforce expenditure in the MC area by 0.8% and on this basis, it is considered that the Development will provide a temporary, minor beneficial effect on expenditure at the Borough level during the construction phase.

## Operational Phase

### Effects on Employment

6.87 The Development proposes 324,450 sqm GEA of commercial / industrial floorspace and an additional up to 10,000 sqm GEA for the proposed lorry park. Table 6.9 details the assumed Use Class of the proposed floorspace (as also detailed in Table 6.3) along with the resulting employment generation.

**Table 6.9: Employment Generation of the Development (Gross)**

Use Class	Maximum floorspace (sqm)		Job density (sqm/FTE job)	FTE job number
	GEA	GIA		
B8 Data Centre	90,000	87,379	1,400	64
B8 Storage and Distribution	110,850	107,921	95	1,167
B8 Parcel Distribution only	61,800	60,000	95	651
Sui Generis - Energy Use	61,800	60,000	357	173
<b>Sub-Total</b>	<b>324,450</b>	<b>315,000</b>	-	<b>2,055</b>
Sui Generis – Lorry Park	10,000	9,700	n/a	2

Source: HCA, Employment Densities (2015)

6.88 The Development will generate at least 2,057 FTE jobs (as a worst-case) on-Site. Baseline conditions identified that 2 FTE jobs exist on the Site currently. Therefore, net job generation of the Development is 2,055 FTE jobs.

6.89 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 2,055 FTE jobs are as follows:

- 2,055 jobs multiplied by 50% displacement = the overall effect of the Development will be to create 1,028 additional jobs within the MC area;
- 1,028 jobs multiplied by 35% leakage = 360 of the 1,028 jobs will be filled by people who live outside of the MC area and therefore 668 of the 1,028 jobs will be filled by residents of the MC area;
- 668 jobs multiplied by non-tradable sector multiplier of 10% = 67 additional indirect jobs created within the MC area (selling goods inside the MC area);
- 668 jobs multiplied by tradeable sector multiplier of 30% = 201 additional indirect jobs created within the MC area (selling goods outside the MC area); and therefore:
- Total net additional employment created by the Development = 936 FTE jobs.

6.90 In total, the Development will generate a minimum (as a worst-case) of 936 net additional

FTE jobs across the MC area.

- 6.91 Baseline conditions identified that there are currently 95,000 employees working in the MC area. The 936 net additional FTE jobs to the MC area created by the Development will therefore increase employment in the MC area by 1.0%. Furthermore, the 936 net additional FTE jobs will provide employment for residents in the MC area who are currently unemployed. Baseline conditions identified that as of November 2020, there were 11,820 residents of the MC area claiming unemployment related benefits. On this basis, the Development will provide a permanent, moderate beneficial effect on employment at the Borough level, for which mitigation is not required.

#### *Effects on Economic Output*

- 6.92 On the basis of an average GVA per worker of £46,845 per annum in the MC area, the 936 net additional FTE jobs created by the Development are estimated to generate GVA of £43.8 million per annum.
- 6.93 Baseline conditions identified that average GVA generated in the MC area over the period 2014-2018 was £5,076 million per annum according to Oxford Economics. Through the generation of an additional £43.8 million per annum, the Development will increase GVA in the MC area by 0.9%. On this basis, it is considered that the Development will have a permanent, moderate beneficial effect on economic output at the Borough level for which mitigation is not required.

#### *Effects on Expenditure*

- 6.94 On the basis that employee expenditure is equivalent to 10% of the convenience expenditure per person for the MC area, it assumed that an individual employee could generate expenditure of £217 per annum (= £2,171 x 10%).
- 6.95 Applied to the Development's 936 net additional FTE jobs, it is calculated that the Development's workforce could generate an additional £203,112 in convenience expenditure per annum.
- 6.96 Expenditure from the 95,000 employees in the MC area currently equates to £20.6 million per annum. The additional £203,112 of expenditure generated by the Development's workforce therefore increases workforce expenditure in the MC area by 1.0% and on this basis, it is considered that the Development will provide a permanent, minor beneficial effect on expenditure at the Borough level for which mitigation is not required.

## Mitigation Measures

### Construction Phase

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

### Operational Phase

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

## Residual Effects

### Construction Phase

- 6.99 This assessment has identified that the Development is not expected to result in any adverse effects during the construction phase. The residual effects of the Development's construction phase on employment and economic output is moderate beneficial at the Borough level for both receptors and minor beneficial at the Borough level for expenditure.

### Operational Phase

- 6.100 This assessment has identified that the Development is not expected to result in any adverse effects during the operational phase. The residual effect of the operational Development on employment and economic output is moderate beneficial at the Borough level and the residual effect on expenditure, is minor beneficial at the Borough level.

