Preliminary Environmental Information Report
Chapter 16: Socio-Economics

September 2021

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16 Socio-Economics

16.1. Introduction

16.1.1 This chapter of the Preliminary Environmental Information Report (PEIR) presents the findings of the Environmental Impact Assessment (EIA) work undertaken to date concerning the potential effects of the proposal to make best use of Gatwick's existing runways (referred to within this report as 'the Project') in relation to socio-economics.

16.1.2 This PEIR chapter considers the potential socio-economic effects of the Project during the construction and operational phases. Socio-economics is a broad topic that includes the assessment of multiple effect types such as new employment, implications for the labour market and population and disruption to business and community activities. These socio-economic effects are closely linked with effects assessed in other PEIR chapters (eg Chapter 12: Traffic and Transport, Chapter 14: Noise and Vibration, Chapter 17: Health and Wellbeing and Chapter 18: Agricultural Land Use and Recreation and) and a number of technical reports prepared for the Project.

16.1.3 In particular, this PEIR chapter:

- sets out the existing and future environmental baseline conditions, established from desk studies, published data sources and consultation to date;
- presents the potential environmental effects on socio-economics arising from the Project, based on the information gathered and the analysis and assessments undertaken to date;
- identifies any assumptions and limitations encountered in compiling the environmental information; and
- highlights any necessary monitoring and/or mitigation measures that could prevent, minimise, reduce or offset the possible significant environmental effects identified in the EIA process.

16.1.4 This chapter is accompanied by the following appendices:

- Appendix 16.2.1: Summary of Local Planning Policies.
- Appendix 16.3.1: Stakeholder Consultation – Socio-economics.
- Appendix 16.6.1: Socio-Economics Data Tables.
- Appendix 16.6.2: Assessment of Population and Housing Effects.

16.1.5 The PEIR will inform pre-application consultation. Following consultation, comments on the PEIR will be reviewed and taken into account, where appropriate, in the preparation of the Environmental Statement (ES) that will accompany the application to the Planning Inspectorate for development consent.

16.2. Legislation and Policy

16.2.1 This section of the chapter reviews legislation, planning policy and other documentation that is relevant to assessing the socio-economic effects of the Project.

Legislation

16.2.2 The key legislation relevant to the socio-economics chapter are the Equality Act (2010) and the Infrastructure Planning (Environmental Impact Assessment) Regulations (the '2017 Regulations'). The Equality Act (2010) is relevant to the PEIR in relation to the assessment of effects in determining that particular groups are not disproportionately affected by negative effects and that all groups have access to the benefits and opportunities associated with the Project. The approach to the assessment of equality in regard to groups with protected characteristics will be set out in the separate Equalities Impact Assessment (EqIA) which will accompany the application for development consent.

16.2.3 The process of Environmental Impact Assessment in the context of nationally significant infrastructure projects in England is governed by the '2017 Regulations'.

Planning Policy Context

National Policy Statements

16.2.4 The Airports National Policy Statement (NPS) (Department for Transport, 2018), although primarily provided in relation to a new runway at Heathrow Airport, remains a relevant consideration for other applications for airport infrastructure in London and the south-east of England.

16.2.5 The NPS for National Networks (Department for Transport, 2015[1]) sets out the need for the development of road, rail and strategic rail freight interchange projects on the national networks and the policy against which decisions on major road and rail projects will be made. This has been taken into account in relation to the highway improvements proposed as part of the Project.

16.2.6 On this basis, Table 16.2.1 provides a summary of the relevant requirements of these NPSs and how these are addressed within the PEIR socio-economic assessment.

[1] It is noted that the Transport Decarbonisation Plan published by Department for Transport (DfT) on 14 July 2021 announced DfT's intention to review the NPS for National Networks in due course once demand patterns post-pandemic become clearer. It is understood DfT intends to commence the review by the end of 2021 and complete it by Spring 2023. In the interim and whilst the review is undertaken, DfT has confirmed the NPS for National Networks remains relevant government policy and has full force and effect for the purposes of the Planning Act 2008.

Table 16.2.1: Summary of NPS Information Relevant to this Chapter

Summary of NPS Requirement	How and Where Considered in the PEIR
Airports NPS and National Networks NPS	
When weighing the adverse impacts of a proposed development against its benefits, the Examining Authority and Secretary of State will take into account its potential benefits, including the facilitation of economic development (including job creation) as well as any measures to avoid, reduce or compensate for any adverse impacts (Airports NPS, Paragraph 4.4 and National Networks NPS: Paragraph 4.3)	This paragraph outlines general principles for how the socio-economic effects of the Project should be assessed. This chapter assesses both positive and negative socio-economic (including employment) effects associated with the Project, and other factors relevant to economic development, based on the assessment undertaken to date. The chapter also considers the potential effects on existing businesses and the community both during construction and operation. Other potential effects on local people are assessed within Chapters 8: Landscape, Townscape and Visual Resources, 13: Air Quality, 14: Noise and Vibration, 17: Health and Wellbeing and 18: Agricultural Land Use and Recreation. Mitigation measures are set out in each chapter.
Environmental, safety, social and economic benefits and adverse impacts should be considered at national, regional and local levels. These may be identified in the Airports NPS, or elsewhere. The Secretary of State will also have regard to the manner in which such benefits are secured, and the level of confidence in delivery (Airports NPS, Paragraph 4.5 and National Networks NPS: Paragraph 4.4).	
Airports NPS	
The Secretary of State will also consider whether the applicant has consulted on the details of a community compensation fund, including the source of revenue, size and duration of fund, eligibility, and how delivery will be ensured (Paragraph 5.252).	Gatwick currently operates an existing community fund through the Gatwick Airport Community Trust across the areas affected by the airport's operations, within Surrey, West Sussex, East Sussex and Kent. This is complemented by the Gatwick Foundation Fund which supports a range of community projects across Kent, Surrey and Sussex, and is managed by the individual Community Foundations. Further compensation proposals are currently under review in relation to impacts arising from the Project.

Summary of NPS Requirement	How and Where Considered in the PEIR
The Government expects the applicant to maximise the employment and skills opportunities for local residents, including apprenticeships (Paragraph 5.266).	This chapter considers the scale and type of direct employment associated with the Project both during construction and operation, and the approach to skills and training based on the assessment undertaken to date. The assessment is informed by the Outline Employment, Skills and Business Strategy (see Table 16.8.1) which is being developed for the Project that sets out an overarching strategy for how Gatwick will seek to enhance the skills, employment and training opportunities for both existing and new members of the labour market during construction and operation.
NPS for National Networks	
The economic case prepared for a transport business case will assess the economic, environmental and social impacts of a development. The information provided will be proportionate to the development (Paragraph 4.5).	The economic effects of the Project are assessed within Section 16.9 of this chapter.
Where appropriate applicants should seek to deliver improvements that reduce community severance and improve accessibility (Paragraph 3.22).	Community severance is considered within Chapter 12: Traffic and Transport and Chapter 17: Health and Wellbeing.

National Planning Policy Framework

16.2.7 The National Planning Policy Framework (NPPF) (Ministry of Housing, Communities and Local Government, 2021) sets out the overarching planning policy framework for development in England. The NPPF is based on the principle of sustainable development, which includes three core objectives related to the economy, society and the environment. The economic and social objectives of the NPPF are pertinent to assessing the socio-economic effects of the Project.

16.2.8 The economic objective is to build a strong, competitive economy (paragraph 8[a]), and therefore planning policies and decisions should help create the conditions in which businesses can invest, expand and adapt (paragraph 81). Accordingly, significant weight should be placed on the need to support economic growth and productivity. The economic role of airports is specifically recognised to the extent that planning policies should take into account their economic value in serving business, leisure, training and emergency service needs, and the Government's General Aviation Strategy (paragraph 106[f]).

16.2.9 The social objective emphasises the use of the planning system to support vibrant and healthy communities, by fostering a well-designed and safe built environment, with accessible services and open spaces that reflect current and future needs and support communities' health, social and cultural wellbeing (paragraph 8[b]). Accordingly, planning policies and decisions should aim to achieve healthy, inclusive and safe places that promote social interaction, are safe and accessible, and enable and support healthy lifestyles (including through the provision of green infrastructure) (paragraph 92).

Other Relevant National Planning Policy

National Planning Practice Guidance

16.2.10 The National Planning Practice Guidance (NPPG) (Ministry of Housing, Communities and Local Government, first published in 2016) Environmental Impact Assessment section (last updated in 2020) supports the NPPF and provides guidance across a range of topics.

Local Planning Policy

16.2.11 Gatwick Airport lies within the administrative area of Crawley Borough Council and adjacent to the boundaries of Mole Valley District Council to the north west, Reigate and Banstead Borough Council to the north east and Horsham District Council to the south west. The administrative area of Tandridge District Council is located approximately 1.9 km to the east of Gatwick Airport, while Mid Sussex District Council lies approximately 2 km to the south east. Gatwick Airport is located in the county of West Sussex and directly borders the county of Surrey.

16.2.12 The relevant local planning policies applicable to socio-economics based on the local study area for this assessment are listed in Table 16.2.2, with further detail provided in Appendix 16.2.1.

Table 16.2.2: Local Planning Policy

Administrative Area	Plan	Policy
Adopted Policy		
Crawley	Crawley 2030: Crawley Borough Local Plan 2030	GAT1: Development of the Airport with a Single Use Runway
		GAT4: Employment Uses at Gatwick
		EC1: Sustainable Economic Growth
Reigate and Banstead	Reigate and Banstead Local Plan: Core Strategy 2014	CS5: Valued People & Economic Development
		CS9: Gatwick
	Reigate and Banstead Local Plan Development Management Plan 2018-2027	HOR9: Land West of Balcombe Road
		EMP1 & 2: Principal & Local Employment Areas
		EMP5: Secure Local Skills & Jobs
Mole Valley	Mole Valley Core Strategy 2009	CS12: Sustainable Economic Development
	Mole Valley Local Plan 2000	E1 & E2: Employment
Horsham	Horsham District Planning Framework 2015	7: Economic Growth
		9: Economic Development
Tandridge	Tandridge District Core Strategy 2008	CSP22: The Economy
Mid Sussex	Mid Sussex District Plan 2014-2031	DP1: Sustainable Economic Development
	Mid Sussex Local Plan 2004	E1: Business
Emerging Policy		
Crawley		SD2: Enabling Healthy Lifestyles and Wellbeing

Administrative Area	Plan	Policy
	Submission Draft Crawley Borough Local Plan 2021-2037	OS1: Open Space, Sport and Recreation
		OS2: Provision of Open Space and Recreational Facilities
		OS3: Rights of Way and Access to the Countryside
		EC1: Sustainable Economic Growth
		EC2: Economic Growth in Main Employment Areas
		EC5: Employment and Skills Development
		EC6: High Quality Office Provision
		EC7: Hotel and Visitor Accommodation
		EC11: Employment Development and Residential Amenity
		EC13: Rural Economy
		GAT1: Development of the Airport with a Single Runway
		GAT2: Safeguarding for a Second Runway
		GAT3: Gatwick Airport Related Parking
		GAT4: Employment Uses at Gatwick
Horsham	Draft Horsham District Local Plan 2019-2036	Strategic Policy 6: Economic Growth
		Strategic Policy 7: Employment Development
		Strategic Policy 11: Tourism Facilities and Visitor Accommodation
Mole Valley	Future Mole Valley 2018-2033 Consultation Draft Local Plan	Policy EC1: Supporting the Economy
		Policy EC7: Leisure and Tourism
Tandridge	Our Local Plan 2033	TLP20: Supporting a Prosperous Economy

Other Relevant Documents

16.2.13 Other policy and strategy documents relevant to the socio-economic effects of the Project are summarised in Table 16.2.3.

Table 16.2.3: Other Documents

Summary of Other Relevant Policy
Coast to Capital Local Enterprise Partnership (LEP): Gatwick 360° Strategic Economic Plan 2018 – 2030 (2018)
The Coast to Capital Strategic Economic Plan states a vision to be the most dynamic non-city region in England, centred around Gatwick Airport. The Plan focuses on the role that Gatwick Airport plays in the region, describing it as an 'engine for growth' that gives the region a competitive advantage. **Business Infrastructure:** Priority 2: Develop business infrastructure and support. The area already benefits from a strong base to build from in terms of demand for business space that outstrips the supply. However, the ambition is to develop more flexible, high-quality, sustainable enterprise space, to remain attractive to existing businesses and the industries of the future. The LEP has stated that to achieve this goal they

Summary of Other Relevant Policy
will actively support the delivery of business space for the area, including statutory and market-led frameworks and incentives. **Skills:** Priority 4: Create skills for the future. The area is already one of the most skilled with 44.6% of people holding a degree-level qualification which sits at 6% above the national average. In order to maintain and improve the areas skill level the LEP aims to create a Coast to Capital Employment and Skills Board which will 'build strong partnerships between education and skills providers and employers and to ensure that delivery matches the changing requirements of industry, with a focus on STEM (science, technology, engineering and maths), digital and basic skills'. **Innovation:** Priority 5: Pioneer innovation in core strengths. The plan aims to utilise the innovative nature of the region as the South East of England is the third most innovative place in Europe. **Profile:** Priority 8: Build a strong national and international profile. There is an ambition to build a strong national and international profile, and through foreign direct investment and the visitor economy, the LEP believes that this can be achieved.
Coast to Capital LEP: Local Industrial Strategy Draft Economic Profile (2019a)
Coast to Capital LEP is in the process of developing a Local Industrial Strategy (LIS) and has published a Draft Economic Profile report to inform this. Relevant findings from this report are set out below: **Gatwick Diamond:** The Gatwick Diamond is an economic area comprising seven local authorities (Crawley, Horsham, Mid Sussex, Tandridge, Reigate & Banstead, Mole Valley and Epsom & Ewell). Key sectors in the Diamond include medical engineering, aerospace and service industries, particularly located at Manor Royal Business Park. However, businesses have reported difficulties recruiting for highly technical jobs, primarily due to the shortage of skills and no local higher education institution. The LEP report highlights that there is still significant potential for additional value to be added to the Coast to Capital region, with areas such as Thames Valley and Manchester managing to extract greater value and investment from their international airports. **Offices:** The Gatwick Diamond had an active office market between 2013 and 2018, with over 1,100 office lease deals and almost 400 sales being completed over the period. Office rents within the Gatwick Diamond in 2018 were some of the highest within the LEP area, with average rents exceeding £20 per sqft in Crawley, Reigate and Banstead, Mole Valley and Epsom and Ewell. In 2019, around 7% of office space was vacant within the Gatwick Diamond which was higher than in other parts of the LEP area such as Brighton and Hove and Croydon (1% and 4% respectively). **Industrial:** Demand for industrial floorspace within the Gatwick Diamond remains high with around 550 industrial leases signed and nearly 250 units sold between 2013 and 2018. Industrial rents in the Gatwick Diamond in 2018 were some of the highest within the LEP area with average rents exceeding £10 per sqft in Crawley, Reigate and Banstead, Mole Valley and Epsom and Ewell. The average industrial vacancy rate within the Gatwick Diamond

Summary of Other Relevant Policy
during 2019 was 7% which was higher than other parts of the LEP including Croydon and Chichester (3% and 4% respectively).
Coast to Capital LEP: Local Industrial Strategy Evidence Base Reports
Coast to Capital LEP is in the process of developing a Local Industrial Strategy (LIS) and has published a series of supporting evidence to inform the LIS. These include: **Urban Centres Research, LIS Evidence Base (2019b)** This evidence acknowledges the important role of the urban centres as drivers of the Coast to Capital economy, and the opportunity that the process of developing the Local Industrial Strategy presents in maintaining and enhancing their strength and competitiveness. The study concludes that the area around Gatwick Airport, including Crawley and Horley urban centres, and the north of Horsham, presents arguably the greatest opportunity for 'transformational' growth within Coast to Capital's urban centres. The study supports the delivery of the 'Gatwick City' aspiration that requires a long-term strategic focus, close working with government and cross boundary collaboration. **Skills and Labour Market Study (2019c)** The Skills Advisory Panel commissioned Hatch Regeneris to prepare the Skills and Labour Market Research which follows the structure set out in the Analytical Framework and Toolkit produced by Department for Education to analyse the current skills profile of the LEP areas and identify the skills challenges faced locally. The evidence suggests that Crawley together with Adur and Arun face educational attainment and access to higher education challenges. These areas have high concentration of education deprivation with large proportions of these areas in the top 20% most deprived nationally. Moreover, over 10% of businesses report a skills shortage, with demand for specialist skills and general "work readiness". Mid-level occupation roles such as associate and technical professions, skills trades and caring, leisure and other services are the hardest occupations for employers to fill. This reflects sector strengths in construction, manufacturing, visitor economy and transport. **Commercial Property Study, LIS Evidence Base (2019d)** The Gatwick Diamond Functional Market covers the administrative areas of Crawley, Epsom and Ewell, Horsham, Mid Sussex, Mole Valley, Reigate and Banstead and Tandridge. This area concentrates both industrial and office demand and according to the evidence Crawley is the "engine room" of this demand driven by Manor Royal Business Park and Gatwick Airport. In terms of office, the findings suggest that Gatwick Diamond has an undersupply of office space, although the average rents make commercial developments viable, highlighting the issue of constrained land. The study suggests that Gatwick Diamond concentrate demand for large office areas (1,000 sqm or above) with over 2,500 deals transacted across Gatwick Diamond between 2013 and 2018 period and the rental values at the level of £23-27/sq ft in Crawley suggest that these schemes are viable across the area. A large proportion of the transactions related to occupiers moving to higher quality premises enabling the overall stock to replenish itself either through refurbishment or redevelopment. Industrial space and particularly warehousing and distribution premises have seen a strong demand with very low availability and vacancy rates on good-quality stock. Demand for warehousing premises outweighs supply in Crawley. The evidence suggests that there is low stock of high-quality in general, which constrains the aspirations

Summary of Other Relevant Policy
and priorities for business growth. Evidence support clearly the rationale for new high-quality industrial space in the right locations.
Enterprise M3 LEP: Strategic Economic Plan (2018)
The LEP sets out five priorities for growth. 1) High-value sectors for a Globally Facing Economy. 2) Enterprise and Innovation for Scaling Up High Productivity SMEs. 3) Skills for a High-Value Growth Economy. 4) Connectivity for a 21st Century Advanced Digital and Low Carbon Economy. 5) Dynamic Communities and Sustainable Growth Corridors. The plan states a target for growth for the Enterprise M3 area up to 2030 of 4% Gross Value Added (GVA) growth per annum, using the above five main priorities of growth to deliver the targeted level of GVA growth. **Importance of airports:** The Enterprise M3 area benefits from great international connectivity being near the country's largest airports. One of the greatest benefits from this is the high-value international export sector of the region which represented £14.6 billion worth of goods in 2015.

16.3. Consultation and Engagement

16.3.1 In September 2019, GAL submitted a Scoping Report (Gal, 2019a) to the Planning Inspectorate, which described the scope and methodology for the technical studies being undertaken to provide an assessment of any likely significant effects and, where necessary, to determine suitable mitigation measures for the construction and operational phases of the Project. It also described those topics or sub-topics which are proposed to be scoped out of the EIA process and provided justification as to why the Project would not have the potential to give rise to significant environmental effects in these areas.

16.3.2 Following consultation with the statutory bodies, the Planning Inspectorate (on behalf of the Secretary of State) provided a Scoping Opinion on 11 October 2019 (Planning Inspectorate, 2019).

16.3.3 Key issues raised during the scoping process specific to socio-economics are listed in

16.3.4 Table 16.3.1 together with details of how these issues have been addressed within the PEIR.

Table 16.3.1: Summary of PINS Scoping Responses

Details	How/Where Addressed in PEIR
Planning Inspectorate	
The Inspectorate does not consider that sufficient information has been provided to demonstrate that an increase in worker numbers, during both construction and operation, would not affect the demand for housing and community infrastructure. The Inspectorate, therefore, does not agree that effects on	Potential effects on the population are included within the baseline (Section 16.6) and assessment (Section 16.9).

Details	How/Where Addressed in PEIR
population (including impacts on the housing supply) can be scoped out of the assessment (paragraph 4.10.1)	
The Proposed Development would potentially open new trading links and bring foreign direct investment (FDI) into the local economy. The proposed methodology for the assessment includes consideration of policy positions and socio-economic objectives of local and regional authorities. The Scoping Report does not explain the extent to which effects on FDI and trade account for the objectives at a local and regional authority level. On this basis, the Inspectorate considers that these matters should be assessed where relevant to that methodology (paragraph 4.10.2).	Some qualitative analysis of FDI and trade effects is included in the Oxera Economic Impact Report submitted alongside the PEIR (Oxera, 2021).
The Inspectorate assumes there must be some deviation of existing flight paths from flights departing the northern runway before they join existing routes. In addition, there will be an increase in the frequencies of flights along the existing flight paths. For this reason, the Inspectorate does not agree that the effects on property value can be scoped out of the assessment. The ES should assess any likely significant effects associated with the Proposed Development in relation to this matter (paragraph 4.10.3).	The issues of flightpath changes and their likely impacts are considered fully in Chapter 14: Noise and Vibration, together with the mitigation appropriate to address the assessed impacts in line with other airport applications for development consent. The PEIR, and subsequently the ES, will assess the potential impacts of noise to the residential properties in proximity; however, property values are primarily affected by other factors such as property characteristics, condition, size, location, neighbouring uses, comparable properties and the performance of the local market, which expand beyond the scope of the PEIR.
The local study area is stated to include areas falling within six local authorities. It is depicted in Figure 7.10.1; however, it is unclear if the local study area covers the entirety of these authorities. The local study area should be spatially defined and justified in greater detail in the ES (paragraph 4.10.4).	The local study area comprises areas within, but not the full entirety, of six local authorities. Further details are provided at paragraph 16.4.7and on the figures that accompany this chapter.
The temporal scope of the assessment is not explicitly set out in the Scoping Report. This should be clearly identified within the ES and made relevant to the assessment years (paragraph 4.10.5).	The temporal scope of the assessment is detailed within the key Project parameters that form the basis of the assessment (Section 16.7). This is based on the indicative phasing information included in Chapter 5: Project Description.
Table 7.10.2 confirms that economic effects would be assessed across the following study areas: local; labour market and five authority areas. The data collected to date and presented in the Scoping Report represent the local study area only. The Applicant should ensure that baseline	A review of baseline conditions for all of the assessment areas is set out in Section 16.6.

Details	How/Where Addressed in PEIR
characteristics of the wider socio-economic area are recorded to enable an assessment of effects to these areas (paragraph 4.10.6).	
The ES should set out details of economic projections applicable to the Proposed Development, which will inform the assessment as well as any assumptions or limitations with the projections and show how these relate to relevant projections for demographic and population change Paragraph 4.10.7).	Economic projections associated with the Project have been prepared and have been used to assess effects in terms of employment as detailed in Section 16.9. The future baseline (Section 16.6) includes details of forecast economic and demographic changes within the assessment area, which have been considered as part of the assessment of employment and labour market effects.
Employment at the airport could exacerbate a shortage of lower-skilled workers in the local area and have negative consequences on non-airport related employment sectors. This impact should be assessed within the ES. The ES should provide a breakdown of the numbers and types of jobs that would be created during both construction and operation (paragraph 4.10.8).	Breakdowns of the numbers and types of jobs for the construction and operational phases are highlighted in separate tables for each phase of the assessment in Section 16.9.
The Scoping Report states that receptor sensitivity will be based upon the criteria set out in Chapter 6. The definitions of receptor sensitivity set out in Table 6.2.1 are fairly generic and describe receptor importance, rarity, scale and the potential for substitution. It should be clear in the ES how these categories have been applied to socio-economic receptors (paragraph 4.10.9).	This is set out in Table 16.4.4. The main sensitive receptors for the employment and labour market effects are businesses; employees; labour supply; and the local, regional and wider economy. It is not possible to ascribe a 'value' to these receptors as sensitivity varies based on the capacity and ability to respond to change. Economies are dynamic and adaptive. However, individual businesses may be less so based on labour or physical accommodation needs. The main sensitive receptors for community and business disruption effects are the population and economy as influenced by resources and receptors as identified by other environmental effects which lead to socio-economic consequences (eg transport, land use and recreation, noise and air quality).
Effects on Gross Value Added (GVA) generated by additional jobs and additional local spend should be assessed in the ES where significant effects are likely to occur (paragraph 4.10.10).	See Section 16.9 for the GVA effects arising from the operational phase of the Project.

