

Blaenau Gwent County Borough Council
Cyngor Bwrdeisdref Sirol Blaenau Gwent



Employment Background Paper

Papur Cefndirol Cyflogaeth

Deposit Local Development Plan

Cynllun Adeneuo Datblygu Lleol

CONTENTS	Page
1.0 INTRODUCTION	1
2.0 NATIONAL POLICY CONTEXT	1
The Wales Spatial Plan – People, Places, Futures	1
Planning Policy Wales Edition 4	3
Technical Advice Note 6: Planning for Sustainable Rural Communities	4
A Winning Wales	5
WAVE: A Vibrant Economy	5
Capturing the Potential – A Green Jobs Strategy for Wales	5
Economic Renewal: A New Direction	6
3.0 REGIONAL POLICY CONTEXT	6
South East Wales Economic Forum’s Enter the Dragon Economy	6
“Turning Heads...” – A Strategy for the Heads of the Valleys 2020	7
4.0 LOCAL POLICY CONTEXT	8
Making a Difference – The Big 20 Year Plan for Blaenau Gwent 2010 to 2030	8
Blaenau Gwent Regeneration Strategy and Action Plan	8
5.0 ECONOMIC PROFILE OF BLAENAU GWENT	10
6.0 BLAENAU GWENT’S FUTURE POTENTIAL FOR ECONOMIC GROWTH	18
7.0 EMPLOYMENT LAND REQUIREMENT	20
8.0 FUTURE NEED FOR EMPLOYMENT SPACE	21
9.0 LDP EMPLOYMENT LAND	27
10.0 EMPLOYMENT OUTSIDE OF CLASS B USES	32
11.0 RESULTS OF PREVIOUS CONSULTATION	33
12.0 DRAFT LDP POLICY	44
Objective 7	44
Objective 8	44
Objective 9	44
Strategic Policy (SP) 8 Economic Growth	44
Development Management Policy (DM) 11 Use Class Restrictions – Business and Industry	47
Allocation – MU1 Ebbw Vale Northern Corridor	48
Allocation – MU2 The Works	49
Allocation – EMP1 Employment Allocations	51
Allocation – EMP2 Employment Area Protection	52



EMPLOYMENT BACKGROUND PAPER

Tables

Table 1: Working Age Population	12
Table 2: Economic Activity	12
Table 3: Employment by Occupation	12
Table 4: Average Gross Weekly Earnings	13
Table 5: Employment by Sector	13
Table 6: The Pattern of Change in Employment by Broad Industry Sector in the period 1998 to 2008	14
Table 7: Qualifications	15
Table 8: VAT Registered Businesses	16
Table 9: Travel to Work	17
Table 10: Employment Floorspace Demand Forecast Adjusted for Employment Changes	18
Table 11: Linear Forecast Based on Floorspace Change in Blaenau Gwent	22
Table 12: Linear Forecast Based on Employment Change	23
Table 13: Forecast Adjusted for Employment Change	23
Table 14: Employment Floorspace Demand Forecast Adjusted for Employment Changes	24
Table 15: Forecasted Changes in Employment Land Demand 2005-2021	24
Table 16: Employment Land Requirements by Use Class B	25
Table 17: Total Employment Land Requirements	25
Table 18: Employment Need Calculation A – Employment Rate	25
Table 19: Employment Calculation B – Unemployment	25
Table 20: Employment by Sector	26
Table 21: Population Change, Key Years and Key Age Groups	26
Table 22: Proposed Employment Allocations	27
Table 23: Proposed Employment Protection Areas	28
Table 24: Percentage of Working Age Population in Self Employment	33
Table 25: The Number of People Employed in the Construction Industry	42

Figures

Figure 1: Self Containment Rates	17
Figure 2: Blaenau Gwent Floorspace Rate of Change Between 1998 and 2005	22

Appendices

Appendix 1 – Proposed Employment Land Allocations
Appendix 2 – Proposed Employment Protection Areas



1.0 INTRODUCTION

Aim

- 1.1 The aim of this Background Paper is to set out how objectives, policies and allocations relating to Employment have been identified and developed.

