

Central Lancashire Employment Skills SPD Preston Addendum December 2021



Building Foundations

Making a difference in Preston

Contents

Section number	Section name	Page number
1	Introduction	3
2	Changes since adoption of the Employment Skills SPD	4
3	Calico Enterprise Ltd services and fees	7
4	Contact details	9

1. Introduction

- 1.1 The Council is committed to community wealth building, by creating local employment and skills opportunities through construction on major housing and commercial developments. This approach is detailed in the adopted Central Lancashire Employment Skills Supplementary Planning Document (SPD) (September 2017).
- 1.2 This addendum provides an overview of key national and local changes since the adoption of the Central Lancashire Employment Skills SPD. It sets out information on new specialist support services from Calico Enterprise Limited on the appraisal and implementation of Employment and Skills Statements (ESSs) for sites in Preston, and on assistance with the provision of ESSs where requested. This addendum also provides further detailed guidance on the content of ESSs and new guidance on the purpose and content of the associated ESS action plan and its appraisal.
- 1.3 An ESS comprises key performance indicators, targets and measures to promote local employment and skills opportunities, use of local supply chains and should contain the number of such opportunities that will be created in connection with the proposed development. Specifically it should:
 - identify local suppliers to be used for the construction of the proposed development (within Central Lancashire: Preston, South Ribble and Chorley);
 - Identify the area(s) within Central Lancashire (within the 10% most deprived nationally on the employment and skills indicator) where the ESS targets will be focused; and
 - Identify any community projects in Central Lancashire that the ESS activities would engage with.
- 1.4 An ESS Action Plan sets out how the ESS will be implemented. It should include the contact details of a named person responsible for the delivery of the ESS, and details of the reporting method and reporting timetable. The ESS Action Plan must contain the information to be provided to Calico Enterprise Ltd to demonstrably evidence that the outcomes of the ESS have been achieved.

2. Changes since adoption of the Employment Skills SPD in 2017

Appeal decision

- 2.1 The Inspector at the Land at Pear Tree Lane appeal, Euxton, Chorley, (appeal ref: APP/D2320/W/20/3247136) concluded that a condition requiring an Employment Skills Plan would be reasonable and necessary to make the appeal proposal acceptable. The planning condition links to Core Strategy Policy 15 (Skills and Economic Inclusion) and the Central Lancashire Employment Skills SPD (September 2017).
- 2.2 Paragraph 116 of the appeal decision states: *'A condition requiring an Employment and Skills Plan is a reasonable and necessary requirement to allow for local residents to benefit from the employment and training opportunities which would be available during the construction phase of the proposed development. This would also accord with Policy 15 of the CLCS.'*
- 2.3 This reinforced the drive and commitment of the Council to secure community wealth building aspirations through the planning system.

Calico Enterprise Limited Commission

- 2.4 The Council has been awarded National Skills Academy for Construction (NSAFC) status. To provide the necessary expert guidance and liaison co-ordination to deliver the aims of adopted Central Lancashire Core Strategy Policy 15 (Skills and Economic Inclusion) and the outcomes identified within the above associated SPD, the Council has appointed Calico Enterprise Ltd for a two year period¹. Calico Enterprise will provide specialist support services on the appraisal and implementation of ESSs. Calico Enterprise Limited has a partnership with CITB and National Skills Academy for Construction (NSAFC) accreditation.
- 2.5 Working alongside the Council, Calico Enterprise will support planning applicants in ensuring that the commitments made in the ESS and the associated ESS Action Plan meet the requirements of the Employment Skills SPD. They will support the applicant to maximise on construction phase employment and skills opportunities and provide guidance and support to the applicant in achieving their outcomes.

¹ The report to Cabinet on Item 6: Central Lancashire Employment Skills Implementation and Monitoring, dated 11th August 2021, is available at: [Agenda for Cabinet on Wednesday, 11th August, 2021, 5.00 pm \(moderngov.co.uk\)](#)

- 2.6 Specifically, Calico Enterprise has been commissioned by the Council to provide the following services on all planning applications that meet the threshold for an ESS:
- 2.7 Act as a consultee for the council; **or**
- 2.8 Produce an ESS and ESS Action Plan on the applicant's behalf to support their planning application (in which case consultation with Calico would not be required during consideration of the planning application); **and**
- 2.9 Monitor the implementation of an approved ESS and ESS Action Plan post the grant of planning permission, subject to the payment of an ESS monitoring contribution secured by planning obligation.