Details	How/Where Addressed in PEIR
The Applicant should have regard to indirect and induced impacts, eg to existing supply chains and employee expenditure. The ES should assess these impacts where a likely significant effect is anticipated to occur (paragraph 4.10.11).	See Section 16.9 for the indirect and induced effects arising from the operational phase of the Project. Further work will be undertaken for the final ES on these effects during the construction phase.

16.3.5 Key issues raised during consultation and engagement with interested parties specific to socio-economics are listed in Table 16.3.2, together with details of how these issues have been addressed within the PEIR.

Table 16.3.2: Summary of Consultation

Consultee	Date	Details	How/where addressed in PEIR
Socio-Economics and Employment Local Authority Topic Working Group			
Planning officers from neighbouring authorities	28 August 2019	The scope of the socio-economic assessment was presented to planning officers from neighbouring authorities along with work to date on other reports (eg airport-related employment land) that are linked to the Project. The purpose of the workshop was to help officers understand the nature of the assessment.	Detailed responses on the scope were not raised by stakeholders at the workshop, but are incorporated in the Scoping Opinion that was issued in October 2019.
Technical Officers Group Workshop			
Planning officers from authorities in the wider region	3 September 2019	The scope of socio-economic was presented to planning officers from authorities that are in the wider South East and London alongside the scope of other reports linked to the Project. The purpose of the workshop was to outline the nature of the assessment.	Detailed responses on the scope were not raised by stakeholders at the workshop, but are incorporated in the Scoping Opinion that was issued in October 2019.
Socio-Economics and Employment Local Authority Topic Working Group			
Planning officers from neighbouring authorities	30 January 2020	The preliminary findings of the assessment were presented prior to the project being suspended due to pandemic.	The feedback was considered when the project 're-started' and particularly when assessing the different impacts.
Socio Economics & Employment (incl. Health Impacts) Topic Working Group			
Planning officers from	3 August 2021	The preliminary findings of the assessment were presented.	Responses were taken into consideration on finalising the PEIR before submission. The

Consultee	Date	Details	How/where addressed in PEIR
neighbouring authorities			feedback did not impact on the initial findings or the methodology adopted.

16.4. Assessment Methodology

Relevant Guidance

16.4.1 The 2017 EIA Regulations identify population as a factor to be considered within the assessment process but do not provide definitive guidance on the approach, process or methodology to follow. The Airports NPS provides general guidance on the approach to considering the socio-economic effects of the Project, and this has informed the methodology that has been applied.

Scope of the Assessment

16.4.2 The scope of this PEIR has been developed in consultation with relevant statutory and non-statutory consultees as detailed in

16.4.3 Table 16.3.1 and Table 16.3.2. Overall, the assessment analyses the potential socio-economic effects of the Project on receptors in up to four separate study areas, depending on the nature of the effect being assessed. Effects are set out separately for the construction and operational phases across four assessment years (see Chapter 6: Approach to Environmental Assessment).

16.4.4 The assessment draws upon other environmental assessments, including Chapter 12: Traffic and Transport, Chapter 14: Noise and Vibration and Chapter 18: Agricultural Land Use and Recreation together with Chapter 17: Health and Wellbeing, together with the Economic impact of the northern runway project prepared by Oxera (2021), to inform the assessment of some socio-economic effects, namely business and resident disruption and displacement.

16.4.5 Taking into account the scoping and consultation process, Table 16.4.1 summarises the issues considered as part of this assessment.

Table 16.4.1: Issues Considered within the Assessment

Category	Effect	Impact	Study Area(s)	Receptor
Construction				
Economic	Employment	Temporary direct employment change	Local, labour market and five authorities' area	Business and commercial activity
	Supply chain	Temporary indirect employment change	Local, labour market and five authorities' area	Supply chain businesses and commercial activity

Category	Effect	Impact	Study Area(s)	Receptor
Labour Market	Labour market	Temporary apprenticeships, training opportunities and access to work	Local and labour market areas	Workforce and commuting patterns
Disruption	Business disruption	Access severance and environmental change	Site, local and labour market areas	Businesses and commercial activity
	Business displacement	Change of access to premises, car parking and land	Site, local and labour market areas	Businesses and commercial activity
	Resident disruption	Loss of access, journey time increases and severance from locations of employment	Local and labour market areas	Workforce and residents
Population	Population	Change in the local population related to the introduction of a temporary workforce	Local and labour market areas	Existing and new residents
	Housing	Change in the availability of housing relating to the introduction of a temporary workforce	Local and labour market areas	Existing and new residents
Community	Facilities and services	Viability, sustainability and accessibility to community infrastructure, recreational facilities and public space	Site and local areas	Existing and new residents
	Cohesion	Introduction of a temporary construction workforce	Site and local areas	Existing residents and community assets
Operation				
Economic	Employment	Permanent direct employment change	Local, labour market and five authorities' area	Business and commercial activity
	Supply chain	Permanent indirect employment change	Local, labour market and five authorities' area	Supply chain businesses and commercial activity
Labour Market	Labour market	Permanent apprenticeships, training opportunities and access to work	Local and labour market areas	Workforce and commuting patterns
Disruption	Business disruption	Change in access, journey times, labour access and the environment	Site, local and labour market areas	Businesses and commercial activity
	Business displacement	Change of access to premises, car parking and land	Site, local and labour market areas	Businesses and commercial activity
	Resident disruption	Change in journey times and access to locations of employment	Local and labour market areas	Workforce and residents

Category	Effect	Impact	Study Area(s)	Receptor
Population	Population	Change in the size of the local population	Local and labour market areas	Existing and new residents
	Housing	Change in the availability of housing	Local and labour market areas	Existing and new residents
Community	Facilities and Services	Viability, sustainability and accessibility to community infrastructure, recreational facilities and public spaces	Site and local areas	Existing and new residents
	Cohesion	Changes to community assets	Site and local areas	Existing residents and community assets

16.4.6 Effects which are not considered likely to be significant have been scoped out of the assessment. A summary of the effects scoped out are presented in Table 16.4.2.

Table 16.4.2: Issues Scoped Out of the Assessment

Issue	Justification
Foreign Direct Investment (FDI) and Trade	There is potentially a positive relationship between investment in transport infrastructure and FDI and trade. However, Government guidance (Department for Transport, 2020) notes that there is not sufficient evidence to quantify the impact of FDI, and as such does not currently provide guidance for the analysis of such impacts. In the absence of an established methodology and guidance, these impacts are scoped out of the assessment but are considered in qualitative terms in the Oxera Economic Impact Report (2021).
Property Value	The value of property is variable due to the multiple drivers that can influence residential and commercial property markets trends. Drivers such as macro-economic and market cycles, changes in Government fiscal policy and external events represent exogenous factors that may influence property values to varying degrees. Therefore, the effect on property values inside the Project site boundary is scoped out of the assessment. It is not considered that there are likely to be direct impacts on residential or commercial properties outside the Project site boundary due to the very limited change in flight paths and therefore the potential for effects to arise is limited. Environmental effects arising from these changes have been assessed and appropriate mitigation proposed.

Study Area

16.4.7 There is no standard method for defining study areas for socio-economic assessments, although consideration has been given to the NPPG advice in relation to identifying Functional Economic Market Areas (FEMAs), which are essentially the spatial geographies across which local economies and markets operate. The approach to defining the study areas has been influenced by the geographic extent of the area across which potentially significant effects on socio-economic receptors might reasonably be predicted to arise as a result of the Project, taking into account the differences in the nature and range of potential socio-economic effects generated by the Project. The study areas used for the different effects being assessed are presented in Figures 16.4.1 and 16.4.2 and consist of the following.

- Project Site Boundary – to capture impacts upon receptors that are located within the Project site. Airport users (ie airlines and customers) are not considered to be a receptor for the purposes of the socio-economic assessment.
- Local Study Area – the study area is defined using selected Office for National Statistics (ONS) 2011 Census output areas (Appendix 16.6.1, Table 1.1.1), which incorporate the whole of Crawley and parts of Horsham, Mid Sussex, Mole Valley, Reigate and Banstead and Tandridge. The selection of output areas is based upon a 'best fit' match of the urban area surrounding Gatwick Airport, incorporating the main towns of Crawley and Horley and some smaller settlements located near to the Project site boundary such as Charlwood and Hookwood. These settlements represent the areas where receptors are most likely to be affected by the Project during construction and operation and contain the majority of resources that may be accessed by new workers during the construction and operational phases of the Project.
- Labour Market Area – defined based on the application of the 75% commuting threshold used by the ONS for defining Travel-to-Work Areas (TTWAs) (ONS, 2016), using local authority boundaries. This has been defined using ONS 2011 Census Origin and Destination commuting data and Gatwick Airport's in-house passholder database (pre Covid-19 pandemic data). The labour market area represents the wider extent of where impacts linked to the economic and labour market effects of the Project may impact upon receptors, as this is the area from which Gatwick Airport currently draws the majority of its operational workforce and can be expected to in the future. The labour market area includes the following local authority areas: Crawley, Mole Valley, Reigate and Banstead, Croydon, Tandridge, Wealden, Lewes, Brighton and Hove, Mid Sussex, Horsham, Eastbourne, Adur, Worthing and Arun. Some parts of the labour market area also fall within the South Downs National Park Authority.
- Five Authorities Area – this area reflects where the widest socio-economic effects of the Project could impact on receptors. The area aligns with the 'five authorities' area contained in the Oxera Economic Impact Report (2021) which is one of the other technical reports prepared for the Project and has been used to inform the assessment of socio-economic effects in this chapter. The five authorities' area comprises the County areas of East Sussex, West Sussex, Surrey, Kent and Brighton & Hove (unitary authority).

16.4.8 The study areas are cumulative, so the wider areas incorporate the smaller areas. The study areas are used for assessing socio-economic effects during the construction and operational phases of the Project in each of the four-time periods included within the assessment section of this chapter, namely the initial construction phase (2024 – 2029), first full year of opening (2029), interim assessment year (2032) and design year (2038).

Methodology for Baseline Studies

Desk Study

16.4.9 A desk study has been undertaken to identify the existing and future socio-economic conditions within each of the study areas. The latest available data from each source has been used, which in most cases includes data up to Q1 2020 (ie the last data point which reflects a pre-Covid position). Depending on the specific data source and the frequency of its reporting, data from 2019 is also referenced in some to reflect the pre-Covid baseline position.

16.4.10 The main data sources used for the study (for which full references are given at the end of this Chapter under Section 16.14 References) are as follows.

- Cambridge Econometrics (2021), (see further details in Appendix 16.6.2).
- Crawley Borough Council (2021b) Leisure and Culture Facilities.
- Department for Education (2021).
- Ministry of Housing, Communities and Local Government (MHCLG, 2019a) Indices of Multiple Deprivation.
- MHCLG (2019b) Live Tables on Dwelling Stock.
- National Fire Chiefs Council (2021).
- NHS (2020) General Practice Workforce.
- NHS (2021) Services Search Portal.
- ONS (2020a) Annual Population Survey.
- ONS (2020b) Annual Survey of Hours and Earnings.
- ONS (2020c) Business Register and Employment Survey.
- ONS Census (2011).
- ONS (2020d) House Price Statistics.
- ONS (2018a) Housing Affordability for Middle Super Output Areas.
- ONS (2020e) Housing Affordability Ratios.
- ONS (2021) Jobseekers Allowance.
- ONS (2020f) Mid-Year Population Estimates.
- ONS (2018b) Sub-National Population Projections.
- ONS (2016) Travel-to-work Areas.
- ONS (2020g) UK Business Counts.
- Ordnance Survey (2021).
- Police UK Police Station Finder (2021).
- Sport England (2021).
- Surrey County Council (2021).
- West Sussex County Council (2021).
- Yell (2021).

16.4.11 Within these data sources, specific tables referred to are included under the notes of each table in Appendix 16.6.1.

16.4.12 A range of further sources have been consulted in respect of social and community infrastructure provision as part of the desk study. These sources are listed under the applicable tables and the reference section of Appendix 16.6.1.

16.4.13 In addition, a number of technical outputs prepared for the Project have informed the approach and assessment, including the following.

- Forecasts of direct employment numbers for the Project, produced by ICF, that accompany the Gatwick Airport Masterplan (Gatwick Airport Limited, 2019b).
- The Economic Impact Report for the Project, produced by Oxera (2021).
- Assessment of Population and Housing Effects, produced by Lichfields (Appendix 16.6.2).

Site-Specific Surveys

16.4.14 No site-specific surveys have been directly undertaken for this chapter. The chapter draws upon site-specific surveys from other chapters including Chapter 18: Agricultural Land Use and Recreation.

Assessment Criteria and Assignment of Significance

16.4.15 There is no UK legislation or government guidance that specifies the detailed content required for socio-economic assessments or applicable standards and thresholds for the assessment of the significance of effects.

16.4.16 The significance of an effect is determined based on the sensitivity of a receptor and the magnitude of an impact. This section describes the criteria applied in this chapter to characterise the sensitivity of receptors and the magnitude of potential impacts. The terms used to define magnitude and sensitivity are based on and have been adapted from those used in the Design Manual for Roads and Bridges (DMRB) methodology (Highways England *et al*., 2020), which is described in further detail in Chapter 6: Approach to Environmental Assessment.

16.4.17 Sensitivity is broadly the capacity of the relevant receptor to absorb or respond to the effect, which may be influenced by the geographical extent of the receptor, and the context of the effect in terms of recent rates of change. The main sensitive receptors for the socio-economic assessment are population and the labour market, local businesses and community, and the local and regional economy. It is not possible to ascribe a single 'value' to each of these receptors. The assessment, therefore, focuses on the sensitivity of each receptor and, in particular, on their capacity and ability to respond to change (eg by substitution through alternative activities).

16.4.18 Where socio-economic effects are determined in relation to the impacts considered in another PEIR chapter (eg disruption arising from traffic impacts identified in Chapter 12: Traffic and Transport), the scale and magnitude of the corresponding socio-economic impact is assumed to be the same as that in the other assessment.

Receptor Sensitivity/Value

16.4.19 The criteria for defining sensitivity for socio-economic receptors are outlined in Table 16.4.3 below.

Table 16.4.3: Sensitivity Criteria

Sensitivity	Definition
Very High	Where a receptor has very limited ability to respond to change and therefore very limited potential for substitution[2].
High	Where a receptor has limited ability to respond to change and therefore limited potential for substitution.
Medium	Where a receptor has some ability to respond to change and therefore some potential for substitution.
Low	Where a receptor is particularly responsive to change with potential for substitution without substantial effects on existing status.
Negligible	Where a receptor is dynamic to the extent that the existing status is characterised by continuous change and ongoing substitution.

[2] Substitution generally refers to the ability and extent to which a receptor can be partly or fully replaced, or an alternative provided. For example, loss of public open space could be substituted with similar public open space in a location nearby .

Magnitude of Impact

16.4.20 The magnitude of potential impacts is benchmarked against the sensitivity of the receptor using quantitative information where possible or a qualitative assessment based on professional judgement. The criteria for defining magnitude for socio-economic impacts are outlined in Table 16.4.4 below.

Table 16.4.4: Impact Magnitude Criteria

Magnitude of Impact	Definition
High	Loss of resource and/or quality and integrity of resource; severe damage to key characteristics, features or elements (Adverse).
	Large scale or major improvement of resource quality; extensive restoration or enhancement; major improvement of attribute quality (Beneficial).
Medium	Loss of resource, but not adversely affecting the integrity; partial loss of/damage to key characteristics, features or elements (Adverse).
	Benefit to, or addition of, key characteristics, features or elements; improvement of attribute quality (Beneficial).
Low	Some measurable change in attributes, quality or vulnerability; minor loss of, or alteration to, one (maybe more) key characteristics, features or elements (Adverse).
	Minor benefit to, or addition of, one (maybe more) key characteristics, features or elements; some beneficial impact on attribute or a reduced risk of negative impact occurring (Beneficial).
Negligible	Very minor loss or detrimental alteration to one or more characteristics, features or elements (Adverse).
	Very minor benefit to or positive addition of one or more characteristics, features or elements (Beneficial).
No Change	No loss or alteration of characteristics, features or elements; no observable impact in either direction.

Significance of Effect

16.4.21 The significance of the effect upon socio-economics has been determined by taking into account the sensitivity of the receptor and the magnitude of the impact. The method employed for this assessment is presented in Table 16.4.5. Where a range of significance levels is presented, the final assessment for each effect is based upon professional judgement.

16.4.22 In all cases, the evaluation of receptor sensitivity, impact magnitude and significance of effect has been informed by professional judgement and is underpinned by the narrative to explain the conclusions reached.

16.4.23 For the purpose of this assessment, any effects with a significance level of minor or less are not considered to be significant in terms of the EIA Regulations.

Table 16.4.5: Assessment Matrix

Sensitivity	Magnitude of Impact				
	No Change	Negligible	Low	Medium	High
Negligible	No change	Negligible	Negligible or Minor	Negligible or Minor	Minor
Low	No change	Negligible or Minor	Negligible or Minor	Minor	Minor or Moderate
Medium	No change	Negligible or Minor	Minor	Moderate	Moderate or Major
High	No change	Minor	Minor or Moderate	Moderate or Major	Major or Substantial
Very High	No change	Minor	Moderate or Major	Major or Substantial	Substantial

16.4.24 A description of the significance levels is provided below.

- Substantial: Only adverse effects are normally assigned this level of significance. They represent key factors in the decision-making process. These effects are generally, but not exclusively, associated features of international, national or regional importance that are likely to suffer a most damaging impact and loss of resource integrity. However, a major change of local importance may also enter this category.
- Major: These beneficial or adverse effects are considered to be very important considerations and are likely to be material in the decision-making process.
- Moderate: These beneficial or adverse effects may be important but are not likely to be key decision-making factors. The cumulative effects of such factors may influence decision-making if they lead to an increase in the overall adverse effect on a particular resource or receptor.
- Minor: These beneficial or adverse effects may be raised as local factors. They are unlikely to be critical in the decision-making process but are important in enhancing the subsequent design of the Project.
- Negligible: No effects or those that are beneath levels of perception, within normal bounds of variation or within the margin of forecasting error.

16.5. Assumptions and Limitations of the Assessment

16.5.1 This chapter represents a desk-based study of existing and future baseline conditions and is a fixed point-in-time assessment which is liable to change in the future as the sources are refreshed, updated or replaced with new measures of the same conditions. For example, some ONS data (such as the Annual Population Survey) is updated quarterly, other ONS data annually (such Mid-Year Population Estimates) and some datasets less often (such as the Census, which takes place every 10 years). Most data referred to in this chapter was obtained in March and April 2021, however 2019 position is also presented for consistency purposes.

16.5.2 On this basis and in line to the approach adopted in this PEIR, the baseline analysis of this chapter presents a pre-pandemic position. This is considered an appropriate baseline for the assessment that is likely to be more representative of socio-economic conditions in the longer-term as opposed to the use of specific data points associated with the period of the Covid-19 pandemic when there was significant disruption to the economy and labour market. As explained in detail in section 2 of Appendix 4.3.1, the Covid-19 pandemic is expected to have a limited influence on the Project as the effects of the pandemic are expected to have fully subsided by 2029 (the Project's 'opening year').

16.5.3 Some data sources referred to in this chapter are available at all statistical geographies (ie from a national to an Output Area (OA) level). This is the case for most Census data and some annual data, such as population estimates. However, many datasets are not available down to this level, instead being limited mostly to local authority (district/unitary) level and in some cases down to Middle or Lower Super Output Area (MSOA/LSOA) level. Because the local study area is defined using OAs, some data is not available for the exact geography of the local study area. Where this is the case, a 'best-fit' of MSOAs or LSOAs to the local study area is used, depending on which geography is available for the dataset in question. Where a best-fit of MSOAs or LSOAs is used this is noted in the 'notes' for each table in Appendix 16.6.1 and in footnotes throughout this chapter.

16.5.4 The assessment presented in Section 16.9 below has been based on the construction phasing presented in Table 16.7.1 (further details are provided in Chapter 5: Project Description), with a project design year of 2038. It should be noted that other assessments within this PEIR (such as Chapter 12: Traffic and Transport) that follow the requirements of the Design Manual for Roads and Bridges (DMRB) requirements additionally consider post-completion effects in 2047.

16.5.5 The findings of this assessment are preliminary at this stage and may require updating for the ES. However, no specific assumptions or limitations have been identified in the preparation of this chapter that would prevent an assessment of the potential effects being made.

16.6. Baseline Environment

Current Baseline Conditions

Demographics and Labour Market Profile

Population

16.6.1 The local study area, labour market area and five authorities' area have all seen population growth of similar rates in recent years, all exceeding the national average. The local study area has seen an increase in its total population of 6.7%, growing from 140,798 residents in 2011 to 150,244 in 2019. Over the same period the population of the labour market area has grown by 6.4% and the five authorities' area has grown by 6.6%. This compares with national average growth rate of 6.0% (ONS, 2020f) (see Appendix 16.1.1 Table 2.1.1).

16.6.2 The local study area has a younger population than the wider areas, with 21.4% of residents being age 0-15 as of 2019, compared with just under 19% in the wider areas. The local study area has seen significant growth in the number of people age 0-15, which has increased by 14.0% since 2011; this is higher than the labour market area (where the number of 0-15 year olds has grown 6.9%), the five authorities' area (7.5%) and England as a whole (7.8%).

16.6.3 For working age people (aged 16-64) and the elderly (aged 65+) trends have been similar across all three areas (local study area, labour market area and five authorities' area). Across all three areas the working age population (aged 16-64) has seen the least growth, at around 3% or slightly lower. Still, growth in the working age population in all areas slightly exceeds the average for England where the number of 16-64 years old has increased by only 2.2% in the 2011 to 2019 period.

16.6.4 Similarly, all three areas have seen the fastest growth in over 65s between 2011 and 2019. In the local study area the number of over 65s has increased by 17.3%, in the labour market area 17.6% and in the five authorities' area 18.3%. This is in line with wider trends towards ageing; nationally the number of over 65s has increased by 18.6% between 2011 and 2019.

16.6.5 In 2011, the local study area population of 140,798 people amounted to 7.1% of the total population of the labour market area (1,986,188 people) and 3.3% of the five authorities' area total population (4,210,913 people). As of 2019, the proportion of each area that the local study area represents remains unchanged, with the local area now representing 150,244 residents out of 2,113,056 in the labour market area and out of 4,489,665 in the five authorities area.

16.6.6 The five authorities' area represented 7.9% of England's population in 2011 (4,210,913 out of 53,107,169 people); this has since increased marginally to 8.0% in 2019 (4,489,886 out of 56,286,961 people).

16.6.7 Further details on the population in the study areas are available in Appendix 16.6.1 (Table 2.1.1) and Appendix 16.6.2.

Ethnicity and Religion

16.6.8 The local study area is more diverse in terms of ethnic groups and religion compared with the labour market area or five authorities' area. In the local study area 83.1% of residents identify themselves as 'white' compared with 86.1% in the labour market area and 92.8% in the five authorities' area (ONS, 2011). This is shown in Appendix 16.6.1, Table 2.1.2. The local study area has a notably higher proportion of residents who identify themselves as Asian/Asian British (at 10.7%) compared with the wider area's equivalents (5.8% for the labour market area and 3.8% for the five authorities' area).

16.6.9 Similarly, the local study area has a higher proportion of residents who identify themselves as having a religion (67.1% compared with 64.1% in the labour market area and 64.8% in the five authorities' area) but a lesser proportion who report their religion as Christian. This is shown in Appendix 16.6.1, Table 2.1.3. Religions which are notably higher in the local study area are Hinduism (3.7%, compared with 1.7% in the labour market are and 0.9% in the five authorities' area) and Islam (5.8%, compared with 2.7% and 1.5% respectively).