Overview of how this paper fits into Plan preparation

- 1.2 This Paper will provide information for Officers and Members of the Authority, stakeholders, members of the public and the Inspector to help explain the approach taken on Employment.

Context

- 1.3 Blaenau Gwent suffers from high levels of unemployment and economic inactivity, high benefit dependence and limited employment opportunities which together result in low household incomes. A key challenge for the area is to secure jobs for the future. This will mean increasing the proportion of jobs in sectors with good growth prospects, such as services, knowledge based business, advanced manufacturing, tourism and sustainable technologies. The challenge is to provide land, services and environments that will achieve this.
- 1.4 This Background Paper sets out:
- **The National Policy Context** for employment;
 - **The Regional Policy Context** for employment;
 - **The Local Policy Context** for employment;
 - **Economic Profile of Blaenau Gwent**;
 - **Blaenau Gwent's Future Potential for Economic Growth**;
 - **Employment Land Requirement**;
 - **Future Need for Employment Space**;
 - **LDP Employment Land**;
 - **Employment outside of Class B Uses**;
 - **Results of Previous Consultation**; in relation to employment; and
 - **Draft LDP Policy**, which provides the proposed policy context for employment in Blaenau Gwent.

2.0 NATIONAL POLICY CONTEXT

Wales Spatial Plan – People, Places, Futures (July 2008)

- 2.1 The Wales Spatial Plan forms one of the high-level strategic 'building blocks' of the Welsh Assembly Government. The Wales Spatial Plan is a material planning consideration for Local Planning Authorities, who are statutorily obliged to have regard for the objectives, aims and requirements of the Wales Spatial Plan in developing their Local Development Plans.
- 2.2 The Wales Spatial Plan sets a vision for how each part of Wales should develop economically, socially and environmentally over the next 20 years. It guides the

way the Assembly Government will spend its money over the coming years. The Wales Spatial Plan reinforces the Welsh Assembly Government's commitment to developing a sustainable future for Wales, including the statutory duty to promote sustainable development in all its work to meet the social, economic and environmental needs of the people now and in the future.

2.3 The core themes of the Plan are:

- Building Sustainable Communities;
- Promoting a Sustainable Economy;
- Valuing our Environment;
- Achieving Sustainable Accessibility;
- Respecting Distinctiveness; and
- Working with Our Neighbours.

2.4 Blaenau Gwent is within the South East Wales – Capital Region. The vision for the area is:

'An innovative skilled area offering a high quality of life – international yet distinctively Welsh. It will compete internationally by increasing its global visibility through stronger links between the Valleys and the coast and with the UK and the rest of Europe, helping to spread prosperity within the area and benefiting other parts of Wales.'

2.5 Blaenau Gwent along with the neighbouring Authorities of Merthyr Tydfil, Monmouthshire, Torfaen, Rhondda Cynon Taf, Caerphilly, Cardiff, Bridgend, Newport and the Vale of Glamorgan have worked together to identify more detail on how the area is to develop in the future. The Capital Region has been broken down into three areas, Heads of the Valleys Plus, Connections Corridor and the City Coastal Area.

2.6 Blaenau Gwent falls within the Heads of the Valleys Plus area. This is an area comprising the Upper Valleys of South East Wales facing some of the greatest economic and social change challenges created by economic restructuring of the late 20th century.

2.7 Under the core theme 'Building Sustainable Communities' Ebbw Vale is identified as being a key settlement that has a critical role to play in the success of the Capital Region. It must be successful in its own right and, where appropriate, function as a service and employment hub for smaller settlements. It will provide the central framework around which high capacity sustainable transport links will be developed. Other settlements in the area need modern shopping, leisure, community and cultural facilities, more attractive and affordable housing, clean vibrant town centres, accessible open countryside and employment opportunities.