## Cumulative Effects

- 6.101 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.
- 6.102 All 13 committed developments have been considered when assessing the cumulative effects during the construction phase.
- 6.103 However, of the 13 cumulative schemes, only seven have the potential to generate operational employment, economic output and workforce expenditure during the operational phase. These committed developments are:

- Kingsnorth Industrial Estate (ref. MC/08/0370);
- National Grid Property Holdings Grain Road (ref. MC/09/1628);
- Damhead Creek II Power Station;
- Gridlink Interconnector (ref. MC/20/2738);
- Gridlink cable system (ref. MC/21/0028);
- Kingsnorth Quarry (ref. MC/12/0020); and
- Land South of Britannia Road, High Halstow (ref. MC/20/0721).

6.104 For this reason, only the above seven 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*

6.105 The 13 cumulative schemes will generate employment during the construction phase across all construction disciplines from ground workers to construction management. Construction phase employment would also generate GVA and the construction workforce would generate expenditure. It is considered that the cumulative schemes and Development will provide a temporary, moderate beneficial effect on employment and economic output and a minor beneficial effect on expenditure during the construction phase at the Borough level. The significance of the effect is considered the same effect as for the Development in isolation because it is unknown whether the cumulative schemes' construction phases will overlap. This worst-case assessment has assumed that they would not and therefore the same construction workforce could in theory work on all of the committed developments.

### Operational Phase

#### *Effects on Employment*

6.106 The seven committed developments listed above (paragraph 6.103) have the potential to generate employment during the operational phase.

6.107 Kingsnorth Industrial Estate (ref. MC/08/0370) will provide a business park equating to 250,992sqm of commercial uses. However, much of this development has already been constructed and is therefore already reflected within the existing baseline conditions. However, Plot 1B is yet to be constructed and makes provision for 14,274sqm of employment floorspace, comprising a warehouse area and also three floors of ancillary office

accommodation (Use Classes B1(c) light industrial/B2 general industrial/B8 storage and distribution). The worst-case HCA employment density assumptions for the potential uses of Plot 1B are as follows: B1(c) = 47 sqm of floorspace (NIA) per FTE job; B2 = 36sqm of floorspace (GIA) per FTE job; and B8 = 95sqm of floorspace (GEA) per FTE job. To assess the worst-case (that being the use which will generate the least employment), it is assumed that Plot 1B will comprise 100% B8 floorspace. Applying the HCA employment density of 95sqm of floorspace per FTE job, it is calculated that the 14,274sqm of floorspace for Plot 1B could generate 150 FTE jobs.

- 6.108 Development at National Grid Property Holdings Grain Road (ref. MC/09/1628) will include the provision of 464,685sqm of employment floorspace (Use Classes B1(c) light industrial/B2 general industrial/B8 storage and distribution) and up to 245sqm of floorspace for a business park management centre (Use Classes B1(a) office/ retail A1, A3, A5). In total, the cumulative scheme at Grain Road will provide 464,930sqm, which the ES accompanying the planning application<sup>xxxv</sup> assessed as creating 5,794 net additional jobs.
- 6.109 The Damhead Creek II Power Station would generate approximately 50 jobs<sup>xxxvi</sup> associated with the daily operational and maintenance requirements,
- 6.110 Development at Land South of Britannia Road, High Halstow (ref. MC/20/0721) will include the provision of a 2-Form Entry (FE) primary school and a retail unit or GP/pharmacy. An application has not yet been submitted for this development and therefore employment numbers from any supporting documentation is not yet available. However, based on professional judgement it is anticipated that the 2FE primary school could create in the region of 34 jobs on the basis of 14 teachers (two per year from Reception to Year 6), 14 teaching assistants, one Head, two secretarial staff, one site manager (caretaker) and two cleaners. Further employment will be created by the retail unit or GP/pharmacy but given details are not yet known on the size of such facility, employment generation from this use cannot be quantified.
- 6.111 Further employment will be generated by the Gridlink Interconnector (ref. MC/20/2738) and Gridlink cable system (ref. MC/21/0028). Employment is not quantified in any of the supporting planning application materials. However, based on professional judgement, it is anticipated that employment during the operational phase will be limited to a couple of maintenance jobs.
- 6.112 Employment will also be generated at Kingsnorth Quarry (ref. MC/12/0020). However, given that Kingsnorth Quarry was full operational in 2017, the on-going quarrying activities are not expected to result in any further employment to that which exists on the Kingsnorth quarry

site currently.

- 6.113 In total therefore, the committed developments and the Development combined would provide approximately 6,966 net additional jobs to the MC area, providing a permanent, major beneficial effect on employment at the Borough level, for which mitigation is not required.