Economic Activity and Unemployment

16.6.10 The 2011 Census provides the last dataset for which comparable information on economic activity is available for the local study area and the wider areas. At the time of the 2011 Census, 70.5% of residents aged 16 and over in the local study area were economically active (ONS, 2011), of which, 93.8% were in employment and 6.2% were unemployed. At the same time, economic activity rates were much lower across the labour market area and five authorities' area, where only 64.5% and 63.6% of residents age over 16 were economically active respectively and this is likely to reflect the fact that these areas have older age profiles than the study area (hence, of its over 16 population, a higher percentage will be economically inactive due to being retired) (see Appendix 16.6.1. Table 2.1.4).

16.6.11 Having a younger age profile than the labour market area or five authorities' area explains partly why the local study area has a higher economic activity rate (looking at all residents age 16 and over). However, looking specifically at working age economic activity (ie those aged 16 to 64) shows that in the study area a higher percentage are economically active (82.5%) compared with either of the wider areas (79.3% in the labour market area and 78.9% in the five authorities' area). This indicates that in the wider areas more working age people are inactive (this inactivity could be due to being in full-time education, looking after the home/family, being long-term ill/disabled or another reason) compared with the local study area.

16.6.12 More up-to-date information on economic activity and unemployment is available from ONS in its Annual Population Survey (APS), but only at a local authority level (ie only for the labour market area and five authorities area). This suggests the economic activity amongst working age residents has increased slightly in both areas since the 2011 Census with the labour market area now having an economic activity rate amongst 16-64 year olds of 82.0% (in the year October 2019 to September 2020) and the five authorities' area 82.3% (see Appendix 16.6.1 Table 2.1.4) (ONS, 2020a). However, it should be noted that the APS is a survey and therefore is subject to a much greater margin of error than the Census (where the margin of error is deemed to be minimal given it is intended to cover the whole population).

16.6.13 The Census showed that as of 2011 the rate of unemployment across economically active people aged 16-64 in the local study area, labour market area and five authorities' area were all in the region of 6%. This was lower than the national average at the time of 7.6%; a relatively high rate due to being in the aftermath of the 2008 recession. More recent figures suggest unemployment rates across working age people have fallen since 2011, with 3.1% of economically active 16-64 year olds in the labour market area being unemployed in the year to December 2019 and a comparable rate of 3.2% across the five authorities' area.

16.6.14 A detailed overview of economic activity in the local study area at the time of the 2011 Census is shown in Figure 16.6.1, based on lower super output areas (LSOAs). This shows that economic activity was generally high across most of Horley and in certain parts of Crawley, such as in the Maidenbower area. More up-to-date information for the labour market area and five authorities' area for the periods January-December 2019 to October 2019-September 2020 is shown in Appendix 16.6.1 Table 2.1.4. This shows that economic activity rates for those age 16 and over in the labour market area was 65.0% in the year January-December 2019 and has been fairly stable at c.65% since (including in the year to September 2020). For those age 16-64 the economic activity rate in the labour market area was 81.4% in January-December 2019 and has since been stable at c.82%. Economic activity rates in the five authorities' area have been similarly stable over the 2019 period (and into 2020) with c.65% of 16 and overs and c.82% of 16-64 year olds being economically active.

16.6.15 The most recent economic activity rates for local authorities in the labour market area are shown inset in Figure 16.6.1. It shows that despite there being pockets of low economic activity rates in Crawley (at the time of the Census), the borough as a whole has the third highest economic activity rate amongst working age residents (16-64) in the labour market area as of 2020, with 85.0% of residents being economically active. This compares with 87.5% in Adur (where economic activity is the highest) and 85.3% in Mole Valley. Economic activity amongst working age residents is lowest in Eastbourne (77.2%) and Arun (78.7%) (ONS, 2020a).

16.6.16 Further and more recent data on economic activity and employment is available in Appendix 16.6.1, Table 2.1.4.

Jobseekers Allowance Claimants

16.6.17 ONS Jobseekers Allowance (ONS, 2021) data shows that the number of residents in the local study area[3] claiming jobseekers allowance had fallen from 410 in January 2019 to 285 in March 2020. This pattern is similar in the labour market area (falling from 4,510 to 2,915 claimants in the same period) and five authorities' area (12,645 to 7,110 claimants). This mirrors the national trend, which saw the number of jobseekers had fallen from 247,000 in January 2019 to 137,000 in March 2020.

16.6.18 Additional details on those claiming jobseekers allowance are presented in Appendix 16.6.1 Tables 2.1.5 and 2.1.6.

Occupations

16.6.19 The Census shows the occupation of residents in the local study area is more skewed towards services and other elementary occupations and less towards managerial and professional roles when compared with the labour market area and five authorities' area. In 2011, 35.3% of employed residents in the local study area held occupations in Standard Occupational Classifications (SOC) 1-3; this represents those comprising managers, directors and senior officials; professional occupations; associate professional and technical occupations (ONS, 2011). This compares with 44.9% across the labour market area and 44.7% across the five authorities' area at the same time (see Appendix 16.6.1 Table 2.1.7).

16.6.20 A breakdown of those holding occupations in SOC groups 1-3 within the local study area by LSOA is shown in Figure 16.6.2, which shows that the proportion is notably higher in Horley than in Crawley. In many parts of Crawley town there are areas where fewer than 25% of residents hold an occupation in groups 1-3. Figure 16.6.2 also shows the proportion holding occupations in groups 1-3 in each authority in the labour market area as of 2020; this shows Crawley has the lowest rate in the labour market area at 39.9%. The highest proportion of residents working in these occupations is found in Brighton and Hove (60.4%) (ONS, 2020a).

16.6.21 Consequently, in the local study area 30.3% of residents held occupations in SOC groups 7-9 as of 2011, comprising sales and customer service occupations; process, plant and machine operatives; elementary occupations. This is higher than the labour market area (22.0% at the time of the Census) and five authorities' area (22.6%). Figure 16.6.3 shows a local breakdown of the proportion of residents in SOC group 7-9 occupations as of 2011; this mirrors Figure 16.6.2, showing that in many areas in/around Crawley town centre the proportion of residents holding occupations in SOC group 7-9 is in excess of 35%. Figure 16.6.3 also shows local authority figures for the labour market area as of 2020; the highest rate is found in Arun (23.2%), with Crawley ranking 5th at 17.0% (ONS, 2020a).

16.6.22 Additional details on occupations in the local study area, labour market area and five authorities' area are given in Appendix 16.6.1 Table 2.1.7.

Qualifications

16.6.23 The nature of residents' occupation in the local study area is also reflected in the qualification level of those living in the study area. Of working age (16-64) adults in the local study area the 2011 Census shows that 24.2% are educated to equivalent National Vocational Qualifications

[3] Based on a best-fit of LSOAs to the local study area.

(NVQ) level four or higher (eg higher national certificate or higher) with 12.7% carrying no qualifications (ONS, 2011). At the same time, in the labour market area 33.1% held NVQ Level 4+ qualifications and only 11.3% held no qualifications. The picture was similar at across the five authorities' area with 31.8% holding NVQ Level 4+ qualifications and 12.0% holding no qualifications. This is shown in Table 2.1.8 of Appendix 16.6.1.

16.6.24 The most recent data (ONS, 2020a) suggests that education of the working age population across the labour market area and five authorities' areas as a whole is increasing. By the year to December 2019[4] the proportion of working age adults in the labour market area with no qualifications had fallen to 5.4% (compared with 11.3% recorded in the 2011 Census) and in the five authorities' area this had fallen to 6.1% (compared with 12.0% at the time of the 2011 Census). This is likely due (at least in part) to the cohort effect – those who were age 55-64 at the time of the 2011 Census no longer form part of the working age cohort and have been 'replaced' with those in their early-mid 20s (who were below age 16 at the time of the 2011 Census) who are much more likely to be educated to NVQ Level 4+.

16.6.25 Figures 16.6.4 and 16.6.5 show qualifications of working age people in the local study area (at 2011) and the labour market area (at 2020). They show that within the local study area residents living in Horley and to the east of Crawley are more likely to be educated to higher levels, with areas in the south-west of Crawley most likely to hold no qualifications (or NVQ Level 1 only). Despite Crawley having the second lowest rate of residents' education to NVQ Level 4+ as of 2020 (with 53.7% of residents educated to this level (ONS, 2020a)) Crawley also has the third lowest level of residents with no qualifications of NVQ Level 1 (11.0%). This illustrates that a notably high proportion of residents are educated to some degree, even if not educated to Level 4+; 35.4% of residents in Crawley (the highest in the labour market area) hold qualifications from NVQ Levels 2-3, which includes GCSEs (A*-C), Level 2 certificates/diplomas/awards, A Levels and advanced apprenticeships.

16.6.26 Reflecting the high proportion of residents working in professional occupations, Brighton and Hove has the highest educated working age population in the labour market area with 75.7% of residents holding NVQ Level 4+ qualifications. The rate is similar in Mole Valley, at 74.2%.

16.6.27 Additional details on qualifications in the local study area, labour market area and five authorities' area are given in Appendix 16.6.1 Table 2.1.8.

Earnings

16.6.28 Workplace earnings (the earnings of those who work in an area, ie earnings associated with jobs in an area) are lower than resident earnings (the earnings of those who live in an area) across the labour market area and five authorities' area as of 2020 (ONS, 2020b). This suggests that those who live in these areas generally commute out of the area to better paid jobs elsewhere – most likely to be London.

16.6.29 Whilst current trends suggest a pattern of out-commuting to higher paid jobs, this may change in the future as workplace earnings across both areas have been growing at higher rates than

[4] Whilst data on qualifications was obtained from the Annual Population Survey in April 2021 (and the majority of APS data was available up to September 2019 at that point) recent data on qualifications was missing and therefore the latest data point available was the year January to December 2019.

resident earnings. If this trend continues it is possible that workplace earnings could catch-up to (or exceed) resident earnings.

16.6.30 Average median resident earnings of the constituent authorities in the labour market area as of 2020 are £497.57 (gross, weekly earnings for all workers) which represents a 14.1% increase over the last 10 years (since 2010). The five authorities' area saw a marginally higher level of increase, of 14.7% with earnings of £503.53 as of 2020. Over the same period however, workplace earnings in the labour market area increased by 19.2%, from £393.28 in 2010 to £468.70 as of 2020. The five authorities saw a slightly lesser increase (although still exceeding that of its resident earnings) of 18.0%, from £393.58 to £464.87).

16.6.31 Additional details of earnings for the labour market area and five authorities' area are given in Appendix 16.6.1 Table 2.1.9.

Deprivation

16.6.32 The Indices of Multiple Deprivation (IMD) measures deprivation across neighbourhoods nationally across seven domains; income, employment, education, health, crime, barriers to housing and services and living environment. Figure 16.6.6 indicates that the areas with the highest levels of deprivation (being ranking in the top 30% most deprived areas nationally) in the local study area are in the south west of Crawley (Southgate and Broadfield areas), with the least deprived areas located in the eastern half of Crawley (Pound Hill, Maidenbower) and in the northern parts of Horley (MHCLG, 2019a). Areas of high deprivation broadly correspond where economic activity amongst working age residents is lower, a higher proportion of residents hold occupations in SOC groups 7-9 and where education levels are lower.

16.6.33 Looking across the wider labour market area shows that most districts suffer with deprivation to some degree; this is typically (but not exclusively) focused in urban areas, particularly in Croydon and parts of Brighton and Hove.

Employment

16.6.34 The ONS Business Register and Employment Survey dataset (ONS, 2020c) shows there are an estimated 111,000 jobs in the local study area[5] as of 2019 (see Appendix 16.6.1, Table 2.1.10). This represents 12.4% of jobs in the labour market area, based on the BRES estimate of 895,000 jobs[6] as of 2019. Jobs in the transport and storage sector make up a significant proportion of jobs in the local study area; 22.5% as of 2019 (see Appendix 16.6.1, Table 2.1.11 for a full breakdown of jobs by industry in the local study area from 2015 to 2019). A significant proportion of jobs are also in the business administration and support services sectors, representing 14.4% of all jobs in the local study area.

16.6.35 In the labour market area, Cambridge Econometrics (CE, 2021) estimates there were 1,033,020 jobs as of 2020, an increase of 86,089 (9.1%) over the previous 10 years (ie from 2010 to 2020). However, the change in jobs shown in CE's forecast over the 2019-20 year is -22,367; a decline of 2.1% in this single year (see Appendix 16.6.1 Table 2.1.10). This is most likely due to the impacts of the Covid-19 pandemic and the impact of the UK leaving the European Union. Notable sectors which saw a decline in jobs between 2019 and 2020 in CE's forecast in the labour market

[5] Based on a best-fit of LSOAs to the local study area.
[6] Note the BRES estimate of jobs in the labour market area as of 2019 (895,000) differs to the estimate of jobs from the Cambridge Econometrics Forecast (March 2021) which indicates there were 943,000 jobs in the labour market area in 2019. This difference is due to the different methodologies and data sources used in each dataset.

area are agriculture (from 9,214 to 7,207 jobs), transport and storage (58,842 to 54,911), accommodation and food services (76,650 to 71,617 jobs) and financial and business services (237,850 to 223,837 jobs); this is shown in Appendix 16.6.1, Table 2.1.12.

16.6.36 Despite a decline in the number of jobs in the labour market area of 2.1% in 2019-20, CE forecasts modest growth averaging 0.4% per year (ranging from 0.3% to 0.7%) from 2020 onwards. Further information on the CE forecasts and their potential implications (in terms of housing need across the study area, which includes the labour market area) is set out in Appendix 16.6.2, Sections 3.2 and 3.3.

16.6.37 The rate of job growth in the five authorities' area has slightly outpaced that seen in the labour market area; over the 2010-20 period job growth was 10.0% in the five authorities' area (compared with 9.1% in the labour market area). There are similarities in trends between the two areas, however, over the 2009-19 period job growth in both areas was 13.7%. The split of jobs by industry is also broadly similar between the labour market area and five authorities' area, as shown in Appendix 16.6.1 Table 2.1.12.

16.6.38 Full details of employment including a breakdown by industry for the local study area, labour market area and five authorities' area are shown in Appendix 16.6.1, Tables 2.1.10, 2.1.11 and 2.1.12.

Commuting

16.6.39 Crawley (and Gatwick Airport) sits broadly central in the Crawley travel-to-work area (TTWA) (ONS, 2016). TTWAs represent broadly self-contained areas within which people typically live and work[7] and the Crawley TTWA extends north to the M25, south to Haywards Heath and Burgess Hill and west covering much of Horsham district.

16.6.40 The largest flows of workers commuting in the Project Site Boundary[8] in 2011 originate in the areas that are located nearest as shown in Figure 16.6.7 (ONS, 2011). This includes most of Crawley, Horley, and parts of Horsham, Mid Sussex and Mole Valley. Of all those travelling to work in the Project Site Boundary 39.3% originate within the local study area and 83.2% originate in the labour market area. Beyond the labour market area, long-distance commuters to the Project Site Boundary typically come from London, with commuters from the labour market area and London accounting for 89.9% of all commuters into the Project Site Boundary (ONS, 2011).

16.6.41 Analysis of Gatwick Airport's passholder database (passholders as of 2019) broadly aligns with 2011 Census findings, as shown in Figure 16.6.8.

Method of Travel to Work

16.6.42 Census data indicates that within the local study area the most common method of travelling to work for those age 16 and over who were in employment was by car or van (61.4% as a driver plus a further 4.8% as a passenger) (ONS, 2011). This rate of car usage is higher than the labour market area (53.1% as driver, 4.0% as passenger) and five authorities' area (58.9% and 4.5% respectively). The rate of people working from home was also lower in the local study area (3.7% compared to 6.7% in the labour market area and 6.9% in the five authorities' area). It is

[7] In addition to having self-containment criteria, TTWAs are also subject to other criteria such as minimum economically active population, and where this minimum cannot be met self-containment criteria may be adjusted. Alternative TTWA definitions are available based on varying criteria.
[8] Based on a best fit of Output Areas to the Project Site Boundary.

reasonable to expect there to have been a significant change in working patterns as a result of the Covid-19 pandemic particularly in jobs which are less reliant on face-to-face contact, although it is known that the local study area contains a significant proportion of jobs where such working is unlikely to be possible (for example in the transport and storage sectors and hospitality sectors).

16.6.43 Looking at more sustainable methods (public transport, bicycle and walking) shows a mixed picture in the local study area when compared with wider averages. For example, more people commute via bus (or minibus or coach) in the local study area than the labour market or five authorities' areas (9.0% compared with 7.0% and 4.2% respectively). However fewer people travel to work by train or on foot. The proportion cycling to work is broadly the same across all areas, at around 2.5%. A full breakdown of the method of travel to work across the areas is shown in Appendix 16.6.1, Table 2.1.13.

Household Accommodation

16.6.44 At the time of the Census there were 57,531 dwellings in the local area accommodating 57,560 household spaces[9] (ONS, 2011). Of these household spaces 98.0% were occupied (had at least one usual resident) and 2.0% were vacant. This is shown in Appendix 16.6.1, Table 2.1.14. This vacancy rate is lower than the labour market area (3.5%) and five authorities' area (4.3%), likely to be because the wider areas incorporate a number of areas where rates of second home ownership and buy-to-let accommodation are high (eg in coastal areas).

16.6.45 The local study area has a smaller housing stock compared with the labour market area and five authorities' area, reflecting the urban nature of Crawley and Horley. For example, 18.7% of homes are detached in the local study area compared with 24.7% in the labour market area and 28.0% in the five authorities' area. Similarly, 35.0% of homes in the local study area are terraced compared with 20.6% across the labour market and five authorities' areas. For flats, the proportion of homes which are purpose-built flats in the local study area is 20.7%, which is similar to the labour market area (20.0%) and higher than the five authorities' area. The local study area does however have significantly fewer flats which are part of a converted or shared house; just 1.1% of dwellings compared with 7.6% in the labour market area and 5.4% in the five authorities' area. This is because the wider areas incorporate a number of seaside towns and cities where the prevalence of flats which are part of converted houses is high.

16.6.46 Full details on dwellings, household spaces and accommodation type are shown in Appendix 16.6.1 Table 2.2.14.

Household Tenure

16.6.47 Reflective of its urban nature, origins as a New Town, younger age profile and smaller housing stock, the local study area has a higher proportion of households in the social rented tenure compared with the labour market area or five authorities' area; 20.4% compared with 13.2% and 12.7% respectively (this is shown in Appendix 16.6.1 Table 2.1.15). This proportion also exceeds the national average of 17.7% (ONS, 2011).

[9] Dwellings can accommodate more than one 'household space' (that is the accommodation available to one household to occupy) although this is generally rare, hence the number of dwellings and household spaces is broadly equal. In the local study area there were 9 dwellings with two household spaces (0.02% of dwellings) and 7 dwellings with 3 or more household spaces (0.01% of dwellings) as shown in Appendix 16.6.1 Table 2.1.12.

16.6.48 Consequently, there are fewer owner-occupier households in the local study area, representing 62.6% of households, although this is comparable with the national average of 63.3%. Rates of home ownership are higher in the labour market area (67.0%) and five authorities' area (68.7%).

16.6.49 Full details on household tenure can be found in Appendix 16.6.1 Table 2.1.15.

Household Composition

16.6.50 The local study area's younger population (shown in Appendix 16.6.1 Table 2.1.1) is reflected in its household profile with 17.6% of households being over age 65 (either single, couple or other household where all members are over 65) (ONS, 2011). This exceeds the national average of 20.7%. The labour market area and five authorities' areas have higher proportions of over 65 households than the national average (22.5% and 23.5% respectively) reflect the fact that they include many areas which are rural and/or coastal in nature where the demographic profile tends to be older.

16.6.51 Family households (one family households with children (of any age) and any other household with dependent children) are more prevalent in the local study area than either of the wider areas or the national average, representing 42.2% of households.

16.6.52 Full details on household composition can be found in Appendix 16.6.1 Table 2.1.16.

Business Profile

Enterprises by Section

16.6.53 In 2020, there were 6,035 enterprises in the local study area[10]; an increase of 540 (9.8%) since 2016 (ONS 2020g, see Appendix 16.6.1, Table 2.1.17). This is higher than growth in the number of enterprises seen in the labour market area and five authorities' area over the same period; 7.6% and 6.3% respectively. The rate of growth across all three areas was lower than the national average of 8.0%. The picture is similar when looking over the last 10 years, which shows overall growth of 29.7% in the number of enterprises in the labour market area and 25.9% in the five authorities area compared with 33.0% nationally.

16.6.54 Professional, scientific and technical enterprises represent the largest group in the local study area, representing 16.4% of enterprises, although this is lower than the labour market area (where they represent 18.9%) and five authorities' area (19.5%). In the latter areas this sector also represents the largest group. Outside professional services, the next largest group in the local study area is Construction, which represents 15% of all enterprises; a rate which is similar across the labour market and five authorities' areas.

16.6.55 Reflecting the nature of the local area (containing Gatwick Airport) and the occupation profile of residents the local study area has a high proportion of enterprises in the transport and storage sector; these represent 6.7% of all enterprises compared with 2.6% across the labour market area and 3.2% across the five authorities' area (see Appendix 16.6.1, Table 2.1.18). The local study area also has slightly fewer enterprises associated with agriculture, retail, Property and arts and recreation compared with the labour market and five authorities' areas.

16.6.56 Full details on enterprises can be found in Appendix 16.6.1 Tables 2.1.17 and 2.1.18.

[10] Based on a best-fit of MSOAs

Enterprises by Size

16.6.57 As of 2020 enterprises in the local study area were slightly larger than the labour market or five authorities' area, with 0.7% of enterprises with 250+ employees compared with 0.3% in both the labour market and five authorities' areas (ONS, 2020g). Similarly, for medium-sized enterprises (50 to 249 employees) the proportion in the local study area was 1.9% compared with 1.2%-1.3% in the labour market and five authorities' areas. Further details on enterprises by size is shown in Appendix 16.6.1, Table 2.1.19.

Enterprises by Turnover Band

16.6.58 The profile of enterprises in the labour market area was slightly smaller, in terms of turnover, compared with the five authorities' area. In 2020 the percentage of enterprises with an annual turnover of over £500,000 in the labour market area was 14.9% whilst in the five authorities' area this was slightly higher, at 15.9% (ONS, 2020g, see Appendix 16.6.1, Table 2.1.20). Similarly, the proportion of enterprises with a turnover of £5m+ was 1.8% in the labour market are compared with 2.1% in the five authorities' area. Further details on enterprises by turnover is shown in Appendix 16.6.1, Table 2.1.20.

Community Facilities

16.6.59 This section describes the existing provision of social and community infrastructure within the local study area, to help understand the potential effect on facilities in this area and the people who use them that could result from any displacement or change associated with the Project.

16.6.60 Community facilities within the local study area are set out in Figures 16.6.9 to 16.6.13.

Early Years Education

16.6.61 Data from the Department for Education school information portal (DfE, 2021) indicates that there are 22 early years care providers within the local study area. This comprises nine children and family centres, 11 primary schools (which provide education from ages 2 or 3 years), one community special school (Manor Green Primary School) and one independent school (Copthorne Preparatory School). These are shown in Figure 16.6.9 and Appendix 16.6.1, Table 2.1.21.

Primary Education

16.6.62 There are currently 37 primary schools within the local study area (DfE, 2021), which are a mixture of local-authority maintained, academies and free schools. These are shown in Figure 16.6.9. The 35 schools which have current information on capacity and enrolment have a combined capacity of 13,652 and combined enrolment of 13,241 pupils, indicating a surplus of 411 spaces. The two schools which do not have information on current enrolment (Milton Mount Primary School and Westvale Park Academy) have a combined capacity for a further 1,102 pupils. This is shown in Appendix 16.6.1, Table 2.1.22.

Secondary Education

16.6.63 There are currently seven state-funded secondary schools within the local study area (DfE, 2021) which are shown in Figure 16.6.9. These are a mixture of local authority maintained schools and academies. One school – Oakwood School – provides education for ages 11-16 only (Key Stages 3 and 4) and all of the remaining schools provide education for ages 11-18. Collectively, all secondary schools in the local study area have a combined capacity for 9,754 pupils and 8,663 pupils currently enrolled. This indicates a surplus of 1,091 spaces, as shown in Appendix 16.6.1, Table 2.1.23.