2.8 In terms of 'Promoting a Sustainable Economy' the area needs to develop a stronger presence in higher value services and the knowledge economy, and to seize opportunities to create jobs in tourism, creative industries, renewable energy, recycling and waste. Strategic interventions, focused on regeneration and

investment in the most deprived areas of the Capital Region, should be along sustainable transport corridors and support the key settlements. There is also scope for influencing the location of public sector employment to help to contribute to the sustainable pattern of development in the area. Reconfiguration of public services, including education and health, and back office functions in local government and the public sector also offer opportunities for integrated planning.

Planning Policy Wales (Edition 4, February 2011)

- 2.9** Planning Policy Wales (PPW) sets out the land use planning policies of the Welsh Assembly Government. PPW is national planning policy and local government is obliged to take the requirements of PPW into account when preparing development plans. Assembly Government Employment policy is embodied in Chapter 7 of Planning Policy Wales (2011).
- 2.10** The Assembly Government's objectives, as listed under paragraph 7.1.5, relating to economic development are: -
- Enhance the economic success of both urban areas and the countryside, helping businesses to maximise their competitiveness;
 - Support initiative and avoid placing unnecessary burdens on enterprise;
 - Respect and encourage diversity in the local economy, for example in rural areas encouraging farm diversification and in urban areas promoting mixed use development;
 - Promote the exploitation of new technologies which can provide new opportunities; and
 - Ensure that development for enterprise and employment uses is in line with sustainability principles and respects the environment in its location, scale and design, especially so as to address climate change.
- 2.11** When preparing Local Development Plans, PPW requires Local Planning Authorities to: -
- Set the policy context for the provision of employment, taking into account the local authority's economic development strategies and other relevant plans and strategies, such as the Assembly Government's economic development policies;
 - Include policies to maintain or develop sustainable communities, encouraging environmentally sound, climate responsive and socially responsible economic development;
 - Encourage diversification in the local economy and development which respects the environment;
 - Provide for development to be accommodated within or adjoining the main urban areas and, in rural areas, established local centres;
 - For rural areas, set out an integrated rural development strategy for new development based on sustainable development principles and tailored to the area's specific assets and areas;
 - Include policies encouraging farm diversification and new rural development opportunities;
 - Identify a range and choice of sites to meet different economic and employment needs, having regard to where the private sector want to invest,

and which meet, or have the potential to meet, the Assembly Government's objectives for transport and other relevant policy fields;

- Contain policies setting out clear criteria against which new economic development proposals will be assessed. These should not simply list the types of development which might be appropriate but should focus on the impact of different types of development and should also set standards of design and scale. The justification for any conditions or agreements should be included;
- Establish criteria for key sites, where these are included, making explicit the reasons why they should be differentiated from other sites. The range of uses which are appropriate for key sites should be specified;
- Contain appropriate policies in support of the development of innovative business or technology clusters and eco-industrial networks; and
- Promote the development of underused and vacant previously developed land and premises, especially those adjacent to existing or disused railway lines or docks, which have been safeguarded by local planning authorities indicating the industrial and commercial uses that would be acceptable.

(PPW, 2011, para 7.5.1)

Technical Advice Note 6: Planning for Sustainable Rural Communities (2010)

- 2.12 Technical Advice Note 6 (TAN 6): Planning for Sustainable Rural Communities supplements Planning Policy Wales (2010) and provides additional guidance in supporting the delivery of sustainable rural communities.
- 2.13 TAN 6 emphasises that development plans should identify a diverse range of sites suitable for future employment use. Where possible sites should be located within or adjacent to settlements. Planning authorities should consider the need for a rural employment exception site policy that sets out criteria against which planning applications for employment use on the edge of settlements, on sites which are not specifically allocated in the development plan, will be assessed (para. 3.1.3).
- 2.14 Using the National Statistics Rural Urban Classification of Output Areas (July 2004) to determine whether settlements in Blaenau Gwent are urban or rural, with urban areas being defined as those with a population of 10,000 or more. All wards are classified as urban with the exception of Cwm and Llanhilleth which are classified as Town and Fringe.
- 2.15 However, in the context of the LDP, 'rural' can be classified as areas outside of existing settlement boundaries. Notwithstanding this, it should be noted that all 'rural' areas in the County Borough are in close proximity of existing settlement boundaries.
- 2.16 Therefore, it is considered that the ability to develop employment proposals on the edge of settlement boundaries goes against the plan led approach. It is suggested that given the urban nature of Blaenau Gwent and the fact there is more than sufficient employment land available, as set out in chapter 8.0, the Deposit Plan should not include a rural employment exception policy.

