

EMPLOYMENT

CE/11 – Employment

Identifies the intention to provide 5000 new jobs in the longer-term, reflecting Structure Plan requirements to develop the site as an area of high density housing and employment in close proximity. Employment will be largely for category B land uses, especially that associated with the sub-regions high-tech and R&D strengths, and relevant D1 research uses consistent with the City's academic traditions and infrastructure supporting its research base.

Sustainability Appraisal Objectives [abridged in some cases]	Assessment			Comments / Proposed Mitigation
	Short	Med.	Long	
1.1 Minimise irreversible loss of undeveloped land and productive agricultural holdings	~	~	~	
1.2 Reduce the use of non-renewable resources including energy	(-)	(—)	(—)	Clearly a very substantial increase in employment, and absolute increase in energy consumption, particularly as the key sectors are heavy users of electricity. Conversely the location will make integration of electricity supply easier (primarily a visual impact). Impact can be softened by requirements on conservation technology.
1.3 Limit water consumption to sustainable levels	(?)	(-)	(—)	As above although volume impact possibly lower, and can again be offset by conservation technology (see policy CE/
2.1 Avoid damage to designated sites and protected species	~	~	~	
2.2 Maintain / enhance range and viability of characteristic habitats and species	~	~	~	
2.3 Improve opportunities for people to access the countryside and wild places	~	~	~	

3.1 Avoid damage to designated historic sites and their settings	~	~	~	
3.2 Maintain diversity and distinctiveness of landscape and townscape	+	+	+	Intrinsic contribution – consistent with other employment location policies which prioritise development in established centres rather than dispersal. Also intrinsically supportive insofar as the character of the settlement can be improved by employment sites (i.e. retail + housing can seem like a dormitory).
3.3. Create places and spaces that look good and work well	+	+(+)	++	Also intrinsically supportive insofar as the character of the settlement can be improved by employment sites (ie. retail + housing can seem like a dormitory). Possibly also a more direct benefit from having employment locally to cut out commuting.
4.1 Reduce emission of greenhouse gases and other pollutants	(+)	+	++	Impacts of development are assumed to be mitigated appropriately but again local employment cuts down commuting and emissions.
4.2 Minimise waste production and support recycling	(?)	(-)	(—)	Net growth from development, possibly complicated by special or hazardous nature of wastes from certain research activities.
4.3 Limit or reduce vulnerability to flooding and other climate change impacts	~	~	~	
5.1 Maintain and enhance human health	+	+	+	Spatial aspect contributes to healthy commuting objectives.
5.2 Reduce and prevent crime and the fear of crime	~	~	~	
5.3 Improve the quantity and quality of publicly accessible open space	~	~	~	
6.1 Improve the quality, range and accessibility of services and facilities	+	++	+++	Clearly supportive.
6.2 Redress inequalities in age, gender, race, location, faith, disability, etc.	~	~	~	Difficult to detect a direct impact although again spatial policy will help provision of employment for local people and accessibility.

6.3 Ensure all groups have access to decent, appropriate and affordable housing	+	++	+++	
6.4 Encourage and enable active involvement of local people in the community	~	~	~	
7.1 Help people gain access to satisfying work appropriate to skills, potential and location	+	+(+)	++	Appears sound insofar as the range of land uses aim for a balance of employment needs. Assuming average of 2 occupants per household, aims to provide close to 20% of local employment within the quarter.
7.2 Support appropriate investment in people, places, communications and infrastructure	~	~	~	
7.3. Improve the efficiency, competitiveness, vitality and adaptability of the local economy	+	++	+++	Marking may be a little optimistic depending on what the new quarter contributes to the overall local economy, but the policy is clearly consistent with spatial and employment policy in the Core Strategy DPD and Structure Plan.
Summary of assessment: An ambitious proposal to provide between 15% and 20% of the new quarter's employment locally, based on the sectoral priorities identified in the Structure Plan. Aside from coordinating housing and employment provision, the policy is also consistent directly with sustainable transport, land use and, less directly, encouraging healthier lifestyles by sustainable commuting.				
Summary of mitigation proposals: None identified.				
Secondary, cumulative or synergistic effects: The only secondary concern is the impact of meeting growing demand for houses and employment in the longer term, although this is provided for by safeguarding land within the site for the period beyond 2016.				