Post-16 Education Providers

16.6.64 In addition to post-16 education which is offered at six secondary schools in the local area, Crawley College is the other post-16 education providers in the local area and is shown in Figure 16.6.9. Crawley College offers T Levels (replacements for A Levels), apprenticeships, some forms of higher education (eg higher national diploma, in partnership with other colleges across Sussex), adult education, short courses and professional courses. This is shown in Appendix 16.6.1, Table 2.1.24.

Other Schools

16.6.65 In addition to the schools described above there are a number of further schools in the local study area (DfE, 2021) as follows.

- The Gatwick School – an all-through Free School for ages 4-16. It has capacity for 1,020 pupils with 761 pupils enrolled, indicating a surplus of 259 spaces.
- Manor Green Primary School (ages 2-11) and Manor Green College (ages 11-19), both community special schools. Manor Green College is currently operating at capacity with 215 pupils enrolled compared with capacity of 213. The capacity of Manor Green Primary School is unknown however there are currently 211 pupils enrolled.
- Aurora Redehall School (ages 6-19) – an independent special school. This is also operating at capacity with 44 pupils.
- Atelier 21 Future School (ages 4-14) – an independent school with capacity for 120 pupils (enrolment unknown).
- Copthorne Preparatory School (ages 2-13) – an independent school with boarding facilities. This currently has 352 pupils enrolled against capacity of 360.

16.6.66 These schools are shown in Figure 16.6.9 and further details are given in Appendix 16.6.1 Table 2.1.25.

Primary Healthcare

16.6.67 There are 15 General Practitioner's (GP) surgery groups within the local study area, three of which contain twinned surgeries making 18 surgeries in total, all providing primary care (NHS, 2021) (Figure 16.6.10). These surgeries contain a total of 93 full-time equivalent (FTE) GPs and 166,672 registered patients as set out in Appendix 16.6.1, Table 2.1.26 (NHS, 2020). This indicates a ratio of 1,783 registered patients per FTE GP, which is in line with the current national average of 1,782 registered patients per GP (NHS, 2020).

Dental Care

16.6.68 There are 18 dental practices in the local study area providing a range of dental care and services (Figure 16.6.10 and Appendix 16.6.1, Table 2.1.27), plus the Urgent Treatment Centre at Crawley Hospital which provides urgent dental care (NHS, 2021). Because of the impacts of restrictions associated with the recent Covid-19 pandemic many of these dentists have not indicated (via the NHS website) whether or not they are accepting new patients; whilst dentists are open at present it is possible that dentists will be limiting registration of new patients whilst they work through the backlog of appointments caused by Covid-19 restrictions.

Secondary Healthcare

16.6.69 There are four hospitals located within the local study area (NHS, 2021) (Figure 16.6.11 and Appendix 16.6.1, Table 2.1.28). These are as follows.

- Crawley Hospital – an NHS hospital run by Sussex Community NHS Trust. It has an Urgent Treatment Centre (UTC) which provides care for urgent but non-life threatening injuries (eg sprains and strains, broken bones, minor burns and scalds, minor head and eye injuries, bites and stings) but no Accident and Emergency (A&E) department.
- Langley Green Hospital – an NHS hospital for those with acute mental health illnesses run by Sussex Partnership NHS Foundation Trust. No A&E department.
- Farmfield Hospital – a private secure hospital run by Elysium Healthcare for the treatment of adult males with severe mental health illnesses.
- Spire Gatwick Hospital – a private hospital run by Spire Healthcare Network treating both NHS referrals and private patients across a range of areas. No A&E department.

16.6.70 The nearest hospital with an A&E department is East Surrey Hospital which is located just over four miles to the north of Gatwick Airport in the south of Redhill.

Emergency Services

16.6.71 Fire services in the local study area are provided by Crawley Fire Station (West Sussex Fire Service) and Gatwick Airport Fire and Rescue Service (NFCC, 2021) (Figure 16.6.11 and Appendix 16.6.1, Table 2.1.29). Gatwick Airport Fire and Rescue Service incorporates a training centre and a further training centre is located at Horley Fire Station (which is a training centre only).

16.6.72 Police services in the local study area are provided by Sussex and Surrey Police Forces. Sussex Police are based at Crawley Police Station and Gatwick Police Station, the latter also having British Transport Police (Police UK, 2021) (Figure 16.6.11 and Appendix 16.6.1, Table 2.1.29).

Community Spaces

16.6.73 There are 17 Community Spaces within the local study area (CBC, 2021b) (see Figure 16.6.11 and Appendix 16.6.1, Table 2.1.30). These serve a range of functions and include local community-owned or operated community centres and public halls, halls or centres owned by or connected to places of worship and halls connected to local Scout or Brownie clubs. These are used for a wide range of community activities, including food bank provision and nurseries during certain hours.

Places of Worship

16.6.74 There are currently 29 places of worship and faith centres within the local study area. These comprise 19 Christian Churches, three Islamic Mosques or Centres, three Hindu Temples, one Sikh Gurdwara, two spiritualist churches and one multi-denominational chapel (in Gatwick Airport) (Yell, 2021) (see Figure 16.6.11 and Appendix 16.6.1, Table 2.1.31).

Libraries

16.6.75 Local public libraries are statutory services provided and managed by local authorities. In the case of the local study area this comprises three libraries: Crawley Library and Broadfield Library (both located in Crawley and provided by West Sussex County Council) and Horley Library (provided by Surrey County Council). These are shown in Figure 16.6.11 and Appendix 16.6.1, Table 2.1.32) (Surrey County Council, 2021 and West Sussex County Council, 2021). These libraries provide a range of services including book and multimedia collections, study space and publicly accessible computers. Some libraries also provide space for adult learning classes provided by local authorities, offering a range of qualifications and classes for employment or for leisure.

Sports and Open Space

Sports, Leisure and Recreation

16.6.76 There are three sports facilities within the Project site boundary, all of which have health and fitness suites (Figure 16.6.12). These are within the Airport at the Sofitel London Gatwick, Living Well Express Club and Courtyard Marriott (London Gatwick Airport).

16.6.77 There are a wide range of sports facilities within the local study area which include both built facilities such as sport centres, indoor swimming pools and gyms, as well as open and green space with a formal or informal outdoor sports function, such as football pitches, school playing fields, recreation grounds, tennis courts, bowling greens and golf courses (Figure 16.6.12). These are a mixture of local authority run and privately run. In total, there are 211 locations that provide sports facilities within the local study area including 105 with grass pitches, 26 with sports halls and 18 with health and fitness suites (Appendix 16.6.1, Table 2.1.33).

Open Spaces

16.6.78 The distribution of open spaces, including public parks and gardens, within the local study area is shown in Figure 16.6.13 and Table 2.1.34 of Appendix 16.6.1.

16.6.79 There are two open spaces within the Project Site Boundary: St. Bartholomew’s Church Grounds to the north of the A23 (1.2ha) and a tennis court located in Buckingham Gate car park. In addition, a small part of the Riverside Garden Park (c.0.75ha) falls within the site boundary (just north of the A23). The Riverside Garden Park has been identified in the Reigate and Banstead Borough Council (2018) Urban Open Space Assessment and Review as an urban open space of high value (Reigate and Banstead Borough Council, 2018).

16.6.80 A total of 217 designated open space are identified within the local study area, providing approximately 543.7 hectares of open space, as shown in Table 2.1.34 of Appendix 16.6.1.

16.6.81 Further details on the open space in the area are provided in Chapter 18: Agricultural Land Use and Recreation.

Play Spaces

16.6.82 There are 111 play spaces located within the local study area providing a total of 8.4 hectares of space. The play spaces incorporate a mix of informal play areas and formal play equipment (see Figure 16.6.13 and Table 2.1.34 of Appendix 16.6.1).

Allotments

16.6.83 There are 24 publicly maintained allotment sites or community growing spaces within the local study area, totalling approximately 14.3 hectares (see Figure 16.6.13 and Table 2.1.34 of Appendix 16.6.1). Allotment use is usually managed by the local authorities (with the majority of allotments in the local study area being managed by Crawley Borough Council), with plots allocated to residents using a waiting list system.

Housing Market Conditions

House Prices

16.6.84 The average median price of dwellings sold in the local study area in the year to September 2020 was £319,098 (ONS, 2020d), representing an increase of 20% over the last 5 years (2015-20) and 53% over the last 10 years (2010-20) (see and Appendix 16.6.1 Table 2.1.35). The most expensive parts of the local study area are in Horley, the east of Crawley and in the rural areas around Copthorne and Ifieldwood, as shown in Figure 16.6.14. With median house prices of £295,000 as of 2020, Crawley represents one of the least expensive districts in the labour market area, along with Arun (£287,500) and Eastbourne (£250,000), as shown in Figure 16.6.14. The most expensive parts of the labour market area are all in Surrey; Mole Valley (the most expensive at £516,500), Tandridge (£440,000) and Reigate and Banstead (£425,000).

16.6.85 Growth in house prices in the local study area has outpaced growth at a national level, where house prices have increased 19% in the last 5 years and 38% in the last 10 years. Prices in the local study area are currently 28% higher than the national average of £249,000; this is an increase since 2010 when local study area house prices were only 16% higher than the national average. Despite being one of the least expensive authorities in the labour market area, house prices in Crawley have increased amongst the fastest over the last 10 years as shown in Figure 16.6.6. House prices in Crawley increased by 64% between 2010 and 2020, compared with an increase of 30-60% seen across most of the remaining authorities in the labour market area.

16.6.86 House prices in the five authorities' area vary widely between authorities (and even further within authorities), ranging from £230,000 in Hastings to £600,000 in Elmbridge. With average prices of £319,098 the local study area has slightly higher average prices than Crawley (£295,000) due to the inclusion of some parts of Surrey in the local study area where house prices are substantially higher. Crawley would rank broadly amongst the middle of the 37 authorities in question.

16.6.87 Average median house prices of the authorities in the labour market area currently stand at £351,196, more expensive than the local study area. However, the rates of increase in the labour market area are broadly similar to those seen across the local study area (22% over 5 years and 52% over 10 years). Prices in the five authorities' area are even higher at £357,895, representing an increase of 24% over 5 years and 54% over 10 years. The key authorities driving growth in house prices over the last 5 years have been coastal areas where housing is typically less expensive (for example the top three areas in terms of house price growth are Thanet, which has seen a 38% increase in prices to £247,725 in 2020, Hastings which has seen a 37% increase to £230,000 and Folkestone and Hythe which has seen a 33% increase to £265,000). The most expensive authorities are in Surrey; Elmbridge (£600,000), Mole Valley (£516,500), Epsom and Ewell (£485,000) and Waverley (£480,000).

16.6.88 Full details on house prices can be found in Appendix 16.6.1, Table 2.1.35.

Affordability

16.6.89 All local authority areas in the labour market and five authorities' areas, with the exception of Dover, are less affordable than the national average as of 2020 (ONS, 2020e) (see Appendix 16.6.1, Table 2.1.36). The average workplace-based affordability ratio (house prices to workplace earnings) across the authorities in the labour market and five authorities' areas is 11.5 compared with the national average of 7.8. This represents a 26.7% increase in the labour market area over the last 10 years and a 29.1% increase in the five authorities' area, compared with the national increase of 14.5%. The least affordable areas reflect those where house prices are high (Waverley, Elmbridge, Epsom and Ewell) however also includes areas where house prices are not as expensive but where workplace earnings are lower (such as Horsham).

16.6.90 Overall resident-based affordability (the ratio of house prices to the earnings of those living in a district) across the labour market area is 10.6 and in the five authorities' area 10.4. Resident-based affordability for the authorities in the labour market area is shown in Figure 16.6.17. Reflecting the fact that local workplace earnings are lower than resident earnings, the affordability ratios further indicate that residents in the labour market and five authorities' areas commute out to better paid jobs elsewhere. This makes housing relatively more affordable to people who live in the authorities when compared with those who work there (as shown by the workplace affordability ratio, which is higher than the resident-based ratio).

16.6.91 Crawley is amongst the most affordable local authorities in the labour market and five authorities' area with house prices 8.16 times workplace earnings and 9.4 times resident earnings, albeit is still less affordable than the national average. This is partly a reflection of the urban nature of the local authority, having a smaller housing stock (with a high proportion of flats and smaller houses) in turn reflected in lower house prices. Crawley is also only one of six authorities[11] in the labour market/five authorities' areas where resident affordability is worse than workplace affordability, indicative that people commute into Crawley where jobs are better paid relatively to the surrounding area. This is likely to be, at least in part, a reflection of the skilled jobs on offer at Gatwick Airport.

16.6.92 Table 2.1.36 of Appendix 16.6.1 shows resident and workplace affordability ratios for all local authorities in the labour market area and five authorities' area in 2010 and 2020 along with the change over this time period.

16.6.93 Data published by ONS in 2020 (ONS, 2020e) provides a sub-district picture of affordability (down to MSOA level) although this is not directly comparable with local authority level data as it is based on net household income (rather than gross). This shows that within the local study area the least affordable areas are the rural areas, particularly around Copthorne and Charlwood, where median house prices are in excess of 12 times median (net) annual earnings as of 2018, as shown in Figure 16.6.17 of Appendix 16.6.1 and Table 2.1.37 of Appendix 16.6.1. The most affordable parts of the local study area are in Crawley town centre, due in part to the fact that homes here are smaller (compared with rural areas) and therefore housing is less expensive.

Supply

16.6.94 Relative to the national average, housing supply has increased slightly faster in the labour market area and slightly slower in the five authorities' areas over the last 10 years. As of 2019 there are 918,755 dwellings in the labour market areas, representing a 7.8% increase over the last 10 years (0.78% per year). By comparison there are 1,945,531 dwellings in the five authorities' area representing a 7.5% increase over the last 10 years (0.75% per year). Over the same period the

[11] The other authorities being Dover (workplace ratio 7.0, resident based 7.3), Gravesham (8.4, 9.8), Reigate and Banstead (14.7, 16.8), Runnymede (9.9, 11.1) and Worthing (9.5, 9.7)

national rate of housing growth was 7.6% (0.76% per year) (MHCLG 2019b) (see Appendix 16.6.1 Table 2.1.38).

16.6.95 The authorities in the labour market and five authorities' areas which have grown the fastest in the last 10 years are Dartford (1.64% per year on average), Horsham (1.36%), Maidstone (1.26%0 and Ashford (1.20%). The slowest growing authorities were Brighton and Hove (0.35%), Adur (0.37%), Eastbourne (0.41%) and Rother (0.46%); these are generally urban, under-bounded and highly constrained authorities.

16.6.96 Full details of housing stock in the labour market and five authorities' areas over the last 10 years are shown in Appendix 16.6.1, Table 2.1.38.

Future Baseline Conditions

16.6.97 A key determinant of future socio-economic baseline conditions will be the changes in population levels, subsequent change in labour supply and associated job change. Data on these indicators have been compiled for the labour market area[12] as the most applicable study area for determining a number of related socio-economic effects. Further details on the methodology can be found in Appendix 16.6.2, Section 1 and details of the inputs in Appendix 16.6.2, Annex 1.

Projected Change Based on Demographic Trends

16.6.98 The future baseline has been assessed using the latest ONS SNPPs (ONS, 2018b), re-based to account for the latest 2019 MYEs (by Lichfields (Appendix 16.6.2), using PopGroup demographic modelling software). ONS SNPPs are demographic-led projections which project future change in population based on recent trends in births, deaths and migration. From this population projection and estimate of the labour supply can be generated (by applying economic activity rates to the population) which in turn can estimate the number of jobs supported (by applying rates of unemployment and commuting). This population can also be translated into a number of homes, through applying rates of household formation along with assumptions around dwelling vacancy rates. All demographic-led scenarios assessed are set out in Appendix 16.6.2, Section 2.0.

16.6.99 On the basis of the latest SNPPs it is anticipated that the population of the labour market area will increase from 2,113,056 as in 2019 to 2,214,602 in 2038 (an increase of 101,546 people), based on official projections. This is shown in Table 16.6.1 below. Taking into account rates of economic activity, this would be expected to support growth in the labour supply of 54,886 (increasing from 1,126,462 in 2019 to 1,181,348 in 2038). Based on this labour supply, and taking into account rates of unemployment and commuting, this would be expected to support an increase of 50,724 jobs (from 1,055,377 in 2019 to 1,106,101 in 2038). This population would generate a need for an additional 97,631 homes over the 2019-38 period.

16.6.100 This increase in jobs does not reflect any economic forecasts; the number of jobs is an outcome of the modelling based on the projected population growth, taking into account economic activity rates, unemployment and commuting patterns.

[12] Note that the definition of the labour market area is different to the 'study area' used in Appendix 16.6.2 Assessment of Population and Housing Effects and therefore figures are not directly comparable. This is because the study area in 16.6.2 includes any authorities which overlap into housing market areas which fall within the labour market area. Therefore the study area used in Appendix 16.6.2 include all authorities in the labour market area as well as Chichester, Elmbridge and Epsom and Ewell (17 authorities in total).

Table 16.6.1: Projected Total Population, Labour Supply, Jobs and Dwellings in the Labour Market Area (based on latest population projections)

	2019	2024	2029	2032	2038	2019-38 change
Population	**2,113,056**	**2,147,866**	**2,171,935**	**2,185,339**	**2,214,602**	**101,546**
Labour Supply	1,126,462	1,145,641	1,163,866	1,168,722	1,181,348	54,886
Jobs	1,055,377	1,072,421	1,089,832	1,094,519	1,106,101	50,724
Dwellings	919,691	945,618	972,330	987,718	1,017,322	97,631

Source: Lichfields analysis using PopGroup. Refer to Appendix 16.6.1, Tables 2.1.39-42 for Labour Market Area outputs for each year. See Appendix 16.6.2, Annex Table A3.3 for headline outputs (2019 and 2038) for all individual local authorities in the population and housing **study area** – note that the study area is slightly larger than the Labour Market Area (for the reasons set out in Appendix 16.6.2 para 1.2.1-2) and therefore figures (for population, labour supply, jobs and dwellings) for the study area shown in Appendix 16.6.2 are higher than the Labour Market Area because more authorities are included.

16.6.101 The growth in population is anticipated to be 4.81% over the 2019-38 period, with growth of 4.87% in the labour supply (owing to increases in economic activity amongst older people) and growth of 4.81% in the number of jobs, as shown in Table 16.6.2 below.

Table 16.6.2: Percentage Change in Population, Labour Supply and Jobs in Labour Market Area for each Assessment Period (from base date of 2019)

	2019-24	2019-29	2019-32	2019-38
Population	**1.65%**	**2.79%**	**3.42%**	**4.81%**
Labour Supply	1.70%	3.32%	3.75%	4.87%
Jobs	1.62%	3.26%	3.71%	4.81%
Dwellings	2.82%	5.72%	7.40%	10.62%

Source: Lichfields analysis using PopGroup (Appendix 16.6.2)

16.6.102 Annual growth in population, labour supply and jobs are anticipated to be slightly higher in the first five years of the projection period (2019-24), slowly slightly in 2024-29 and in 2029-32, before picking up slightly in the 2032-38 period, as shown in Table 16.6.3 below.

Table 16.6.3: Annual Percentage Change in Population, Labour Supply and Jobs in Labour Market Area for each Assessment Period

	2019-24	2024-29	2029-32	2032-38
Population	**0.33%**	**0.22%**	**0.21%**	**0.22%**
Labour Supply	0.34%	0.32%	0.14%	0.18%
Jobs	0.32%	0.32%	0.14%	0.18%
Dwellings	0.56%	0.56%	0.53%	0.50%

Source: Lichfields analysis using PopGroup (Appendix 16.6.2)

Projected Change Based on Planned Housing Numbers

16.6.103 As set out above, demographic projections are primarily driven by past trends in births, deaths and migration. In such scenarios, the number of jobs supported, and number of homes needed are outcomes of the modelling (resulting from the level of population growth inputted). However, population change does not occur in isolation; it can be driven by external factors such as the availability of housing and demand for labour (ie forecast job growth).

16.6.104 In determining the impacts of the Project, it is important to consider not only projected population growth based on demographic projections, but what level of population growth is likely to occur based on known factors, such as planned housing growth levels. Therefore, we have also assessed future change (in terms of population, labour supply and jobs) based on planned housing numbers.

16.6.105 In these scenarios, the amount of housing growth is the driver of future change, dictating the level of population growth and in turn the labour supply. Again, in such scenarios, the number of jobs supported is an output of the modelling and does not reflect any economic forecasts, such as those produced by CE. Full details of all housing-led scenarios assessed for the study area are given in Section 4 of Appendix 16.6.2.

16.6.106 Based on anticipated housing growth, as set out in each local authorities' current housing trajectory[13] we would expect a total of 172,447 homes to be delivered in the labour market area between 2019 and 2038. Based on this level of housing growth, projected population growth in the labour market area is 277,560 as shown in Table 16.6.4 below. This would generate a labour supply of 156,576 and support 139,259 jobs.

Table 16.6.4: Projected Total Population, Labour Supply and Jobs in the Labour Market Area (based on planned housing numbers)

	2019	2024	2029	2032	2038	2019-38 change
Dwellings	**919,691**	**972,796**	**1,017,300**	**1,040,786**	**1,092,138**	**172,447**
Population	2,113,056	2,219,265	2,283,188	2,313,602	2,390,616	277,560
Labour Supply	1,126,462	1,190,365	1,230,636	1,244,067	1,282,938	156,476
Jobs	1,055,377	1,112,188	1,148,965	1,160,634	1,194,636	139,259

Source: Lichfields analysis using PopGroup. Refer to Appendix 16.6.1 Tables 2.1.43-46 for labour market outputs for each year and Appendix 16.6.2 Annex Table A3.9 for headline outputs (2019 and 2038) for population, labour supply, jobs and housing for all individual local authorities in the study area.

Projected Change Based on Economic Forecasts

16.6.107 Economic forecasts produced by forecasting houses (such as CE, which form the basis of the economic analysis for the Project) are prepared on the basis of forecasts and assumptions around wider macro-economic trends (at a regional, national and international level). Whilst the forecasts do not account for specific projects or investments, they do reflect wider factors, for example the most recent March 2021 forecasts reflect the expected impact of the Covid-19 pandemic on national economic growth and the terms of the recent Brexit agreement set out in December 2019. CE's full note accompanying its most recent forecasts (which sets out its assumptions regarding these factors) is included at Appendix 16.6.2, Annex 5.

16.6.108 For the labour market area CE data indicates there were 1,055,377 jobs in 2019 (see Table 2.1.10 of Appendix 16.6.1). This is different from the total number of jobs reported in ONS BRES (ONS, 2020c) data due to the different methodologies used by each organisation. However, this assessment has adopted the CE data for the purposes of consistency with job figures/forecasts quoted elsewhere. CE forecasts that by 2038 there will be 1,108,348 jobs in the labour market

[13] For the reasons set out in Appendix 16.6.2 paragraphs 4.3.2-9 this is considered a 'worst-case scenario' because as plans are updated across the study area they will be prepared in line with the 2019 NPPF which requires authorities to adopt the 'standard method' for assessing housing need. This generates around 17,000 homes per annum in the long-term across the study area compared with around 10,000 homes per annum based on current trajectories. Actual completions are used for the 2019/20 year.

area; an increase of 52,971 compared with 2019[14]. Taking into account commuting patterns this would require labour supply growth of 60,434 which would require population growth of 105,472. This population would generate a need for 95,113 dwellings, as shown in Table 16.6.5.

Table 16.6.5: Projected Labour Supply, Population and Dwellings in the Labour Market Area (based on jobs forecast by CE)

	2019	2024	2029	2032	2038	2019-38 change
Jobs	**1,055,377**	**1,052,286**	**1,073,731**	**1,085,659**	**1,108,348**	**52,971**
Labour force	1,126,462	1,126,430	1,149,544	1,162,415	1,186,896	60,434
Population	2,113,056	2,114,093	2,143,326	2,168,809	2,218,528	105,472
Dwellings	919,691	930,342	957,764	977,345	1,014,803	95,113

Source: Lichfields analysis using PopGroup. Refer to Appendix 16.6.1 Tables 2.1.47-50 for labour market outputs for each year and Appendix 16.6.2 Annex Table A3.5 for headline outputs (2019 and 2038) for population, labour supply, jobs and housing for all individual local authorities in the study area. Note: This scenario produces a lower dwelling need figure compared with the scenario based on the latest official projections (shown in Table 16.6.1) because this scenario constrains/inflates migrations as required to achieve the labour supply needed to support the inputted level of job growth (from CE). This results in changes to the age profile of the area which affects the number of households and therefore dwelling need.