Planning application submission requirements

- 2.10 The submission of an ESS and ESS Action Plan is required for the following types of planning applications:
- Major planning applications proposing or including commercial floorspace of 1,000 square metres or over;
 - Major planning applications proposing new housing of 30 units or more.
- 2.11 Full planning applications that fall into the above categories shall be accompanied by an ESS. Failure to supply an ESS and ESS Action Plan will result in the application not being made valid.
- 2.12 Given the above changes outline planning applications that fall into the above categories shall now be accompanied by an ESS to facilitate early engagement with Calico Enterprise to provide maximum support to applicants. Failure to supply an ESS may result in the application not being made valid.
- 2.13 An ESS Action Plan is not required to accompany outline planning applications, but shall be produced to accompany any subsequent reserved matters application.

Changes to the Use Classes Order

- 2.14 The Town and Country Planning (Use Classes) (Amendment) (England) Regulations 2020 (SI 2020 No.757) were laid down on the 20th July 2020 to amend the Town and Country Planning (Use Classes) Order 1987. The changes will take effect from the 1st September 2020.

2.15 The new regulations remove Use Classes A1, A2, A3, A4 and A5, which are mentioned in paragraph 10.2 of the Employment Skills SPD. The new regulations have created new Use Classes including: Class E (Commercial, business and services) and Class F2 (Local community). Within Class E, buildings for industrial processes (Class E(g)(iii)) are those which were formally classed as B1(c). Use Class B2 (General Industrial) and Use Class B8 (Storage and Distribution) are unaffected by these changes.

2.16 Relevant Use Classes for the purpose of commercial uses identified in paragraph 10.2 of the Employment Skills SPD are now as follows: -

Class E a): Shops

Class E b): Restaurants

Class E c) i: Financial services

ii. Professional services

iii. Other services appropriate in a commercial, business or service locality

Class E g) i. Offices

ii. Research and development

iii. Any industrial process

2.17 Class F2 (Local Community): a) Shops selling mostly essential goods - These shops are defined as units selling a range of dry goods and food to visiting members of the public where there are no commercial units within 1000m, and the area of the unit is under 280sq m.

2.18 The following commercial uses are now classed as Sui Generis use, as follows:

- Public houses, wine bars or drinking establishments;
- Drinking establishments with expanded food provision; and
- Hot food takeaways.

3. Calico Enterprise Ltd Services and Charges

Service 1 - Act as a consultee for the Council

- 3.1 Where an applicant submits their own independent ESS and ESS Action Plan, the Council will consult Calico Enterprise to review these documents to ensure that they meet the requirements of the Employment and Skills SPD and that the applicant's employment and skills commitment is relevant, proportionate with measureable outcomes.
- 3.2 The Council will invoice the applicant / their agent directly for this service. The fee for this service is payable when the planning application is submitted. The fee is £250.00 + VAT and shall be borne by the applicant.

Service 2 - Calico Enterprise shall work with an applicant to produce an ESS and ESS Action Plan to support their planning application

- 3.3 Calico Enterprise will provide an ESS and ESS Action Plan upon request of an applicant, that is relevant, proportionate and measureable against the Employment Skills SPD. Use of this service will guarantee that the ESS will meet all of the requirements it needs to.
- 3.4 The applicant must contact Calico Enterprise direct to make use of this service. The Council will have no involvement in the appointment of Calico Enterprise for this service. The Council will not accept the payment of this fee. The applicant will pay Calico Enterprise direct for this service. The fee for this service is £500.00 + VAT and is payable 30 days from receipt of invoice direct from Calico Enterprise. If using this service consultation with Calico Enterprise would not be required during consideration of the planning application.
- 3.5 It is the responsibility of the applicant to supply the ESS and ESS Action Plan with the planning application. Failure to supply an ESS will likely result in the application not being made valid.

Service 3 - Monitoring the implementation of an approved ESS and ESS Action Plan post the grant of planning permission

- 3.6 The implementation of an approved ESS and ESS Action Plan would be monitored by Calico Enterprise on behalf of the Council, and such monitoring would be subject to fees that would be secured by a planning obligation, to ensure that the employment and skills outcomes identified in the ESS are delivered.

3.7 Applicants should be aware that there will be a fee which the applicant will need to pay to the Council's Legal and Democratic Services on completion of a planning obligation. At the time of issuing this addendum the fee is £600.

3.8 The monitoring fees are set out below:

Residential	
Number of Units	Total Cost (+ VAT)
30 – 60	£6,000
61 – 100	£8,500
101 – 150	£11,000
151 – 200	£14,000
201 – 300	£16,500
300 +	Price on request

Commercial	
Sq.m. floor space	Total Cost (+ VAT)
Up to 8,500 sqm	£8,500
Over 8,500 sqm	Price on request

3.9 The planning obligation will set out the triggers for payment of the above fees. The fees will be paid to the Council.

3.10 Calico Enterprise will support the applicant/developer by facilitating the delivery of the ESS and the associated ESS Action Plan through signposting and sharing their local employment and skills knowledge and contacts. Calico Enterprise can signpost the applicant/developer to the Construction Industry Training Board (CITB) representative for the area as required.

4. Contact Details

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