#### *Effects on Economic Output*

- 6.114 On the basis of an average GVA per worker of £46,845 per annum in the MC area, the 6,966 net additional FTE jobs created by the committed developments and the Development combined are estimated to generate GVA of £326.3 million per annum.
- 6.115 Baseline conditions identified that average GVA generated in the MC area over the period 2014-2018 was £5,076 million per annum according to Oxford Economics. Through the generation of an additional £326.3 million per annum, the committed developments and the Development will increase GVA in the MC area by 6.4%.
- 6.116 On this basis, it is considered that the cumulative effect of the committed developments and the Development will have a permanent, major beneficial effect on economic output at the Borough level, for which mitigation is not required.

#### *Effects on Expenditure*

- 6.117 On the basis of an annual worker expenditure of £217 per annum for the MC area, the committed developments and the Development's combined 6,966 net additional FTE jobs would generate workforce expenditure of £1.5 million per annum. It is estimated that workers in the MC area currently generate expenditure of £20.6 million per annum. The additional £1.5 million of expenditure generated by the committed developments and Development's workforce, therefore increases workforce expenditure in the MC area by 7.2% and on this basis, it is considered that the committed developments and Development combined will provide a cumulative permanent, moderate beneficial effect on expenditure at the Borough level, for which mitigation is not required.

#### **Summary**

- 6.118 Given the commercial and industrial nature of the Development, this assessment has focused on the Development's likely significant on employment, economic output and workforce expenditure. For robustness, a worst-case approach has been undertaken for the assessment of the Development's parameters, which assumes that the Development comprises of those



uses which generate the least employment.

- 6.119 The construction phase of the Development will create an average of 725 full-time equivalent (FTE) jobs on-Site per month over the 109-month construction period. In addition, a further 702 FTE jobs will be created per month off-site. In the context of 6,000 people currently working in the construction sector in the MC area, it is considered that the construction phase of the Development will have a temporary, moderate beneficial effect on employment at the Borough level.
- 6.120 The direct and indirect jobs created during the construction period will generate economic output in the form of GVA equivalent to £72.1 million per annum, with the construction industry in the MC area creating GVA of £493.8 million per annum. In this context, the construction phase of the Development will have a temporary, moderate beneficial effect on economic output at the Borough level.
- 6.121 The construction workforce will generate additional expenditure of £157,325 increasing workforce expenditure in the MC area by 0.8% and therefore the Development will provide a temporary, minor beneficial effect on expenditure at the Borough level during the construction phase.
- 6.122 The operational phase of the Development will create 2,057 FTE jobs on-Site. However, there are currently 2 FTE jobs on the Site currently and therefore net job generation of the Development is 2,055 FTE jobs. Some of the jobs created by the Development will be filled by people who live outside of the MC area and will displace employment from elsewhere within the MC 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 at least 936 net additional FTE jobs to the MC area (as a worst-case), increasing employment in the MC area by 1.0%. In the context of 11,820 MC residents currently unemployed, it is considered that the operational Development will have a permanent, moderate beneficial effect on employment at the Borough level.
- 6.123 The 936 net additional jobs created during the operational phase of the Development will generate GVA of £43.8 million per annum increasing GVA in the MC area by 0.9%. On this basis, it is considered that the operational Development will have a permanent, moderate beneficial effect on economic output at the Borough level.
- 6.124 The 936 net additional workers could generate £203,112 in convenience expenditure per annum, increasing workforce expenditure in the MC area by 1.0%. On this basis, it is

considered that the Development will have a permanent, minor beneficial effect on expenditure at the Borough level.

6.125 Table 6.10 contains a summary of the likely significant effects of the Development.

**Table 6.10: 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	
<b>Construction</b>											
Employment	Temporary	Moderate Beneficial	None required						X		Moderate Beneficial
Economic Output	Temporary	Moderate Beneficial	None required						X		Moderate Beneficial
Expenditure	Temporary	Minor Beneficial	None required						X		Minor Beneficial
<b>Completed Development</b>											
Employment	Permanent	Moderate Beneficial	None required						X		Moderate Beneficial
Economic Output	Permanent	Moderate Beneficial	None required						X		Moderate Beneficial
Workforce Expenditure	Permanent	Minor Beneficial	None required						X		Minor Beneficial
<b>Cumulative Effects</b>											
Employment (construction phase)	Temporary	Moderate Beneficial	None required						X		Moderate Beneficial
Economic Output (construction phase)	Temporary	Moderate Beneficial	None required						X		Moderate Beneficial
Expenditure (construction phase)	Temporary	Minor Beneficial	None required						X		Minor Beneficial
Employment (operational phase)	Permanent	Major Beneficial	None required						X		Major Beneficial
Economic Output (operational phase)	Permanent	Major Beneficial	None required						X		Major Beneficial
Workforce Expenditure (operational phase)	Permanent	Moderate Beneficial	None required						X		Moderate Beneficial