Future Baseline – Summary

16.6.109 There is no single scenario which accurately represents future population, housing and job growth in the labour market area. Projections or forecasts exist for each element from different sources and are often prepared without full and complete regard of the others. In this context, Appendix 16.6.2 tests a range of future scenarios which are either demographic-led (where population projections dictate labour supply, job growth and housing need), housing-led (where the number of homes delivered dictates population growth, which in turn dictates labour supply and job growth) and jobs-led (where the number of jobs dictates population growth and subsequently housing need).

16.6.110 A comparison of population, labour supply, jobs and dwellings under the three scenarios described above is shown below in Table 16.6.6. This shows that the level of population growth projected based on the latest official projections is expected (based on economic activity, unemployment and commuting assumptions) to support an increase of 50,724 jobs in the labour market area between 2019 and 2038. Separately, the current housing trajectories would be expected to support population growth of 277,560 which would generate labour supply of 156,476 and support 139,529 jobs. Finally, CE forecast an increase of 52,971 jobs in the labour market area between 2019 and 2038, which is modelled to require labour supply growth of 60,434 people which would in turn require a population growth of 105,472 people.

[14] As CE forecasts only have a horizon to 2036, figures for 2037 and 2038 have been obtained by trending the change in jobs seen in 2035-36.

Table 16.6.6: Summary of Future Scenarios – 2019-38 Change

	Population projections (demographic-led)	Anticipated housing delivery (housing-led)	CE forecasts (jobs-led)
Population	101,546	**277,560**	105,472
Labour Supply	54,886	**156,476**	60,434
Jobs	50,724	**139,259**	52,971

Source: Lichfields analysis using PopGroup (Appendix 16.6.2)

16.6.111 Therefore, the analysis shows that:

- the labour supply generated by population projections would not support the number of jobs forecast by CE (albeit this shortfall is relatively small at 4%);
- however, the number of homes which are expected to be provided in the labour market area is likely to generate a population which exceeds that set out in the latest official population projections;
- in turn, this larger population would generate a larger labour supply than that anticipated based on the latest official projections; and
- this means that the number of jobs support based on planned housing growth exceeds the number of jobs likely to be supported based on population projections as well as the number of jobs forecast by CE.

16.6.112 Therefore, for the purposes of the future baseline, we have adopted the future change based on the housing-led scenario (anticipated delivery based on current housing trajectories), which is shown in Table 16.6.4 above (and summarised in Table 16.6.6). This reflects the approach adopted in Appendix 16.6.2, in which the labour supply generated based on current housing trajectories is compared with the labour supply, which is needed to support growth forecast by CE, in order to identify, if any, the population and housing impacts of the Project (for further information see Appendix 16.6.2, Section 5.0).

16.7. Key Project Parameters

16.7.1 The assessment has been based on the parameters identified within Chapter 5: Project Description.

16.7.2 Table 16.7.1 below identifies the key parameters relevant to this assessment. Where options exist, the maximum design scenario selected is the one having the potential to result in the greatest effect on an identified receptor or receptor group. Effects of greater adverse significance are not predicted to arise should any other option identified in Chapter 5 be taken forward in the final design of the Project.

Table 16.7.1: Maximum Design Scenarios

Potential Impact	Maximum Design Scenario	Justification
Initial Construction Phase: 2024-2029		
Construction Effects		
Change in construction employment and supply chain activity, resident disruption	The construction workforce will peak between October 2026 and February 2027 when the expected average daily figure is 1,185 workers. The peak figure across the period is 1,303 workers per day in October 2026.	These are the estimated peak maximum numbers of construction workers required for completing the Project.
Disruption to businesses and residents	Establishment of the main contractor construction compound, airfield satellite contractor compound and South and North Terminal surface access satellite contractor compounds.	The periods the contractor compounds will be in place represents the maximum time allowance during the initial construction phase.
First Full Year of Opening: 2029		
Construction Effects (2030-2032)		
Change in construction employment and supply chain activity, resident disruption	The construction workforce will peak at 880 workers in March 2029. Between January 2029 and June 2031, the average workforce per day will be around 750 workers. This will decrease to 340 for the rest of the period, resulting in an average figure for the entire phase of 595 workers.	This is the estimated peak maximum numbers of construction workers required for completing this phase of the Project.
Disruption to businesses and residents	All the above construction compounds (ie main contractor construction compound, airfield satellite contractor compound and South and North Terminal surface access satellite contractor compounds will continue operating during this phase. In addition, the Longbridge roundabout satellite contractor compound will be established in 2030.	The periods the contractor compounds will be in place represents the maximum time allowance between 2029 and 2032.
Disruption to businesses and residents	Improvements works to the South and North Terminal roundabouts, together with works at Longbridge roundabout	The construction access period is the maximum required for completing the improvements.

Potential Impact	Maximum Design Scenario	Justification
	will be commenced in 2029 and expected to be completed in 2032.	
Disruption to adjacent open space	Improvements to the North Terminal Roundabout beginning in 2029 might affect the Riverside Garden Park (c.0.75ha); however, a noise barrier up to two metres in height would be located on a section adjacent to the park. In addition, replacement open space (ie of an around one hectare (or an area equivalent to the total loss of public open space) of land immediately to the west of the London to Brighton railway line (north of the current A23) has been identified to replace any loss that could be created by the roundabout works.	This option would represent the maximum land take and area of disruption, as it might require widening of the highway into the adjacent Riverside Garden Park.
Operational Effects		
Change in operational direct, indirect and catalytic employment	Direct, indirect and catalytic employment will increase by 1,000, 1,900 and 3,800 jobs respectively within the UK.	This represents the maximum increase in direct, indirect and catalytic employment in the ICF employment forecasts and Economic Impact Report (Oxera, 2021).
Interim Assessment Year: 2032		
Construction Effects (2033-2038)		
Change in construction employment and supply chain activity, resident disruption	The construction workforce will peak at around 380 workers between 2032 and 2037.	This is the estimated peak maximum numbers of construction workers required for completing the Project.
Disruption to businesses and residents	The South Terminal and North Terminal surface access satellite contractor compounds will remain in place up to 2031, with the main contractor compound remaining until 2035.	The periods the contractor compounds will be emplaced represents the maximum time allowance between 2029 and 2037.
Operational Effects		
Change in operational direct, indirect and catalytic employment	Direct, indirect and catalytic employment will increase by 3,200, 6,100 and 11,600 jobs respectively within the UK.	This represents the maximum increase in direct, indirect and catalytic employment in the ICF employment forecasts and Economic Impact Report (Oxera, 2021).

Potential Impact	Maximum Design Scenario	Justification
Design Year: 2038		
Operational Effects		
Change in operational direct, indirect and catalytic employment	Direct, indirect and catalytic employment will increase by 3,200, 6,300 and 10,800 within the UK.	This represents the maximum increase in direct, indirect and catalytic employment in the ICF employment forecasts and Economic Impact Report (Oxera, 2021).

16.8. Mitigation and Enhancement Measures Adopted as Part of the Project

16.8.1 A number of measures have been designed into the Project to reduce the potential for socio-economic impacts and enhance the potential benefits. These are listed in Table 16.8.1.

Table 16.8.1: Mitigation and Enhancement Measures

Measures Adopted as Part of the Project	Reason
Construction Mitigation	
Code of construction practice	A Code of Construction Practice (CoCP) will be produced to ensure construction contractors and processes follow practices that minimise adverse effects associated with the construction of the Project. Measures proposed include: ▪ Construction traffic management. ▪ Set hours of working. ▪ Alternative vehicle access routes. ▪ A code of conduct for construction workers. ▪ Engagement processes to keep the local community up to date. ▪ Travel plan. An outline CoCP is provided at Appendix 5.3.1.
Investing in the community through the Gatwick Airport Community Fund and related initiatives	Investing in the community through the current Gatwick funds could help provide funding for measures in those areas most impacted by the Project during construction.
Providing compensation to affected stakeholders	Providing compensation to adversely affected stakeholders will help potentially mitigate effects such as business displacement and the viability of community facilities and services during construction.
Operational Mitigation	
Investing in the community through the Gatwick Foundation fund and related initiatives	Investing in the community through the current Gatwick funds could help provide funding for measures in those areas most impacted by the Project during operation.

Measures Adopted as Part of the Project	Reason
Monitoring	
No monitoring measures are proposed in relation to socio-economic receptors	
Enhancement	
Implementation of an Outline Employment, Skills and Business Strategy	The Project will include the adoption of an Outline Employment, Skills and Business Strategy to continue and expand activities undertaken by Gatwick Airport Limited to support career entry (for graduates and apprenticeships), training and other work opportunities, together with the adoption of a Business Support Strategy to link Gatwick with providers in the supply chain and through local procurement initiatives. These measures will enhance the potential employment and labour market impacts of the Project.

16.9. Assessment of Effects

Initial Construction Phase: 2024-2029

Construction 2024 to 2029

Employment

16.9.1 In 2019, there were 5,000, 75,977 and 177,082 construction jobs in the local study area, labour market area and five authorities' area, respectively (ONS, 2020c and CE, 2021). This equates to 4.5%, 7.2% and 7.6% of total jobs in each respective area, which indicates the construction sector was a more important part of the economy in the labour market and five authorities' areas than the local study area. The proportion of all enterprises which were in the construction industry is similar across the local study area (15.0%), the labour market area (14.2%) and five authorities' area (14.0%) suggesting that enterprises in the construction sector in the local area are smaller (in terms of employee count) (ONS, 2020g). The national equivalent is below those reported in the impact areas at 12.8% (ONS, 2020g).

16.9.2 Considering the scale of the construction sector in the local study area economy, the sensitivity of the receptor is judged to be medium. The sensitivity of the construction sector in the labour market area and five authorities' area is judged to be low due to the larger scale of the sector and a higher proportion of businesses engaged in construction activity than at a national level.

16.9.3 Construction employment for the Project would increase from around 450 workers at the start of 2024 to approximately 1,300 workers in October 2026. The number of construction workers would then decrease over the initial construction phase to around 820 workers. The number of construction workers would considerably increase the size of the construction workforce within the local study area while having less of an impact at the wider labour market area and five authorities' area.

16.9.4 The peak workforce (ie approximately 1,300 workers) in the initial construction phase is equivalent to 26.0%, 1.7% and 0.7% of the size of the construction workforce in the local study area, labour market area and five authorities area, respectively. Therefore, the magnitudes of impact in the study areas are considered as high, low and low, respectively. This would result in a significant, temporary, medium-term, **moderate to major beneficial** effect in the local study area and non-significant, temporary, medium-term, **minor beneficial** effects in the labour market and five authorities' areas.

Supply Chain

16.9.5 Job estimations related to the construction supply chain have not been included in the Economic Impact Report (Oxera, 2021) due to the temporary nature of the activity and considerable fluctuations in the size of the workforce across short time periods, and the higher level of variability in potential supply chain dynamics compared to relatively fixed dynamics associated with direct operational employment. However, considering the large scale of the construction workforce in the initial construction phase, there would be likely to be a sizeable impact on the construction supply chain.

16.9.6 Construction jobs make up a small percentage of jobs in the local area (5,000, representing 4.5% of jobs) (ONS, 2020c) however the area has a comparable proportion of enterprises in the construction sector (at 15.0%) to wider averages (ONS, 2020g). Therefore, the sensitivity of the local supply chain is considered to be medium due to the number of firms that could potentially benefit from the scale of construction activity expected, and the specialist nature of some of the construction services required for the Project. The sensitivity of the construction supply chain in the labour market area and five authorities' area is judged to be low considering the scale of the construction business base compared to the local study area.

16.9.7 The magnitude of impact within the local study area is judged to be low as it is likely the small number of enterprises would only capture some of the additional supply chain activity. The magnitude of impact is also considered as low in the labour market area and five authorities' area proportionate to the scale of the construction business supply chain across these areas. This would result in a non-significant, temporary, medium-term, **minor beneficial** effect in the local study area, the labour market area and five authorities' areas.

16.9.8 Further work will be undertaken to explore options for a robust estimation of the number of construction supply chain jobs related to the Project, alongside the mitigation measures and initiatives set out in the Outline Employment, Skills and Business Strategy in the ES stage and an updated assessment of the employment effects will also be provided within the ES.

Labour Market

16.9.9 The Project has the capacity to draw labour away from other construction sites during the initial construction phase, potentially causing other construction projects to be delayed or cancelled because of a shortage of the right type of construction labour.

16.9.10 It is considered likely that a proportion of construction workers would come from outside of the three study areas to work on the Project. Research by the Construction Industry Training Board (CITB) indicates that 48% of construction workers in the South East in 2018/19 travelled at least 50 miles from home to site (CITB, 2019a). Furthermore, in the same year, 31% of construction workers travelled between 50 and 100 miles from home to site. This shows that generally the construction workforce is highly mobile and that some workers are likely to travel from outside of the study areas to work on the Project during the initial construction phase.

16.9.11 However, some of the construction workforce are likely to be sourced from within the local study area, labour market area and five authorities areas; CE data suggests there are 75,977 jobs in the construction sector in the labour market area as of 2019 and 177,082 in the five authorities area (CE, 2021), indicating there is already a large pool of construction workers available to potentially occupy construction jobs during the initial construction phase. The peak construction workforce of 1,300 workers would represent 1.7% and 0.7%, of the number of residents employed in construction within the labour market area and five authorities' areas respectively.

16.9.12 The construction workforce within and outside of the study areas would likely be highly flexible. CITB research indicates that 67% of construction workers in the South East during 2018 were expecting to work on a specific site for less than a year (CITB, 2019a), highlighting that construction workers regularly move between projects/sites. Therefore, it is reasonable to expect that this flexibility would enable the necessary workforce to be assembled to meet the peaks in labour demand during the initial construction phase, with workers then moving on to other projects as demand decreases from each peak.

16.9.13 However, considering the scale of the workforce in the labour market area and five authorities' area and how quickly construction workers can move between projects, it is likely that peaks in demand could be met without adversely affecting the supply of labour to the extent that could lead to the delay or cancellation of other construction projects. In addition, initiatives to train and upskill construction workers would be introduced during the construction phase of the Project, which would help increase the supply of construction workers to meet peak demand as discussed in the Outline Employment, Skills and Business Strategy of the Project.

16.9.14 Considering the long distances construction workers can travel to site, how quickly they can move between projects and the size of the existing construction workforce, the sensitivities of the local study area, labour market area and five authorities' area construction labour markets are judged to be medium, low and low, respectively. Based on these factors, it is expected the existing construction workforce would fulfil the peak level of labour demand (1,300 workers) generated by the Project during the initial construction phase. The Project itself would also generate benefits through the training and upskilling initiatives that would be introduced during the construction of the Project; therefore, the magnitudes of impact within the local study area, labour market area and five authorities' area are judged to be low, negligible and negligible, respectively. This results in a non-significant, temporary, medium-term, **minor beneficial** effect in the local study area and non-significant, **negligible** effects in the labour market and five authorities' areas.

Business Disruption

16.9.15 For the purposes of this assessment, the receptor comprises existing business activities which may be disrupted by the Project through changes to their operations, either directly or indirectly. The sensitivity of the receptor is determined by the business and its ability to relocate or adjust its operations. Businesses within the Project site boundary are assumed to be a high sensitivity receptor, those within the local study area are low-medium sensitivity depending on their location and extent to which their operation is airport-related, and businesses within the labour catchment and five authorities' areas are a low sensitivity receptor.

16.9.16 There are elements that could impact on businesses during the initial construction phase, which relate mainly to the construction compounds and the commencement of the preparatory works (ie surface access works) to improving the terminals' junction capacity in 2029 onwards.

16.9.17 The construction compounds (ie main contractor compound; airfield satellite compounds to serve the north and south terminal roundabouts works; and surface access satellite contractor compound) would be established in 2024 and would remain in place for the entire construction phase. All construction compounds would be temporary and would be reinstated to their previous use following completion of construction works.

16.9.18 None of the construction compounds are likely to directly disrupt businesses. In particular, the main contractor compound would be located in the south eastern part of the airport, to the west of the perimeter road and it is likely that a new temporary access from the existing Perimeter Road East would be provided to enable separation of construction traffic from the existing operational traffic. The satellite compound is anticipated to be to the west of Taxiway Uniform and south of the Boeing hangar and will serve airfield works solely. Moreover, the South Terminal roundabout surface access satellite compound would be located to the north of the South Terminal roundabout and Airport Way. The compound is anticipated to occupy an area of approximately two hectares. The North Terminal roundabout surface access satellite compound is anticipated to occupy an area of approximately 1.6 hectares.

16.9.19 Chapter 12: Traffic and Transport indicates that the embedded mitigation measures in the form of the Construction Traffic Management Plan will aim to reduce impact on journey times, particularly during the peak hours. The chapter outlines that the increase in construction traffic would not lead to a significant increase in driver delay because of mitigation measures, minimising the potential effect of traffic associated with businesses that operate in and around the site, local study area and labour market area.

16.9.20 Chapter 14: Noise and Vibration states that the initial construction phase noise modelling indicates that there is potential for adverse noise impacts in the areas bordering the airport and as such it is assessed that short-term, moderate adverse impacts would occur in the local study area. Therefore, those businesses within and surrounding the airport are likely to be impacted by the noise during the initial construction period. The noise impacts in the wider areas are expected to be low.

16.9.21 Synthesising the above, the magnitude of this impact is considered to be low on the Project site boundary and in the local study area, with a high and low-medium receptor sensitivity, respectively, resulting in non-significant, temporary, medium-term, **minor adverse** effect in both these impact areas. A non-significant, **negligible** effect is expected in the wider study areas.

Business Displacement

16.9.22 The construction of End Around Taxiway West during 2026 would lead to the displacement of part of the Purple Parking facility into an area of Crawter's Field that would be commenced between 2025 and 2026, ie the replacement provision would be provided prior to works, enabling Purple Parking to move and continue unhindered before the existing facility is removed. In this context, sensitivity of businesses within the Project boundary is judged to be low and the magnitude of impact as negligible, resulting in a non-significant, **negligible** effect. In the other study areas (local study area and labour market area), impact magnitude is judged to be negligible respectively, resulting in non-significant, **negligible** effects.

Population

16.9.23 As identified in paragraph 16.9.3, the number of construction workers would peak in the initial construction phase at around 1,300 workers in October 2026, and with a higher range of workers per annum (typically around 820) than during any of the other phases of the socio-economic assessment.

16.9.24 If the peak number of workers were to move to the local study area and labour market area from outside and reside there temporarily, it would equate to an increase in the local population of around 0.9%. Therefore, the impact magnitude on all study areas is assessed as negligible. Any increase in population would impact two already sizeable populations, which are forecast to increase in the future. Therefore, the sensitivity of the population of the local study area and labour market area is judged as low and negligible, respectively. This would result in a non-significant, **negligible** effect on the population in the local study area and labour market area. There is assumed to be no effect on the population at the five authorities' area level.

Housing

16.9.25 The introduction of the temporary construction workforce could lead to a temporary increase in the need for housing, as some of the construction workers may choose to live locally while working on the Project's construction. However, as indicated by the CITB, construction workers in the South East of England typically expect to spend less than a year on a specific project (CITB, 2019a) and travel long distances to work, so it is likely that any demand for housing would be short-term. Temporary accommodation such as rooms in bed and breakfasts for workers who prefer to live locally during construction could also be organised through contracting organisations (subject to tendering requirements).

16.9.26 To reduce the need for locally-based accommodation a Travel Plan (as part of the Outline Code of Construction Practice (CoCP)) will be developed to encourage workers to travel from their permanent place of residence to work through initiatives such as subsidised travel.

16.9.27 Taking into account the above, the impact magnitude in the local study area and labour market area is judged as negligible. The sensitivity of the respective housing supply is judged as low and negligible. This would result in a non-significant, temporary, medium-term, **negligible** effect in the local study and the labour market areas.

Resident Disruption

16.9.28 For the purposes of this assessment, the receptor comprises existing residents who may be disrupted by the Project's construction, either directly or indirectly, in terms of their ability to access local services or changes in travel times.

16.9.29 Chapter 12: Traffic and Transport outlines that construction traffic is expected to be relatively localised with non-significant, negligible effects on driver delay, pedestrian and cycling amenity, and accidents and safety during this phase. Passenger crowding will be increased during this phase due to primarily the incremental growth in passenger numbers and those of the Project construction workforce who travel to site by rail. However, there is capacity in the current public transport to accommodate the forecast increase and as such the effect is non-significant negligible to minor adverse.

16.9.30 Chapter 14: Noise and Vibration states that the initial construction phase noise modelling indicates that there is potential for adverse noise impacts in the areas bordering the airport and this is likely to occur also at night-time. Therefore, those residences surrounding the airport is likely to be impacted by the noise during the initial construction period. The noise impacts in the wider areas are expected to be low.

16.9.31 The potential for the construction works to disrupt residents is considered to be low in terms of magnitude in the local study area and negligible in the labour market area. The sensitivity of the resident population for the areas taking account of resident numbers and proximity to Gatwick are considered low and negligible, respectively. This results in a non-significant, temporary, medium-term, **minor adverse** effect in the local study area and non-significant, **negligible** effect in the labour market area.

Community Facilities and Services

16.9.32 The introduction of a temporary construction workforce linked to the Project has the potential to increase demand for community facilities and services for the period during the workforce remains in the area. It is estimated that around 820 construction workers would work on the Project across the time span of this construction phase, with up to approximately 1,300 workers at the peak in October 2026. It is considered appropriate to use this range as the basis from which to analyse the potential impact these workers could have on different community facilities and services within the Project site boundary and local study area.

16.9.33 Chapter 5: Project Description outlines that during each day of construction in the initial construction phase, the majority of the temporary construction workforce would be based out of the main contractor compound in the south eastern part of the Airport, with others operating from the airfield satellite contractor compound south of the existing Boeing hangar or the satellite compounds for north and south terminals. All compounds would provide welfare facilities (including office, meeting room space, canteen/locker rooms and waste processing area) and according to the CoCP (an Outline CoCP is provided at Appendix 5.3.1), health care would also be provided for construction workers on-site (ie a health care practitioner would be available for construction workers to consult). These initiatives would limit the need for workers to travel to use other local facilities beyond those provided within the contractor compounds.

16.9.34 The magnitude of impact related to the introduction of a temporary workforce ranging from around 820 to 1,300 workers in size over the majority of the initial construction phase is judged to be medium considering the potential demand it could generate for community facilities and services and the potential for the facilities in each construction compound to offset additional demand in the Project site boundary and the local study area. The sensitivity of community facilities and services within the Project site boundary and local study area is considered low due to the existing supply being well developed. This results in the Project having a non-significant, temporary, medium-term, **minor adverse** effect on community facilities during the initial construction phase for both the Project Site boundary and the local study area.

Community Cohesion

16.9.35 The introduction of a temporary workforce has the potential to affect community cohesion through how the workforce interacts with the existing population. These workers would mainly be based on the construction compounds and be managed through the implementation of the CoCP and construction worker Code of Conduct. Therefore, the magnitude of impact is considered to be low.

16.9.36 The sensitivity of the community in the local study area considering the size and proximity to the Project site boundary is considered to be medium. This results in a non-significant, temporary, medium-term, **minor adverse** effect on community cohesion on the site and in the local study area.

Compensation

16.9.37 Detailed information on compensation measures related to effects such as displacing existing businesses and disruption through construction noise and traffic and is not available at this stage of the Project; therefore, potential socio-economic effects linked to compensation will be considered in the ES.

Further Mitigation and Future Monitoring

16.9.38 No further mitigation measures beyond those outlined in Section 16.8 and those presented in Chapter 18: Agricultural Land and Recreation (Table 18.8.1 and para 18.9.22) – in relation to the open space potential loss - are proposed.

Future Monitoring

16.9.39 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

16.9.40 No further mitigation or monitoring is required. Therefore, the significance of effects would remain as presented above.

First Full Year of Opening: 2029

Construction 2029 to 2032

Employment

16.9.41 The peak construction workforce between 2029 and 2032 is estimated to be around 878 workers, while the average is estimated around 595 workers. This represents a decrease from the peak workforce of the initial construction phase (ie 1,300 workers) and the average of 820 workers. This decrease is assessed to change the magnitude of impacts in the local study area, from high to medium, while the magnitude in the rest of the impact areas remains unchanged at low beneficial. This results in a significant, temporary, short-term, **moderate beneficial** effect in the local study area and non-significant, temporary, short-term, **minor beneficial** effects in the other two study areas.

Supply Chain

16.9.42 As the construction workforce is expected to decrease in number between 2029 and 2032 compared to the initial construction phase, the level of related supply chain activity is also likely to decrease. The level of construction employment will still be large in the context of the size of the local study area construction sector as of 2019; therefore, the effect remains the same as in the initial construction phase; an impact magnitude of low resulting in a non-significant, temporary, short-term, **minor beneficial** effect. The magnitude of impact in the labour market area and five authorities' area between 2029 and 2032 would be negligible, resulting in non-significant, temporary, short-term, **negligible to minor beneficial** effects in both areas.

16.9.43 These effects will be further enhanced once the Outline Employment, Skills and Business Strategy initiatives in relation to supply chain (such as GAL will work closely with lead contractors to maximise the inclusion of SMEs and smaller businesses into contract supply chains in order to drive up investment in local businesses) are implemented.

Labour Market

16.9.44 Considering the average number of workers on site between 2029 and 2032 is forecast to decrease compared to the initial construction phase, the Project is likely to place less pressure on the construction labour market. This is set in the context of the labour supply increasing within labour market area which indicates there would likely be an increase in the number of construction workers within the local study area, labour market area and five authorities' area. These are not considered to be of a scale that would change impact magnitudes and receptor sensitivities; therefore, the significance of effect between 2029 and 2032 would remain the same as in the initial construction phase; non-significant, temporary, short-term, **minor beneficial** for the local study area and non-significant, **negligible** for the labour market and five authorities' areas.

Business Disruption

16.9.45 Businesses could be disrupted between 2029 and 2032 due to factors such as increases construction traffic and changes in noise levels. In addition, improvements to Longbridge roundabout where A23 meets A217 will be undertaken between 2031 and 2032. The construction compound for these improvements will be approximately two hectares of land north east of the roundabout. Chapter 12: Traffic and Transport states that most junctions would have no significant or low magnitude of impact in terms of driver delay. The rest of traffic impacts including pedestrian and cycling delay, pedestrian and cycling amenity, accidents and safety and public transport are assessed as non-significant.

16.9.46 Chapter 14: Noise and Vibration indicates that there is potential for adverse noise impacts in the communities, including businesses, surrounding the airport during the construction phase of 2029- 2032. These effects are considered to the unchanged from the 2024 to 2029 assessment.

16.9.47 Overall, the magnitude of this impact is considered to be low on the Project site and in the local study area, with high and low-medium receptor sensitivity, respectively, resulting in non-significant, temporary, short-term, **minor adverse** effect in these areas. A non-significant, **negligible** effect is expected in the wider study areas.

Business Displacement

16.9.48 Detailed information is not currently available regarding what business could be displaced from 2029 to 2032. However, GAL expects that any displaced businesses will be provided with equivalent facilities prior to being displaced enabling them to continue activity without pause. Therefore, the magnitude of impact upon the area within the Project boundary and the other study areas (local study area and labour market area) remains negligible as per the initial construction phase, with the sensitivity of the area within the Project boundary and other study areas also remaining the same (low and negligible, respectively). This results in non-significant, **negligible** effects on all applicable study areas.

Population

16.9.49 The change in the size of the average construction workforce and resident population compared to the initial construction phase is not considered to be of the scale that would change the impact magnitude and receptor sensitivity judgments for the previous assessment period. This is justified on the basis that the initial construction period is anticipated to have the highest peak in construction workforce (ie 1,303 workers) compared to this phase (with a peak of 880 workers) as presented in Table 16.7.1. Therefore, the population effect would remain as non-significant, **negligible** for the local study area and labour market area. There is considered to be no effect on the population at the five authorities area level.

Housing

16.9.50 There is a decrease in the size of the workforce compared to the initial construction phase and on this basis the magnitude of impact remains negligible. Therefore, the significance of effect would remain as non-significant, temporary, medium-term, **negligible** effect in the local study and the labour market areas.

Resident Disruption

16.9.51 Residents could be disrupted between 2029 and 2032 due to factors such as increases in construction traffic and changes in noise levels. Chapter 12: Traffic and Transport outlines that most junctions would have no significant or low magnitude of impact in terms of driver delay. The rest of traffic impacts including pedestrian and cycling delay, pedestrian and cycling amenity, accidents and safety and public transport are assessed as non-significant. Passenger crowding will be increased with the worst-case scenario indicating that at morning peak-time the northbound service might have as the highest percentage of standing capacity occupied on train services being around 35% (indicating busy trains into London). Overall, the effect on public transport is assessed as non-significant, negligible to minor adverse effect.

16.9.52 Chapter 14: Noise and Vibration states that the noise modelling indicates that there is potential for adverse noise impacts in the areas bordering the airport and nuisance is likely to occur also at night-time. Therefore, those residences surrounding the airport is likely to be impacted by the noise during the construction of this phase. The noise impacts in the wider areas are expected to be not significant.

16.9.53 The potential for the construction works to disrupt residents is considered to be low to medium in terms of magnitude in the local study area and negligible in the labour market area. The sensitivity of the resident population for the areas taking account of resident numbers and proximity to Gatwick are considered low and negligible, respectively. This results in a non-significant, temporary, short-term, **minor adverse** effect in the local study area and non-significant, **negligible** effect in the labour market area.

Communities Facilities and Services

16.9.54 Considering the change in the scale of the construction workforce, the assessment of effects regarding community facilities and services would be the same between 2029 and 2032 as during the initial construction phase; non-significant, temporary, short-term, **minor adverse** for the Project site and local study area. No effects are considered likely for the labour market area and five authorities' area in terms of community facilities and services in 2029.

Riverside Garden Park

16.9.55 Riverside Park will be impacted by works associated with infrastructure improvements to serve the North Terminal. Chapter 18: Agricultural Land Use and Recreation identifies that 0.75 hectares of public open space along the boundary of Riverside Garden Park would be permanently lost (relating to c. 5m strip of the boundary of the Riverside Garden Park) as a result of the proposed new grade separated junction to serve the North Terminal. The provision of new areas of open space in vicinity will mitigate these impacts.

16.9.56 The Riverside Park is a designated open space and as such it is considered a highly sensitive receptor. The impact of the Project on the Riverside Garden Park is assessed to be medium adverse. This would result in a significant, temporary, medium- (to long-) term **moderate adverse** effect within the Project site boundary. The magnitude of impact in the local study area is considered low due to the wider supply of open space and combined with the fact that there will be a replacement open space, which will be at least of the same area as that which could be lost, resulting in a non-significant, **minor adverse** effect.

Community Cohesion

16.9.57 Considering the change in the scale of the construction workforce that would work on the Project from 2029 to 2032, the assessment of effects regarding community cohesion remains the same as during the initial construction phase; non-significant, temporary, short-term, **minor adverse** for the Project site and local study area.

Operation

Employment

16.9.58 Considering the number of jobs in each of the study areas in 2019 and the future projections, the sensitivity of the local study area is judged as medium, with the labour market area and five authorities' area both having low sensitivity.

16.9.59 In 2029, ICF forecasts that the Project would lead to an increase of c.1,000 direct jobs supported by Gatwick over the base case. It has been calculated that 700 of these direct jobs would be filled by people from within the labour market area and five authorities' area[15].

Table 16.9.1: First Full Year of Opening Direct Employment

Geography	Direct Jobs (2029)
Labour Market Area	700
Five Authorities Area	700
Total	1,000

16.9.60 The Project in 2029 would generate a further £67m of GVA, of which some would be retained within the local labour market and five authorities' areas (£47m and £49m, respectively).

Table 16.9.2: First Full Year of Opening Direct GVA

Geography	Direct GVA p.a. (2029)
Labour Market Area	£47m
Five Authorities Area	£49m
Total	£67m

16.9.61 A specific figure has not been calculated for the local study area. However, analysis of the Gatwick passholder database indicates that 33% of existing Gatwick staff commute from within the local study area. It is likely the commuting patterns of the new workers would be similar to

[15] Direct economic impacts (ie employment and GVA) are those that occur through economic activity conducted on-site.

existing workers, so it can be expected that a certain proportion of the additional direct jobs and associated GVA would be retained within the local study area.

16.9.62 Overall, the direct jobs generated by the Project would equate to 0.1% of jobs within the labour market area in 2029. Considering this and other factors, the impact magnitude in the local study area, labour market area and five authorities' area is judged as low, negligible and negligible, respectively. This results in a non-significant, **minor beneficial** effect in the local study area and a non-significant, **negligible to minor beneficial** effect in the labour market area and five authorities' area. These conclusions will be refined in the ES by including comparisons between the value of direct GVA generated by the Project and total GVA in the applicable study areas.

Supply Chain

16.9.63 The Project is estimated to generate 1,900 indirect and 3,800 catalytic jobs in the first full year of opening[16]. A higher number of these indirect and catalytic jobs are expected to be captured within the five authorities' area (see Table 16.9.3). This also applies to indirect and catalytic GVA (see Table 16.9.4).

Table 16.9.3: First Full Year of Opening Indirect and Catalytic Employment

Geography	Indirect Jobs (2029)	Catalytic Jobs (2029)
Labour Market Area	700	3,300
Five Authorities Area	1,300	3,800
Total	1,900	3,800

Table 16.9.4: First Full Year of Opening Indirect and Catalytic GVA

Geography	Indirect GVA p.a. (2029)	Catalytic GVA p.a. (2029)
Labour Market Area	£48m	£223m
Five Authorities Area	£91m	£260m
Total	£130m	£260m

16.9.64 The indirect and catalytic jobs generated by the Project would equate to 0.5% of jobs within the labour market area in 2029. Considering the difference in scale of indirect and catalytic employment and GVA compared to the value of direct employment and GVA generated by the Project in 2029, the impact magnitude is assessed as medium in the local study area and low in the labour market area and five authorities' area. The sensitivities of each area are considered the same as in the assessment of employment for 2029, which are medium for the local study area and low for the labour market and five authorities' areas. This would result in a significant, permanent, **moderate beneficial** effect in the local study area and non-significant, permanent, **minor beneficial** effect in the labour market and five authorities' areas.

[16] Indirect economic impacts are associated with activity in the supply chain firms that service the airport. These firms can include those located near to Gatwick or in wider study areas (eg five authorities' area). Catalytic economic impacts represent those induced by firms relocating or expanding in order to take advantage of the increased connectivity the Project will bring to Gatwick.

16.9.65 In addition to the catalytic effects identified above, there is also scope for the Project to support the wider attraction of FDI and increased trade in qualitative terms. Further analysis will be undertaken to inform the ES.

Labour Market

16.9.66 The additional direct employment generated by the Project (1,000 employees) would increase demand for workers within each of the study areas. As shown in Appendix 16.6.1 Table 2.1.5, as of March 2020 (at a pre-pandemic level -under what would be considered more normal economic circumstances compared to 2021) there were 285, 2,915 and 7,110 jobseekers allowance claimants in the local study area, labour market area and five authorities' area respectively. This indicates that there is flexibility within the labour supply to absorb the potential labour requirement.

16.9.67 Table 2.1.45 of Appendix 16.6.1 compares the anticipated labour supply of the labour market area based on planned housing numbers (current trajectories) with the labour supply which is needed to support forecast job growth (based on CE forecasts). This shows by the first year of opening (2029) that there is expected to be labour supply of 1,230,636 in the labour market area based on current housing trajectories; this is 81,092 higher than the 1,149,544 labour supply which would be needed to support CE's forecast of jobs at that time. Therefore, the number of people that could take up the operational jobs created by the Project would likely have increased. The same labour supply and employment growth gap figures have not been prepared for the entire five authorities' area. However, the labour market area contains around half of total employment in the five authorities' area, so this trend is also likely to apply to the five authorities' area.

16.9.68 Due to the low-level geographies used to define the local study area, labour supply and employment balance analysis is not possible. However, looking at the six local authorities that are either entirely or partially included within the local study area shows the following.

- Crawley, Horsham and Mid Sussex (ie the North West Sussex Housing Market Area) are all anticipated to have a labour supply which exceeds demand as of 2029 (and indeed throughout the projection period). This surplus exceeds 20,000 as of 2029 and is shown in Diagram 5.2.1 of Appendix 16.6.2.
- Mole Valley (which is within the North East Surrey HMA) is anticipated to have a surplus in labour supply exceeding 3,000 as of 2029. Although there are some shortfalls elsewhere in its HMA (Elmbridge, as shown in Diagram 5.2.2. of Appendix 16.6.2) the HMA as a whole is expected to maintain a surplus.
- Reigate and Banstead and Tandridge are also expected to have a surplus in labour supply as of 2029, in the region of 4,000 combined, which is also maintained over the projection period (this is shown in Diagram 5.2.2 of Appendix 16.6.2).

16.9.69 Therefore, the position of a labour surplus in 2029 is also likely to occur within the local study area.

16.9.70 Considering the existing level of labour available within the study areas and the potential future increase in the labour supply, the local study area, labour market area and five authorities' area are judged to have sensitivity levels of medium, low and low, respectively. The magnitude of impact on the local study area is judged to be low, with negligible impacts in the labour market area and five authorities' area. This would result in a non-significant, permanent, **minor adverse** effect in the local study area, and non-significant, permanent, **negligible** effects in the labour market and five authorities' areas.

Business Disruption

16.9.71 Chapter 12: Traffic and Transport indicates the Project will have a non-significant effect on drivers delay together with the rest of the traffic impacts. Therefore, it is likely businesses will experience limited disruption to operations because of increased journey times. In socio-economic terms, this is considered to represent negligible impacts within the Project boundary and local study area and no change in the labour market area. In addition, Chapter 14: Noise and Vibration indicates that there is potential for adverse noise impacts in the communities, including businesses, surrounding the airport during 2029- 2032.

16.9.72 As assessed above (paras 16.9.58 to 16.9.70), there will be, however, minor beneficial effects in employment and moderate beneficial effects in the supply chain of the local study area during this phase that are expected to benefit local businesses.

16.9.73 Considering all the above, the magnitude of the impact is considered low while the sensitivity of businesses within the Project boundary, local study area and labour market area are considered to be high, medium-low and low, respectively (16.9.15). This results in a non-significant, **minor adverse** effect within the Project boundary and **negligible** in the local study area. There is **no change** in the labour market area.

Business Displacement

16.9.74 Although no businesses are expected to be displaced during this phase, GAL has committed to provide equivalent facilities to any potentially displaced businesses prior to being displaced enabling them to continue activity without interruption. Therefore, the magnitude of impact upon the area within the Project boundary and the other study areas (local study area and labour market area) remains negligible as per the initial construction phase, with the sensitivity of the area within the Project boundary and other study areas also remaining the same (low and negligible respectively). This results in non-significant, **negligible** effects on all applicable study areas.

Population

16.9.75 Table 2.1.45 of Appendix 16.6.1 shows a projected labour supply surplus of 81,052 in 2029 within the labour market area. This indicates there is a capacity within the local labour market for existing residents to take up the additional jobs linked to the full opening of the Project in 2029. Some people may move to within the local study area and labour market area to take advantage of the jobs; however, considering the proportion of existing Gatwick workforce that comes from the local study area and labour market area and the potential labour surplus, a high proportion of the jobs would be likely to be taken up by the existing residents.

16.9.76 Following this analysis, the magnitude of impact on the population within the local study area and labour market area is assessed as negligible. The receptor sensitivity of the population is considered low in the local study area and negligible in the labour market area because of the difference in the number of residents. This results in a non-significant, **negligible** effect in the local study and labour market areas.

Housing

16.9.77 The Assessment of Population and Housing Effects report (Appendix 16.6.2) outlines that it is unlikely that the Project would place pressure on the housing supply of local authorities within the study areas or that an uplift in housing would be needed to increase the labour supply in response to the operational employment generated by the Project. This is because the labour supply which is expected to be generated based on planned housing growth is likely to be sufficient (indeed it is anticipated to provide a substantial surplus) when compared with the labour supply that is needed to support job growth as forecast by CE. This would leave a surplus of labour which is available to fill additional job growth in the labour market area, such as that generated by the Project, without impacting on the need or demand for housing.

16.9.78 More information is set out in Section 5 of Appendix 16.6.2 and the overall labour surplus in the labour market area is summarised in Table 2.1.45 of Appendix 16.6.1. In this context, the magnitude of impact within the local study area and labour market areas is considered negligible, with the two areas having low and negligible levels of sensitivity due to the respective size in the stock of dwellings in these areas. This would result in a non-significant, **negligible** effect in the local study and labour market areas.

Resident Disruption

16.9.79 Chapter 12: Traffic and Transport indicates the Project during the first full year of opening could cause disruption to residents through severance, driver delays and pedestrian and cyclist delays, but the effects are all assessed as non-significant.

16.9.80 Moreover, Chapter 14: Noise and Vibration identifies that ground noise will increase in the first full year of operation are lower than those predicted in 2032. The combination of the traffic and noise effects is assessed to translate into non-significant impacts within the Project boundary, local study area and labour market area.

16.9.81 The sensitivity of businesses within the local study area and labour market area are considered to be low and negligible respectively. This results in non-significant, **negligible** effects within the labour market area and non-significant, **negligible to minor adverse** effect in the local study area.

Community Facilities and Services

16.9.82 Additional passengers travelling to the airport are not expected to typically access community facilities and services on the site or in the local study area. The increase in workers could increase the use of community facilities and services on site and in the local study area. However, considering the effect on the population is considered negligible in the local study area, so the likely impact would be negligible. Chapter 17: Health and Wellbeing identifies mitigation measures that could be put in place to lower potential ambulance call-outs linked to the increase in passengers.

16.9.83 Considering the change in population, potential mitigation measures and potential for noise to impact community facilities, the magnitudes of impact within the Project site boundary and local study area and labour market area are judged to be negligible and low, respectively. The sensitivity of community facilities on site is judged to be low and medium in the local study area. This results in a non-significant, **negligible** impact within the Project site boundary and non-significant, **minor adverse** effect in the local study area.

Community Cohesion

16.9.84 Additional passenger arrivals and departures from Gatwick are considered to have a negligible impact in the local study area as it is considered likely that passengers will generally remain concentrated in and around the Project site boundary and spend limited time in the local area on a temporary basis. Short-term overnight stays in hotel accommodation are not deemed to be material to potential effects on the local community. Additional workers travelling to and from Gatwick for commuting purposes would likely, either be from the local community reflecting the broad share of Gatwick’s employees that live within the local study area (currently 33% of the total), or pass through the local area as part of commuting journeys by either public transport or private car. Therefore, taken together, the impact on community cohesion in 2029 is considered negligible within the Project site boundary and local study area.

16.9.85 The sensitivity of the community within the Project site boundary and local study area are judged to be negligible and low, respectively. This results in a non-significant, **negligible** effect within the Project site boundary and non-significant, **negligible to minor adverse** effect in the local study area.

Further Mitigation

16.9.86 No further mitigation measures beyond those outlined in Section 16.8 are proposed.

Future Monitoring

16.9.87 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

16.9.88 No further mitigation or monitoring is required. Therefore, the significance of effects would remain as presented above.

Interim Assessment Year: 2032

Construction 2033 to 2038

Employment

16.9.89 The peak construction workforce between 2032 and 2037 is projected to be approximately 400 workers. This represents a decrease (-50%) compared to the previous phase, which is considered to be sizeable enough to change the magnitudes of impact in the local study area from medium to low. The magnitude of the impact to the labour market and five authorities will remain unchanged. Therefore, it is assessed that there will be non-significant, **minor beneficial** effect in the local study area and non-significant, **negligible to minor beneficial** in the labour market area and five authorities’ area.

Supply Chain

16.9.90 As the average construction workforce would decrease between 2032 to 2037 compared to the equivalent between 2029 and 2032, activity in the supply chain would likely decrease as a consequence. This change will not however affect the impact magnitude which remains low. Therefore, conclusions for the 2032-37 phase remain the same from 2029 to 2032; non-significant, **minor beneficial** for the local study area and non-significant, **negligible to minor beneficial** in the labour market area and five authorities area.

16.9.91 These effects may be further enhanced with the implementation of initiatives set out in the Outline Employment, Skills and Business Strategy in relation to the supply chain (for example, GAL will work closely with lead contractors to maximise the inclusion of SMEs and smaller businesses into contract supply chains in order to drive up investment in local businesses).

Labour Market

16.9.92 The number of on-site construction workers would decrease compared to the previous phase and the surplus supply of labour is expected to be maintained between 2029 and 2032 and increased to 2038 (see Table 2.1.45 of Appendix 16.6.1). In this context, the conclusion for the period between 2032 and 2037 remains as before. This results in a non-significant, **minor beneficial** effect in the local study area and non-significant, **negligible** effects in the labour market area and five authorities' area.

Business Disruption

16.9.93 Businesses could be disrupted between 2032 and 2037 due to factors such as increases in construction traffic and changes in noise levels. Chapter 12: Traffic and Transport runs a preliminary assessment for this period (work will be undertaken to verify model findings at a later stage) that indicates that most junctions would have no significant or low magnitude of impact in terms of delay. However, there are five junctions shown to have a medium magnitude of delay and three junctions - one is located in the Croydon area and two are located near the airport at the A23 London Road / Gatwick Road roundabout and M23 J9 – shown to have a high magnitude of delay. For these junctions, the driver delay effect has been reported as moderate to major adverse. The latter two junctions would potentially impact the operation of business in the area including Manor Royal business park.

16.9.94 Chapter 14: Noise and Vibration does not currently contain an assessment of noise linked to construction activity between 2032 and 2037 (as impacts are considered less significant compared to the previous phases).

16.9.95 On this basis, the magnitude of businesses within the Project boundary and local study area are considered medium, while the magnitude for the wider areas is low. In addition, the sensitivity of businesses within the Project boundary, local study area and labour market area are considered to be high, medium-low and low respectively (see 16.9.15). This results in a significant, temporary, medium-term, **moderate adverse** effect within the Project boundary, non-significant, temporary, medium-term, **minor adverse** in the local study area and **negligible** in the labour market area.

Business Displacement

16.9.96 Although no businesses are expected to be displaced during this phase, GAL has committed to provide equivalent facilities to any potentially displaced businesses prior to being displaced enabling them to continue activity without interruption. Therefore, the magnitude of impact upon the area within the Project boundary and the other study areas (ie local study area and labour market area) remains negligible as per the initial construction phase, with the sensitivity of the area within the Project boundary and other study areas also remaining the same (low and negligible, respectively). This results in non-significant, **negligible** effects on all applicable study areas.

Population

16.9.97 There will be a decrease in the size of the average construction workforce compared to the previous phase and this is considered of a scale that would change the impact magnitude to negligible, while the receptor sensitivity judgments from the previous assessment period remain unchanged. Therefore, the population effect in 2029-32 period is assessed to be non-significant, **negligible** for the local study area and the labour market area.

Housing

16.9.98 The change in the size of the construction workforce compared to the period between 2029 and 2032 is of a scale that would change the magnitude of impact to negligible. Therefore, it is expected that there would be a non-significant, **negligible** effect in the local study, labour market and five authorities' areas.

Resident Disruption

16.9.99 Residents could be disrupted between 2032 and 2037 due to factors such as increases in construction traffic and changes in noise levels. As discussed above, Chapter 12: Traffic and Transport runs a preliminary assessment for this period (findings will be reviewed further) which indicates that there are three junctions shown a high magnitude of delay. For these junctions, the driver delay effect is considered to be moderate to major adverse. In particular, driver delays at M23 J9 are likely to impact residents of the surrounding area of the Project site.