**\* Geographical Level of Importance**

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

## REFERENCES

- 
- <sup>i</sup> MHCLG (February 2019) National Planning Policy Framework
- <sup>ii</sup> MHCLG (various) Planning Practice Guide
- <sup>iii</sup> Medway Council (May 2003) Medway Local Plan
- <sup>iv</sup> Medway Council (May 2003) Medway Local Plan, paragraph 2.4.2 subpoint (v)
- <sup>v</sup> Medway Council (May 2003) Medway Local Plan, paragraph 4.2.7
- <sup>vi</sup> Medway Council (May 2003) Medway Local Plan, paragraph 4.6.3
- <sup>vii</sup> Medway Council (March 2018) Medway Council Local Plan Development Strategy Regulation 18 Consultation Report
- <sup>viii</sup> Medway Council (March 2018) Medway Council Local Plan Development Strategy Regulation 18 Consultation Report, paragraph 2.8
- <sup>ix</sup> Medway Council (March 2018) Medway Council Local Plan Development Strategy Regulation 18 Consultation Report, page 19
- <sup>x</sup> Medway Council (March 2018) Medway Council Local Plan Development Strategy Regulation 18 Consultation Report, paragraph 5.8
- <sup>xi</sup> Medway Council (March 2018) Medway Council Local Plan Development Strategy Regulation 18 Consultation Report, paragraph 5.10
- <sup>xii</sup> Medway Council (March 2018) Medway Council Local Plan Development Strategy Regulation 18 Consultation Report, paragraph 5.15
- <sup>xiii</sup> Medway Council (March 2018) Medway Council Local Plan Development Strategy Regulation 18 Consultation Report, paragraph 5.21
- <sup>xiv</sup> Defined as MSOAs 'Medway 001', 'Medway 002' and 'Medway 003'.
- <sup>xv</sup> ONS, Annual Population Survey, year ending June 2020 [downloaded from NOMIS on 21 December 2020]
- <sup>xvi</sup> ONS, Claimant Count, February and November 2020 [downloaded from NOMIS on 21 December 2020]
- <sup>xvii</sup> DWP, Jobseekers Allowance by occupation, February and November 2020 [downloaded from NOMIS on 21 December 2020]
- <sup>xviii</sup> ONS, Business Register Employment Survey 2019 [downloaded from NOMIS on 22 December 2020]
- <sup>xix</sup> ONS, 2011 Census, Table WU01EW
- <sup>xx</sup> CITB, Labour Forecasting Tool
- <sup>xxi</sup> ONS (March 2019) Type 1 UK Employment Multipliers and Effects (reference year 2015)
- <sup>xxii</sup> HCA, Employment Densities Guide, 3rd Edition, November 2015
- <sup>xxiii</sup> HCA, Additionality Guide, 4th Edition, 2014
- <sup>xxiv</sup> HM Treasury, The Green Book: Central Government Guidance on Appraisal and Evaluation, 2020
- <sup>xxv</sup> HCA, Additionality Guide, 4th Edition, 2014, Table 4.8
- <sup>xxvi</sup> HMT Green Book, Central Government Guidance on Appraisal and Evaluation, Annex A2, Box 26, 2018
- <sup>xxvii</sup> Oxford Economics, 28 April 2020 Global Forecasting and Quantitative Analysis (2014-2018 average)
- <sup>xxviii</sup> Oxford Economics, 28 April 2020 Global Forecasting and Quantitative Analysis (2014-2018 average)
- <sup>xxix</sup> Oxford Economics, 28 April 2020 Global Forecasting and Quantitative Analysis (2014-2018 average)
- <sup>xxx</sup> Experian, Retail Planner Data 2018
- <sup>xxxi</sup> ONS (2020) 2019 Mid-Year Population Estimates
- <sup>xxxii</sup> Office for National Statistics, 2018-based Sub National Population Projections for England
- <sup>xxxiii</sup> ONS, Annual Population Survey, year ending June 2020 [downloaded from NOMIS on 21 December 2020]
- <sup>xxxiv</sup> ONS, (2020) 2019 Mid-Year Population Estimates
- <sup>xxxv</sup> Environmental Perspectives LLP, Chapter 13.0: Socio-Economics, of EIA submitted with MC/09/1628
- <sup>xxxvi</sup> AECOM (February 2016) Environmental Information report, Section 36 Consent Variation, Damhead Creek 2 Power Station