16.9.100 Chapter 14: Noise and Vibration does not currently contain an assessment of the construction noise for 2032 – 2037 period (as impacts are considered less significant compared to the previous phases). However, it is expected that some nuisance will disrupt residences in proximity to the project site.

16.9.101 On this basis, the potential for the construction works to disrupt residents is considered to be low to medium in terms of magnitude in the local study area and negligible in the labour market area. The sensitivity of the resident population for the areas taking account of resident numbers and proximity to Gatwick are considered low and negligible, respectively. This results in a non-significant, temporary, medium-term, **minor adverse** effect in the local study area and non-significant, **negligible** effect in the labour market area.

Community Facilities and Services

16.9.102 Considering the change in the scale of the construction workforce, the assessment of effects regarding community facilities and services in this phase would be similar to the previous construction phase; non-significant, temporary, short-term, **minor adverse** for the Project site and local study area. No effects are considered likely for the labour market area and five authorities' area in terms of community facilities and services in 2032-2037.

Community Cohesion

16.9.103 The assessment of effects regarding community cohesion remains the same from 2032 to 2037 as in the period between 2029 and 2032, which relate to non-significant, **minor adverse** effect.

Operation

Employment

16.9.104 In the interim assessment year, ICF and Oxera forecast the Project would lead to an increase over the base case of approximately 3,200 direct jobs at Gatwick. The number of jobs that would be taken by people from the labour market area and five authorities' area is broadly similar as presented below.

Table 16.9.5: Interim Assessment Year Direct Employment

Geography	Direct Jobs (2032)
Labour Market Area	2,200
Five Authorities Area	2,300
Total	3,200

16.9.105 The Project would also generate an increase over the base case in direct GVA of £225m per annum with broadly similar GVA levels to be generated within the labour market area than the five authorities' area.

Table 16.9.6: Interim Assessment Year Direct GVA

Geography	Direct GVA p.a. (2032)
Labour Market Area	£157m
Five Authorities Area	£165m
Total	£225m

16.9.106 Considering the scale of the increases over the base case in direct jobs and GVA, the magnitude of impact is judged to be medium, low and low in the local study area, labour market area and five authorities' area, respectively. Using the same levels of sensitivity as in the 2029 employment assessment, this results in a significant, **moderate beneficial** effect in the local study area and non-significant, **negligible to minor beneficial** effects in the labour market and five authorities' areas.

Supply Chain

16.9.107 The Project is estimated to generate approximately 6,100 indirect jobs and 11,600 catalytic jobs in the interim assessment year (see Table 16.9.7). A high proportion of the jobs would be retained within the labour market and five authorities' areas.

Table 16.9.7: Interim Assessment Year Indirect and Catalytic Employment

Geography	Indirect Jobs (2032)	Catalytic Jobs (2032)
Local Labour Market	2,200	9,900
Five Authorities Area	4,200	11,600
Total	6,100	11,600

16.9.108 The Project is also estimated to generate £431m of indirect GVA and £820m of catalytic GVA annually (see Table 16.9.8).

Table 16.9.8: Interim Assessment Year Indirect and Catalytic GVA

Geography	Indirect GVA (2032)	Catalytic GVA (2032)
Labour Market Area	£158m	£705m
Five Authorities Area	£301m	£820m
Total	**£431m**	**£820m**

16.9.109 Considering the scale of additional employment and GVA, the impact magnitudes in the local study area, labour market area and five authorities' area are judged to be high, medium and medium, respectively. Using the same levels of sensitivity as for the first full year of opening, the resulting effects in the local study area, labour market area and five authorities are assessed as significant, **moderate to major beneficial** in the local study area and non-significant, **minor beneficial** in the labour market and five authorities' areas.

Labour Market

16.9.110 The Project in the interim assessment year would generate considerable labour market requirements, and therefore, would likely have a more sizeable impact on the labour market of the three study areas. Therefore, the magnitudes of impact on the local study area, labour market area and five authorities' area are considered to be medium, low and low, respectively.

16.9.111 The labour market sensitivities of the three study areas are considered to be the same as in the first full year of opening. This would result in a significant, **moderate adverse** effect in the local study area and non-significant, **minor adverse** effects in the labour market and five authorities' areas.

16.9.112 Initiatives and measures identified in the Outline Employment, Skills and Business Strategy could partly or wholly mitigate the significant adverse effect of the Project on the local study area. The details of these measures have not been finalised and therefore will be considered in detail in the ES.

Business Disruption

16.9.113 Chapter 12: Traffic and Transport indicates the Project will have a non-significant effect on driver delay. However, there are two junctions – that also serve Manor Royal and other businesses in the surrounding area of the Project Site – where the driver delay effect is considered to be moderate to major adverse. Therefore, it is likely businesses in proximity will experience some temporary disruption to operations because of increased journey times during this phase. In socio-economic terms, this is considered to represent a low to medium impact within the Project boundary and local study area, and no change in the labour market area.

16.9.114 The sensitivity of businesses within the Project boundary, local study area and labour market area are considered to be high, medium-low and low, respectively (16.9.15). This results in a significant, **moderate adverse** effect within the Project boundary and non-significant, **minor adverse** effect in the local study area. There is **no change** in the labour market area.

Business Displacement

16.9.115 Although no businesses are expected to be displaced during this phase, GAL has committed to provide equivalent facilities to any potentially displaced businesses prior to being displaced enabling them to continue activity without interruption. Therefore. the magnitude of impact upon the area within the Project boundary and the other study areas (local study area and labour market area) remains negligible as per the initial construction phase, with the sensitivity of the area within the Project boundary and other study areas also remaining the same (low and negligible respectively). This results in non-significant, **negligible** effects on all applicable study areas.

Population

16.9.116 Table 2.1.47 in Appendix 16.6.1 identifies the labour surplus in the labour market area would be broadly maintained, from 81,092 in 2029 to 81,652 in 2032. This indicates that there is capacity within the local labour market for existing residents to take-up the additional jobs in the interim assessment year of the Project. The Assessment of Population and Housing Effects report (see Appendix 16.6.2 Section 5 and Diagrams 5.2.1-2) also shows that the authorities in the labour market area would not suffer from a potential labour supply 'pinch' in the interim assessment year. Therefore, the significance of effect identified for the first full year of opening is considered to apply to the interim assessment year; non-significant, **negligible** in the local study and the labour market areas.

Housing

16.9.117 The Assessment of Population and Housing Effects report (see Appendix 16.6.2, summarised for the labour market area in Table 2.1.45 of Appendix 16.6.1) indicates that based on the current housing trajectories of authorities in the labour market area the increase in labour supply linked to the population growth generated would be more than enough to meet forecast job growth, with a substantial surplus available to accommodate the labour demand generated by the Project. Therefore, the significance of effect for the first full year of opening is considered to apply to the interim assessment year; non-significant, **negligible** in the local study and labour market areas.

Resident Disruption

16.9.118 Chapter 12: Traffic and Transport runs a preliminary assessment for 2032 (findings will be reviewed further) which indicates that there are five junctions shown to have a medium magnitude of delay and three junctions shown a high magnitude of delay. For these junctions, the driver delay effect is considered to be moderate to major adverse. M23 J9 is likely to impact road travel of the residents of the surrounding area of the Project site. The rest of the traffic effects including rail crowding and station crowding, are assessed as non-significant negligible to minor adverse.

16.9.119 In addition, Chapter 14: Noise and Vibration identifies receptors including residential properties and community facilities (ie schools, nurseries, etc.) in proximity that would be mainly experience negligible to minor adverse effect, with a few experiencing a moderate adverse effect linked to ground noise. The combination of the traffic and noise effects is assessed to translate to negligible, low and negligible impacts within the Project boundary, local study area and labour market area.

16.9.120 The sensitivity of receptors within the Project boundary, local study area and labour market area are considered to be low to medium and negligible, respectively. This results in non-significant, **negligible** effects within the Project site boundary and labour market area and a non-significant, **minor adverse** effect in the local study area.

Community Facilities and Services

16.9.121 The conclusions for the first full year of opening are considered to remain applicable to the interim assessment year; non-significant, **negligible** for the Project site and non-significant, **minor adverse** for the local study area.

Community Cohesion

16.9.122 The conclusions for the first full year of opening are considered to remain applicable to the interim assessment year; non-significant, **negligible** for the Project site and non-significant, **negligible to minor adverse** in the local study area.

Further Mitigation

16.9.123 No further mitigation measures beyond those outlined in each effect assessment are proposed.

Future Monitoring

16.9.124 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

16.9.125 No further mitigation or monitoring is required. Therefore, the significance of effects would remain as presented above.

Design Year: 2038

16.9.126 No construction impacts are assessed at this stage of the Project as all construction works will have been completed prior to this phase.

Operation

Employment

16.9.127 In the design year, the Project is forecast by ICF and Oxera (2021) to generate approximately 3,200 additional direct jobs over the base case. A similar proportion of these jobs are estimated to be retained within the labour market area and the five authorities' area.

Table 16.9.9: Design Year Direct Employment

Geography	Direct Jobs (2038)
Labour Market Area	2,400
Five Authorities Area	2,400
Total	**3,200**

16.9.128 The Project is also estimated to generate £252m of direct GVA in the design year. A similar proportion, like direct jobs, would be retained within the labour market area and five authorities' area (see Table 16.9.10).

Table 16.9.10: Design Year Direct GVA

Geography	Direct GVA p.a. (2038)
Labour Market Area	£177m
Five Authorities Area	£185m
Total	**£252m**

16.9.129 Considering the scale of the increases in direct jobs and GVA over the base case, the magnitude of impact in the local study area, labour market area and five authorities' area, is judged to be medium, low and low, respectively. Using the same levels of sensitivity as in the 2032 employment assessment, this results in a significant, **moderate beneficial** effect in the local study area and non-significant, **negligible to minor beneficial** effects in the labour market and five authorities' area.

Supply Chain

16.9.130 The Project is estimated to generate approximately 6,300 indirect jobs and 10,800 catalytic jobs in the design year (see Table 16.9.11).

Table 16.9.11: Design Year Indirect and Catalytic Employment

Geography	Indirect Jobs (2038)	Catalytic Jobs (2038)
Labour Market Area	2,300	9,300
Five Authorities Area	4,400	10,800
Total	**6,300**	**10,800**

16.9.131 In the design year, the Project is estimated to generate £492m indirect GVA and £848m catalytic GVA per annum (see Table 16.9.12).

Table 16.9.12: Design Year Indirect and Catalytic GVA

Geography	Indirect GVA p.a. (2038)	Catalytic GVA p.a. (2038)
Labour Market Area	£181m	£729m
Five Authorities Area	£343m	£848m
Total	**£492m**	**£848m**

16.9.132 The number of indirect and catalytic jobs in the design year is broadly similar to the interim assessment year and, therefore, the significance of the effects in each of the study areas remains the same as in the interim assessment year, resulting in significant, **moderate to major beneficial** in the local study area and non-significant, **minor beneficial** in the labour market area and five authorities' area.

Labour Market

16.9.133 The labour market requirement generated by the Project is estimated to be similar in the design year with the interim assessment year. Therefore, the significance of the conclusions for the interim assessment year is judged to also apply to the design year; significant, **moderate adverse** in the local study area and non-significant, **minor adverse** in the labour market and five authorities' areas. The significant adverse effect of the Project on the local study area could be partly or wholly mitigated by measures set out in the Outline Employment, Skills and Business Support Strategy (see paragraph 16.9.1112). The details of these measures have not been finalised and therefore will be considered in detail in the ES.

Business Disruption

16.9.134 It is not expected that business will be disrupted as construction would have ceased. As a result, there is **no impact** on business disruption in the design year across all the impact areas.

Business Displacement

16.9.135 No further business displacement linked to the Project would occur in 2038 as construction will be finished and all elements of the Project will now be in place. Therefore, the Project will have **no impact** on business displacement in the design year.

Population

16.9.136 The conclusions for the interim assessment year are considered to remain applicable to the design year according to the findings of the Assessment of Population and Housing Effects (Appendix 16.6.2) and on this basis the effect is assessed as non-significant, **negligible** in the local study and labour market areas.

Housing

16.9.137 Based on the Assessment of Population and Housing Effects (Appendix 16.6.2) the amount of labour supply which can reasonably be expected to be generated based on current housing trajectories is greater than the amount of labour supply needed to support the increase in the most recent job forecast from Cambridge Econometrics, with additional jobs from the Project. In other words, the labour supply outweighs labour need across the housing study area for the entire assessment period to 2038. On this basis, the conclusions for the interim assessment year are considered to remain applicable to the design year; non-significant, **negligible** in the local study and labour market areas.

Resident Disruption

16.9.138 The conclusions for the interim assessment year are considered to remain applicable to the design year. This results in non-significant, **negligible** effects within the Project site boundary and labour market area and a non-significant, **minor adverse** effect in the local study area.

Community Facilities and Services

16.9.139 The conclusions for the interim assessment year are considered to remain applicable to the design year; non-significant, **negligible** within the Project site and non-significant, **minor adverse** in the local study area.

Community Cohesion

16.9.140 The conclusions for the interim assessment year are considered to remain applicable to the design year; non-significant, **negligible** within the Project site and non-significant, **minor adverse** in the local study area.

Compensation

16.9.141 Funding linked to the operation of the Project is likely to be distributed through measures such as the Gatwick Airport Community Fund and grants for noise insulation. Details on such measures are yet to be confirmed and will be informed through further consultation, Therefore, potential socio-economic effects linked to compensation will be assessed in the ES when more detail will be available.

Further Mitigation

16.9.142 No further mitigation measures beyond those outlined in each effect assessment are proposed.

Future Monitoring

16.9.143 No future monitoring measures are proposed in relation to socio-economic receptors.

Significance of Effects

16.9.144 No further mitigation or monitoring is required. Therefore, the significance of effects would remain as presented above.

16.10. Potential Changes to the Assessment as a Result of Climate Change

16.10.1 Climate change is not considered to have a direct impact on the socio-economic topics assessed in this chapter.

16.10.2 Changes to greenhouse gas emissions could arise through changes in economic activity related to the Project; however, this would depend on the nature of the activity, which is hard to predict considering the range of economic activities directly on the airport and the indirect and catalytic activities in the wider supply chain. An assessment of the likely significant effects on climate change is presented in Chapter 15: Climate Change and Carbon.

16.11. Cumulative Effects

Zone of Influence

16.11.1 The zone of influence (ZoI) for socio-economics has been identified based on the spatial extent of likely effects. For this topic, the ZoI is considered to be the local study area considering it is the area where receptors are most likely to be impacted upon by the Project and contain the cumulative schemes that are also most likely to impact upon the receptors.

Screening of Other Developments and Plans

16.11.2 The Cumulative Effect Assessment (CEA) takes into account the impact associated with the Project together with other developments and plans. The projects and plans selected as relevant to the CEA presented within this chapter are based upon the results of a screening exercise undertaken as part of the 'CEA shortlist' of developments (see Appendix 19.4.1). Each development on the CEA long list has been considered on a case by case basis for scoping in or out of this chapter's assessment based upon data confidence, effect-receptor pathways and the spatial/temporal scales involved.

16.11.3 In undertaking the CEA for the Project, it is important to bear in mind that the likelihood of other developments and plans being constructed varies depending on how far along the planning process they are. For example, relevant developments and plans that are already under construction and near completion are not likely to contribute to a cumulative impact with the Project. In addition, developments and plans not yet approved or not yet submitted are less certain to contribute to such an impact, as some may not achieve approval or may not ultimately be built due to other factors. For this reason, all relevant development and plans considered cumulatively alongside the Project have been allocated into 'Tiers', reflecting their current stage within the planning and development process. Appropriate weight is therefore given to each Tier in the decision-making process when considering the potential cumulative impact associated with the Project (eg it may be considered that greater weight can be placed on the Tier 1 assessment relative to Tier 2 and Tier 3). Further details of the screening process for the inclusion of other developments and plans in the shortlist and a description of the Tiers is provided in Chapter 19: Cumulative Effects and Inter-relationships.

16.11.4 The specific developments scoped into the CEA for socio-economics are outlined in Table 16.11.1, most of which are in Tier 1 together with key site allocations in proximity that fall in Tier 2 and Tier 3. The developments included as operational in this assessment have been commissioned since the baseline studies for this Project were undertaken and as such were excluded from the baseline assessment. Full details of each of the developments are provided in Appendix 19.4.1.

Table 16.11.1: List of Other Developments and Plans Considered within Socio-Economics CEA

Description of Development	Planning Progress	Distance from the Project	Completion of Construction	Overlap with the Project?
Tier 1				
04/02120/OUT: Comprehensive mixed-use development to comprise 1510 dwellings, neighbourhood centre, primary school, recreation and open space uses, plus associated infrastructure and access roads linking the development to A23 and A217.	Permitted on 02/12/2014	5.0 km	2028	Initial Construction
2019/548/EIA: Request for screening opinion for the Proposed Development of circa 360 residential units and a small amount of commercial development of circa 7,000 sqft.	Screening Decision on 30/04/2019 EIA 7	1.5 km	c.2026	Initial Construction
CR/2015/0552/NCC: Allocated in Crawley Local Plan 2030 (Adopted). Erection of up to 1900 dwellings, 5000sq.m. of use class B1, B2 & B8 employment floorspace, 2500sq.m. of retail floorspace, a local centre/community centre (including a community hall), a new primary school, recreational open space, landscaping, and so on.	Permitted on 15/11/2016	1.6 km	2027	Initial Construction
CR/2015/0718/ARM: Allocation within Crawley Local Plan 2021-2037 (Regulation 19). Approval of	Permitted on 31/01/2019	1.6 km	2027	Initial Construction

Description of Development	Planning Progress	Distance from the Project	Completion of Construction	Overlap with the Project?
Reserved Matters for Phase 2B for 169 dwellings and associated works pursuant to outline permission CR/2015/0552/NCC for a new mixed-use neighbourhood.				
DC/10/1612: Housing/Mixed Development site allocated in the Horsham DC Planning Framework (Adopted 2015). Outline approval for the development of approximately 2500 dwellings, new access from A264 and a secondary access from A264, neighbourhood centre, comprising retail, community building with library facility, public house, primary care centre and care home, land for primary school and nursery, land for employment uses, new rail station, energy centre and associated amenity space. Full permission for the development of Phase 1 of 291 dwellings, internal roads, garages, driveways, 756 parking spaces, pathways, sub-station, flood attenuation ponds and associated amenity space. Additional phase reserved matters applications: DC/17/1473, DC/17/1993, DC/16/1841, DC/18/1213, DC/17/1223	Permitted on 17/10/2011	6.7 km	Under construction	All phases
DM/20/4127: Outline application for an expansion of the existing commercial estate with up to 7,310 sq m of new commercial space. There is currently 3,243 sq m of existing commercial space, of which 2,530 sq m will be retained and 713 sq m of lower-quality, temporary buildings and portacabins removed. The proposed increase over the existing commercial floor space is 6,597 sq m and the total amount of commercial space available on the site post expansion will be up to 9,840 sq m. They are also seeking permission for a replacement of the existing dwelling, and the creation of a new public footpath. The application is in outline, with all matters reserved except for access. Additional highways information submitted on 5th January 2021, 6th February 2021, 27th April 2021, 12th May 2021 and 7th June 2021.	Awaiting decision	7.3 km	n/a	All phases
CR/2019/0542/FUL: Demolition of existing nightclub and redevelopment of site providing 152 apartments, ground floor commercial/retail space (class A1, A3,	Permitted on 04/05/2020	4.0 km	n/a	All phases

Description of Development	Planning Progress	Distance from the Project	Completion of Construction	Overlap with the Project?
A4, B1 and/or D2 uses) split between 2 to 4 units, new publicly accessible public realm (including pocket park), new publicly accessible electric vehicle charging hub, car club and associated works.				
CR/2018/0273/FUL: Gatwick Station. Proposed construction of new station concourse/airport entrance area, link bridges, platform canopies, back of house staff accommodation and associated improvement works.	Permitted on 19/03/2019	0.0km		All phases
Tier 2				
EIA/20/0004: EIA Scoping for West of Ifield - allocated site. EIA Scoping for West of Ifield - allocated site. The proposed development is on a site of 194 hectares in size with a minimum of 3,250 homes and up to 4,000 homes along with social infrastructure, green infrastructure and highway links.	EIA Advice Given on 07/12/2020	1.5 km	n/a	All phases
TR020003: Expansion of Heathrow Airport to enable at least 740,000 air traffic movements per annum and including a new runway to the north-west of the existing airport; supporting airfield, terminal and transport infrastructure; works to the M25, local roads and rivers; temporary construction works, mitigation works and other associated development.	Scoping report submitted in May 2018	40.0 km	n/a	All phases
Tier 3				
Reigate and Banstead Allocation: Land west of Balcombe Road, Horley Strategic Business Park - Strategic Employment Site of 83ha of business space including 200,000 sqm office space.	n/a	0.4km	n/a	Not yet known
Mole Valley Land West of Reigate Road, Hookwood Site Allocation Policy SA42 - Site identified in the Reg 18 consultation draft local plan (Feb 2020 to March 2020) for 450 dwellings and two gypsy and traveler pitches	n/a	0.3km	n/a	Not yet known

Cumulative Effects Assessment

16.11.5 A description of the significance of cumulative effects upon socio-economics receptors arising from each identified impact is given below.

16.11.6 Information is not publicly available in relation to the build costs and construction period for all of the cumulative schemes. As a result, it has not been possible to assess the cumulative impact of the construction phases of all developments that are planned in the local area. However, the impacts of these schemes in terms of temporary construction employment generation and gross value added (GVA) generation will be beneficial for the economy of the local study area and labour market impact areas. With the absence of information it is not possible to provide assessment for the rest of the construction impacts.

Initial Construction Phase: 2024-2029

16.11.7 It is expected that all the permitted schemes in Tier 1 would be under construction within the Project's initial construction phase to 2029. The construction details of those schemes are not publicly available and therefore it is not feasible to estimate the potential impacts on the economy of the local study area and labour market impact area that could be generated as a result of an increased direct, indirect and induced construction employment.

16.11.8 However, the construction activity generated by these cumulative schemes is likely to overlap with the initial construction period and to eventually increase the construction activity of the local study area and the labour market impact areas. Considering the scale of these cumulative schemes, it is expected that the effect conclusions of the assessment section linked to the construction employment of the Project during the initial construction phase remain the same when considered in the context of the cumulative schemes, ie significant, temporary, medium-term, moderate to major beneficial.

First Full Year of Operation: 2029

Construction (2029 to 2032)

16.11.9 It is expected that by 2032 all the schemes will have commenced. On this basis, the construction activity during the 2029 to 2032 period will be further increased, albeit due to limitations on data availability, it is not feasible to quantify the impacts on the economy. Considering the scale of the cumulative schemes, it is expected that the effect conclusions of the assessment section linked to the construction employment of the Project during the first full year of operation construction phase will be significant, temporary, medium-term, moderate to major beneficial.

Operation (2029 to 2032)

16.11.10 The assessment for the operational cumulative effects of the 2029 first full year of the Project's operation is based on projections of future population, jobs, labour supply and housing. The potential effect of the cumulative schemes on the future population, jobs, labour supply and housing in combination with the Project is smaller than the demographic projections assessed in detail in the Assessment of Population and Housing Effects report (Appendix 16.6.2). In particular, it is expected that the schemes in Table 16.11.1 that will be operational at this phase (top four schemes) will result in the provision of c.3,900 new homes, 9,500 new residents and a minimum of 150 new jobs to 2029.

16.11.11 Therefore, it is unlikely that the Project would place pressure on the housing supply of local authorities within the study areas or that an uplift in housing would be needed to increase the labour supply in response to the operational employment generated by the cumulative schemes. On this basis, the operational conclusions associated with the Project in 2029 are not expected to change due to the cumulative developments. Similarly, it is unlikely that there will be any significant impacts on the economy, labour market, businesses and community facilities that would change the findings of the assessment at this phase.

Interim Assessment Year: 2032

Construction (2032 to 2037)

16.11.12 It is expected that between 2032 and 2037 the only schemes that will potentially be under development are those in Tier 2 and 3. As discussed above, there is no available construction information and as such it is expected that the increase in the construction activity during this period will not be of a scale to change the findings of the Project's assessment for the Interim year. As such, the effect conclusions of the assessment section linked to the construction employment of the Project during the interim assessment year construction phase will be not-significant, temporary, medium-term, minor beneficial.

Operation (2032 to 2037)

16.11.13 The potential effect of the cumulative schemes on the future population, jobs, labour supply and housing in combination with the Project is smaller than the demographic projections assessed in detail in the Assessment of Population and Housing Effects report (Appendix 16.6.2) in 2032. In particular, it is expected that the remaining Tier 1 schemes in Table 16.11.1 will be operational at this phase and will result in the provision of c.2,600 new homes, 6,400 new residents and a minimum of 130 new jobs to 2032.

16.11.14 On this basis, it is unlikely that there will be any significant impacts on the economy, labour market, businesses, housing and community facilities that would change the findings of the assessment at this phase.

Design Year: 2038

16.11.15 All the cumulative schemes are assumed to complete by 2038.

16.11.16 Most of the operational effects for the Project are considered to remain valid and unchanged by the inclusion of the cumulative developments on this phase that relates to the operational effects of Tier 2 and Tier 3 cumulative schemes.

16.11.17 Horley Strategic Business Park is proposed to deliver over 200,000sqm of office campus together with other commercial and industrial uses. According to Coast to Capital evidence for Horley Business Park it is expected that the scheme could create 15,000 new jobs. This level of new jobs is beyond those forecasted in Reigate and Banstead by CE and the various scenarios (for full details see Appendix 16.6.2). This will have an impact on the labour market of the impact areas. It should be noted that the nature of the potential job opportunities that will be generated by Horley Business Park development are expected to differ with the majority of job opportunities that will be created by the Project. In particular, the business campus is expected to generate primarily high-skilled employment opportunities compared to low to medium-skilled opportunities that will be generated by the Project (Oxera, 2021). In addition, it is understood that high-skilled employees tend to commute further (Oxera, 2021), and on this basis no further impacts on the housing supply of the impact areas are expected to occur. Synthesising the above, the findings of the assessment for the design year will remain unchanged.

Cumulative Socio-Economic Effects with Heathrow Third Runway

16.11.18 The proposed development of the Heathrow Third Runway is considered as a cumulative development as part of this socio-economic assessment.

16.11.19 The implications of Heathrow expansion regarding labour supply and housing demand have been assessed as part of the Assessment of Population and Housing Effects (Appendix 16.6.2). This outlines that between the impact zones of Heathrow and Gatwick defined for assessing these effects, there is only overlap of one authority, namely Elmbridge Borough in Surrey. The assessment concludes that the labour supply generated by current housing trajectories and the labour supply needed to support forecast job growth for Elmbridge shows that there is expected to be a surplus of labour supply of up to c.2,000 in the early 2020s falling to around 500-1,000 by the early 2030s and falling to below 500 in the longer term (but not falling below zero).

16.11.20 In addition, the Population and Housing Effects report highlights that there is a significant amount of 'headroom' in the labour supply in the local authority where there is an overlap between the two airport areas (Elmbridge) and in the housing market area in which that authority sits (North East Surrey). As such, the expansion at Heathrow Airport would need to generate labour demand in excess of c.2,500 workers in Elmbridge alone in order for there to be any potential imbalance in labour supply and demand resulting from both the Project and future expansion at Heathrow.

16.11.21 Moreover, it is expected that the labour supply generated by current housing trajectories represents a 'worst-case scenario' because in the future local plans will be updated and expected housing delivery will increase (as a result of the standard method). As a result, the labour supply generated in the study area will also be increased providing additional 'headroom' in the surplus labour supply of the North East Surrey housing market area. On this basis, it is unlikely that the Project and the expansion of Heathrow will place significant pressures on the housing and labour market of the overlapping areas.

16.11.22 Furthermore, it is not expected to have any additional impacts of scale able to impact the assessment's findings regarding the rest of the operational effects including economy, businesses and community facilities.

16.11.23 Overall, the cumulative effects with Heathrow Third Runway would not change the findings of the assessment across all the phases.

16.12. Inter-Related Effects

16.12.1 The socio-economic effects are not anticipated to have inter-relationships with topics that have not been included within the assessment section.

16.13. Summary

16.13.1 This chapter includes a preliminary assessment of the environmental effects of the Project relating to employment, supply chain, labour market, business disruption, business displacement, population, housing, resident disruption, community facilities and services and community cohesion during construction and operation. The assessment has been conducted following a combination of Government guidance and professional judgement to develop robust conclusions on the significance of effects based on information available at the time of writing.

16.13.2 The receptors include businesses and commercial activity, labour market, existing and new residents and community assets. These are expected to be impacted upon by multiple factors including direct and indirect employment change, the introduction of a temporary construction workforce and disruption to businesses and residents.

16.13.3 The assessment shows that the Project would generate additional construction jobs which can be filled by the existing and projected labour supply within the labour market area. The Project is expected to generate some disruption to business and residents (eg through changes to traffic and noise levels); however, no significant impacts are expected in most cases. The Project is not expected to increase the need for housing above what is already planned for by neighbouring local authorities.

16.13.4 Some significant effects have been identified including beneficial effects through the generation of construction and operational employment across the four different phases of this socio-economic assessment. In particular, within the local study area the Project has been assessed to have a significant effect on the employment at the interim assessment and final design years. There is also a significant effect identified on the supply chain employment opportunities in the opening year. Some of these effects will be subject to further enhancement measures which will be outlined in further detail at the ES stage.

16.13.5 There are also some significant adverse effects identified by the assessment. The first relates to the loss of Open Space (ie less than one hectare of open space) and measures including re-provision of the entire loss and further enhancements to the rest of the open space provision are expected to mitigate the effect. The second relates to Business Disruption within the site boundary during the interim year. Mitigation measures will include a detailed construction management plan and a compensation schedule that will address and minimise those impacts. Finally, there are moderate adverse effects on labour market in the local study area identified in the interim assessment and design years. These effects will be mitigated by the Outline Employment, Skills and Business Strategy. All the significant adverse effects, following mitigation will have non-significant residual effects.

Next Steps

16.13.6 The assessment in this chapter was prepared using the best information available at the time. Further work will be undertaken following this assessment to inform the final ES chapter for the application of development consent. This work will include continuing to update the baseline socio-economics statistics to align with the latest data sources, revising the assessment around new information (eg updated construction workforce details) and developing the details of mitigation measures such as the Outline Employment, Skills and Business Strategy. Additional consultation will be undertaken with stakeholders to further inform the final ES chapter.

Table 16.13.1: Summary of Effects

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
Initial Construction Phase (Construction Effects): 2024 to 2029								
Employment	Local study area	Medium	Direct construction employment	Medium-term	High beneficial	Moderate to major beneficial	Significant	
	Labour market area	Low	Direct construction employment	Medium-term	Low beneficial	Minor beneficial	Not significant	
	Five authorities' area	Low	Direct construction employment	Medium-term	Low beneficial	Minor beneficial	Not significant	
Construction supply chain	Local study area	Medium	Indirect economic activity	Medium-term	Low beneficial	Minor beneficial	Not significant	
	Labour market area	Low	Indirect economic activity	Medium-term	Low beneficial	Minor beneficial	Not significant	
	Five authorities' area	Low	Indirect economic activity	Medium-term	Low beneficial	Minor beneficial	Not significant	
Construction labour market	Local study area	Medium	Demand for construction labour, training opportunities and access to work	Medium-term	Low beneficial	Minor beneficial	Not significant	
	Labour market area	Low	Demand for construction labour, training opportunities and access to work	Medium-term	Negligible	Negligible	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Five authorities' area	Low	Demand for construction labour, training opportunities and access to work	Medium-term	Negligible	Negligible	Not significant	
Businesses	Project site boundary	High	Disruption to business activities	Medium-term	Low adverse	Minor adverse	Not significant	
	Local study area	Low - medium	Disruption to business activities	Medium-term	Low adverse	Minor adverse	Not significant	
	Labour market area	Low	Disruption to business activities	Medium-term	Negligible	Negligible	Not significant	
	Five authorities' area	Low	Disruption to business activities	Medium-term	Negligible	Negligible	Not significant	
Businesses	Project site boundary	Low	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Local study area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
Population	Local study area	Low	Introduction of a temporary workforce	Medium-term	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Introduction of a temporary workforce	Medium-term	Negligible	Negligible	Not significant	
Housing	Local study area	Low	Introduction of a temporary workforce	Medium-term	Negligible	Negligible	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Labour market area	Negligible	Introduction of a temporary workforce	Medium-term	Negligible	Negligible	Not significant	
Existing residents	Local study area	Low	Disruption of existing resident activities	Medium-term	Low adverse	Negligible	Not significant	
	Labour market area	Negligible	Disruption of existing resident activities	Medium-term	Negligible	Negligible	Not significant	
Community facilities and services	Project site boundary	Low	Introduction of a temporary workforce	Medium-term	Medium adverse	Minor adverse	Not significant	
	Local study area	Low	Introduction of a temporary workforce	Medium-term	Medium adverse	Minor adverse	Not significant	
Community cohesion	Project site boundary	Medium	Introduction of a temporary workforce	Medium-term	Low adverse	Minor adverse	Not significant	
	Local study area	Medium	Introduction of a temporary workforce	Medium-term	Low adverse	Minor adverse	Not significant	
2029: First Full Year of Opening (Construction Phase 2029 - 2032)								
Employment	Local study area	Medium	Direct construction employment	Short-term	Medium beneficial	Moderate beneficial	Significant	
	Labour market area	Low	Direct construction employment	Short-term	Low beneficial	Minor beneficial	Not significant	
	Five authorities' area	Low	Direct construction employment	Short-term	Low beneficial	Minor beneficial	Not significant	
Construction supply chain	Local study area	Medium	Indirect economic activity	Short-term	Low beneficial	Minor beneficial	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Labour market area	Low	Indirect economic activity	Short-term	Negligible	Negligible to minor beneficial	Not significant	
	Five authorities' area	Low	Indirect economic activity	Short-term	Negligible	Negligible to minor beneficial	Not significant	
Construction labour market	Local study area	Medium	Demand for construction labour, training opportunities and access to work	Short-term	Low beneficial	Minor beneficial	Not significant	
	Labour market area	Low	Demand for construction labour, training opportunities and access to work	Short-term	Negligible	Negligible	Not significant	
	Five authorities' area	Low	Demand for construction labour, training opportunities and access to work	Short-term	Negligible	Negligible	Not significant	
Businesses	Project site boundary	High	Disruption to business activities	Short-term	Low adverse	Minor adverse	Not significant	
	Local study area	Low - medium	Disruption to business activities	Short-term	Low adverse	Minor adverse	Not significant	
	Labour market area	Low	Disruption to business activities	Short-term	Negligible	Negligible	Not significant	
	Five authorities' area	Low	Disruption to business activities	Short-term	Negligible	Negligible	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
Businesses	Project site boundary	Low	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Local study area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
Population	Local study area	Low	Introduction of a temporary workforce	Short-term	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Introduction of a temporary workforce	Short-term	Negligible	Negligible	Not significant	
Housing	Local study area	Low	Introduction of a temporary workforce	Short-term	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Introduction of a temporary workforce	Short-term	Negligible	Negligible	Not significant	
Existing residents	Local study area	Low	Disruption of existing resident activities	Short-term	Low to medium adverse	Negligible to minor adverse	Not significant	
	Labour market area	Negligible	Disruption of existing resident activities	Short-term	Negligible	Negligible	Not significant	
Community facilities and services	Project site boundary	Low	Introduction of a temporary workforce	Short-term	Medium adverse	Minor adverse	Not significant	
	Local study area	Low	Introduction of a temporary workforce	Short-term	Medium adverse	Minor adverse	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
Open Space – Riverside Garden Park	Project site boundary	High	Loss of Open Space	Permanent	Medium adverse	Moderate Adverse	Significant	
	Local study area	High	Loss of Open Space	Permanent	Low adverse	Minor adverse	Not significant	
Community cohesion	Project site boundary	Medium	Introduction of a temporary workforce	Short-term	Low adverse	Minor adverse	Not significant	
	Local study area	Medium	Introduction of a temporary workforce	Short-term	Low adverse	Minor adverse	Not significant	
2029: First Full Year of Opening (Operational Phase)								
Employment	Local study area	Medium	Introduction of new permanent direct jobs and GVA	Permanent	Low beneficial	Minor beneficial	Not significant	
	Labour market area	Low	Introduction of new permanent direct jobs and GVA	Permanent	Negligible	Negligible to Minor beneficial	Not significant	
	Five authorities’ area	Low	Introduction of new permanent direct jobs and GVA	Permanent	Negligible	Negligible to Minor beneficial	Not significant	
Supply chain	Local study area	Medium	Introduction of new indirect and catalytic jobs and GVA	Permanent	Medium beneficial	Moderate beneficial	Significant	
	Labour market area	Low	Introduction of new indirect and catalytic jobs and GVA	Permanent	Low beneficial	Minor beneficial	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Five authorities' area	Low	Introduction of new indirect and catalytic jobs and GVA	Permanent	Low beneficial	Minor beneficial	Not significant	
Labour Market	Local study area	Medium	Demand for labour, new training opportunities and improved access to work	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Low	Demand for labour, new training opportunities and improved access to work	Permanent	Negligible	Negligible	Not significant	
	Five authorities' area	Low	Demand for labour, new training opportunities and improved access to work	Permanent	Negligible	Negligible	Not significant	
Businesses	Project site boundary	High	Driver delays – Business disruptions	Permanent	Low adverse	Minor adverse	Not significant	
	Local study area	Medium-low	Driver delays – Business disruptions	Permanent	Low adverse	Negligible	Not significant	
	Labour market area	Low	Driver delays – Business disruptions	Permanent	No change	No change	Not significant	
Businesses	Project site boundary	Low	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Local study area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
Population	Local study area	Low	Change in the number of residents	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Change in the number of residents	Permanent	Negligible	Negligible	Not significant	
Housing	Local study area	Low	Change in demand for housing	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Change in demand for housing	Permanent	Negligible	Negligible	Not significant	
Existing residents	Local study area	Low	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Low Adverse	Negligible to minor adverse	Not significant	
	Labour market area	Negligible	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Negligible	Negligible	Not significant	
	Project site boundary	Low	Change in demand, supply and viability	Permanent	Negligible	Negligible	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
Community facilities and services	Local study area	Medium	Change in demand, supply and viability	Permanent	Low	Minor adverse	Not significant	
Community cohesion	Project site boundary	Negligible	Changes to community assets	Permanent	Negligible	Negligible	Not significant	
	Local study area	Low	Changes to community assets	Permanent	Negligible	Negligible to minor adverse	Not significant	
2032: Interim Assessment Year (Construction Phase: 2032 to 2037)								
Employment	Local study area	Medium	Direct construction employment	Medium-term	Low beneficial	Minor beneficial	Not significant	
	Labour market area	Low	Direct construction employment	Medium-term	Low beneficial	Negligible to minor beneficial	Not significant	
	Five authorities' area	Low	Direct construction employment	Medium-term	Low beneficial	Negligible to minor beneficial	Not significant	
Construction supply chain	Local study area	Medium	Indirect economic activity	Medium-term	Low beneficial	Minor beneficial	Not significant	
	Labour market area	Low	Indirect economic activity	Medium-term	Negligible	Negligible to Minor beneficial	Not significant	
	Five authorities' area	Low	Indirect economic activity	Medium-term	Negligible	Negligible to Minor beneficial	Not significant	
Construction labour market	Local study area	Medium	Demand for construction labour, training	Medium-term	Low beneficial	Minor beneficial	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
			opportunities and access to work					
	Labour market area	Low	Demand for construction labour, training opportunities and access to work	Medium-term	Negligible	Negligible	Not significant	
	Five authorities' area	Low	Demand for construction labour, training opportunities and access to work	Medium-term	Negligible	Negligible	Not significant	
Businesses	Project site boundary	High	Driver delays – Business disruptions	Medium-term	Medium Adverse	Moderate adverse	Significant	
	Local study area	Medium-low	Driver delays – Business disruptions	Medium-term	Medium Adverse	Minor adverse	Not significant	
	Labour market area	Low	Driver delays – Business disruptions	Medium-term	Low Adverse	Negligible	Not significant	
Businesses	Project site boundary	Low	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Local study area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
Population	Local study area	Low	Introduction of a temporary workforce	Medium-term	Negligible	Negligible	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Labour market area	Negligible	Introduction of a temporary workforce	Medium-term	Negligible	Negligible	Not significant	
Housing	Local study area	Low	Introduction of a temporary workforce	Medium-term	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Introduction of a temporary workforce	Medium-term	Negligible	Negligible	Not significant	
Existing residents	Local study area	Low	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Low to Medium Adverse	Minor adverse	Not significant	
	Labour market area	Negligible	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Negligible	Negligible	Not significant	
Community facilities and services	Project site boundary	Low	Introduction of a temporary workforce	Short-term	Medium adverse	Minor adverse	Not significant	
	Local study area	Low	Introduction of a temporary workforce	Short-term	Medium adverse	Minor adverse	Not significant	
Community Cohesion	Project site boundary	Medium	Introduction of a temporary workforce	Short-term	Low adverse	Minor adverse	Not significant	
	Local study area	Medium	Introduction of a temporary workforce	Short-term	Low adverse	Minor adverse	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
2032: Interim Assessment Year (Operational Phase)								
Employment	Local study area	Medium	Introduction of new permanent direct jobs and GVA	Permanent	Medium beneficial	Moderate beneficial	Significant	
	Labour market area	Low	Introduction of new permanent direct jobs and GVA	Permanent	Low beneficial	Negligible to minor beneficial	Not significant	
	Five authorities' area	Low	Introduction of new permanent direct jobs and GVA	Permanent	Low beneficial	Negligible to minor beneficial	Not significant	
Supply chain	Local study area	Medium	Introduction of new indirect and catalytic jobs and GVA	Permanent	High beneficial	Moderate to major beneficial	Significant	
	Labour market area	Low	Introduction of new indirect and catalytic jobs and GVA	Permanent	Medium beneficial	Minor beneficial	Not significant	
	Five authorities' area	Low	Introduction of new indirect and catalytic jobs and GVA	Permanent	Medium beneficial	Minor beneficial	Not significant	
Labour market	Local study area	Medium	Demand for labour, new training opportunities and improved access to work	Permanent	Medium adverse	Moderate adverse	Significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Labour market area	Low	Demand for labour, new training opportunities and improved access to work	Permanent	Low adverse	Minor adverse	Not significant	
	Five authorities' area	Low	Demand for labour, new training opportunities and improved access to work	Permanent	Low adverse	Minor adverse	Not significant	
Businesses	Project site boundary	High	Business disruption - Driver delays	Permanent	Low to medium adverse	Moderate adverse	Significant	
	Local study area	Medium-low	Business disruption - Driver delays	Permanent	Low adverse	Minor adverse	Not significant	
	Labour market area	Low	Business disruption - Driver delays	Permanent	No change	No change	Not significant	
Businesses	Project site boundary	Low	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Local study area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Displacement of business activities	Permanent	Negligible	Negligible	Not significant	
Population	Local study area	Low	Change in the number of residents	Permanent	Negligible	Negligible	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Labour market area	Negligible	Change in the number of residents	Permanent	Negligible	Negligible	Not significant	
Housing	Local study area	Negligible	Change in demand for housing	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Change in demand for housing	Permanent	Negligible	Negligible	Not significant	
Existing residents	Project site boundary	Negligible	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Negligible	Negligible	Not significant	
	Local study area	Low-medium	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Medium Adverse	Minor adverse	Not significant	
	Labour market area	Negligible	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Negligible	Negligible	Not significant	
Community Facilities and Services	Project site boundary	Low	Change in demand, supply and viability	Permanent	Negligible	Negligible	Not significant	
	Local study area	Medium	Change in demand, supply and viability	Permanent	Negligible	Minor adverse	Not significant	
Community cohesion	Project site boundary	Negligible	Changes to community assets	Permanent	Negligible	Negligible	Not significant	
	Local study area	Low	Changes to community assets	Permanent	Negligible	Negligible to Minor adverse	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
2038: Design Year (Operational Phase)								
Employment	Local study area	Medium	Introduction of new permanent direct jobs and GVA	Permanent	Medium beneficial	Moderate beneficial	Significant	
	Labour market area	Low	Introduction of new permanent direct jobs and GVA	Permanent	Low beneficial	Negligible to minor beneficial	Not significant	
	Five authorities' area	Low	Introduction of new permanent direct jobs and GVA	Permanent	Low beneficial	Negligible to minor beneficial	Not significant	
Supply chain	Local study area	Medium	Introduction of new indirect and catalytic jobs and GVA	Permanent	High beneficial	Moderate to major beneficial	Significant	
	Labour market area	Low	Introduction of new indirect and catalytic jobs and GVA	Permanent	Medium beneficial	Minor beneficial	Not significant	
	Five authoritie's area	Low	Introduction of new indirect and catalytic jobs and GVA	Permanent	Medium beneficial	Minor beneficial	Not significant	
Labour market	Local study area	Medium	Demand for labour, new training opportunities and improved access to work	Permanent	Medium adverse	Moderate adverse	Significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Labour market area	Low	Demand for labour, new training opportunities and improved access to work	Permanent	Low adverse	Minor adverse	Not significant	
	Five authorities' area	Low	Demand for labour, new training opportunities and improved access to work	Permanent	Low adverse	Minor adverse	Not significant	
Businesses	No business disruption impact in the Design Year is expected as Project will have been completed.							
Businesses	No business displacement impact in the Design Year is expected as Project will have been completed.							
Population	Local study area	Low	Change in the number of residents	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Change in the number of residents	Permanent	Negligible	Negligible	Not significant	
Housing	Local study area	Negligible	Change in demand for housing	Permanent	Negligible	Negligible	Not significant	
	Labour market area	Negligible	Change in demand for housing	Permanent	Negligible	Negligible	Not significant	
Existing Residents	Project site boundary	Negligible	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Negligible	Negligible	Not significant	
	Local study area	Low	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Medium Adverse	Minor adverse	Not significant	

Receptor	Study Area	Receptor Sensitivity	Description of Impact	Short / medium / long term / permanent	Magnitude of Impact	Significance of Effect	Significant / not significant	Notes
	Labour market area	Negligible	Severance, driver delays, pedestrian and cyclist delays and noise	Permanent	Negligible	Negligible	Not significant	
Community facilities and services	Project site boundary	Low	Change in demand, supply and viability	Permanent	Negligible	Negligible	Not significant	
	Local study area	Medium	Change in demand, supply and viability	Permanent	Negligible	Minor adverse	Not significant	
Community cohesion	Project site boundary	Negligible	Changes to community assets	Permanent	Negligible	Negligible	Not significant	
	Local study area	Low	Changes to community assets	Permanent	Negligible	Minor adverse	Not significant	

16.14. References

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16.15. Glossary

Table 16.15.1: Glossary of Terms

Term	Description
APS	Annual Population Survey
BRES	Business Register and Employment Survey
CEA	Cumulative Effects Assessment
CITB	Construction Industry Training Board
CoCP	Code of Construction Practice
DMRB	Design Manual for Roads and Bridges
EIA	Environmental Impact Assessment
EqIA	Equalities Impact Assessment
ES	Environmental Statement
FDI	Foreign Direct Investment
FEMA	Functional Economic Market Area
FTE	Full Time Equivalent
GP	General Practitioner
GVA	Gross Value Added
HMA	Housing Market Area
IMD	Indices of Multiple Depreviation
LEP	Local Enterprise Partnership
LIS	Local Industrial Strategy
LSOA	Lower Super Output Area
MHCLG	Ministry of Housing, Communities and Local Government
MSOA	Middle Super Output Area
MYE	Mid-Year Estimates
NHS	National Health Service
NPPF	National Planning Policy Framework
NPPG	National Planning Practice Guidance
NPS	National Policy Statement
NVQ	National Vocational Qualification
OA	Output Area
ONS	Office for National Statistics
PEIR	Preliminary Environmental Information Report
PINS	Planning Inspectorate
SNPP	Sub National Population Projections
SOC	Standard Occupational Classification
sqft	Square foot
TTWA	Travel-to-Work Area

Term	Description
ZoI	Zone of Influence