A Winning Wales: The National Economic Development Strategy of the Welsh Assembly Government (2002)

- 2.17 A Winning Wales is the Welsh Assembly Government's Strategy for transforming the economy of Wales, while promoting sustainable development. The Strategy points to the need to:
- Increase the knowledge, research and development, and innovation capacity in all parts of the Welsh economy;
 - Build on the strengths in manufacturing;
 - Increase the number of jobs in financial and business services; and
 - Help more people into jobs to bring down levels of economic inactivity.
- 2.18 The purpose of A Winning Wales is to provide a framework for doing this. It includes clear objectives; specific targets; and an Action Plan for the Welsh Assembly Government and its partners. It contains ambitious goals, which can be achieved through working closely with people, communities and businesses across Wales.

Wales: A Vibrant Economy (WAVE) (November 2005)

- 2.19 WAVE describes the Assembly Government's general approach to improving the Welsh economy. Its vision is for a vibrant economy which benefits from strong and sustainable economic growth and which provides opportunities for all.
- 2.20 The document recognises that some progress has already been made with increasing employment levels and significant increases in wage levels and a stronger level of economic growth than in many other European countries. In spite of these positive signs of progress, concern is expressed about the extent to which growth can be sustained, particularly against increasing pressure from international competitors such as India and China.

Capturing the Potential – A Green Jobs Strategy for Wales (2009)

- 2.21 The Green Jobs Strategy is a One Wales commitment, which has been developed following a consultation exercise, which has clearly positioned the pursuit of green jobs in the context of a transition to a more sustainable economy. This will lead to employment opportunities in low carbon solutions and climate change adaptation measures, as well as enhancing business competitiveness through improvements in resource efficiency.
- 2.22 The Green Jobs Strategy provides an important delivery mechanism for the Sustainable Development Scheme, One Wales: One Planet, and describes in more detail how the following Vision can be achieved:
- “A resilient and sustainable economy for Wales that is able to develop whilst stabilising, then reducing, use of natural resources and reducing its contribution to climate change.”
- 2.23 The overall aim of the strategy is to help business to:

- Enhance competitiveness and profitability by being more energy, water and waste efficient;
- Explore and develop products and services needed in a low carbon low waste society and stimulate their demand; and
- Strengthen the low carbon energy sector in Wales.

Economic Renewal: A New Direction (2010)

- 2.24 Economic Renewal: A New Direction sets out the role devolved government can play in providing the best conditions and framework to enable the private sector to grow and flourish.
- 2.25 The vision for economic renewal is of a Welsh economy built upon the strengths and skills of its people and natural environment; recognised at home and abroad as confident, creative and ambitious; a great place to live and work.
- 2.26 The five priorities for delivering this vision are:
- Investing in high quality and sustainable infrastructure.
 - Making Wales a more attractive place to do business.
 - Broadening and deepening the skills base.
 - Encouraging innovation.
 - Targeting business support.
- 2.27 Engagement with businesses and other stakeholders that informed Economic Renewal: A New Direction identified the planning system as an important influence on future economic prosperity. Stakeholders considered that the planning system needed to provide greater transparency and consistency to ensure that business investment decisions could be made in a timely way. Economic Renewal: A New Direction has identified the need to create a responsive planning system as a priority.

3.0 REGIONAL POLICY CONTEXT

South East Wales Economic Forum's 'Enter the Dragon Economy' (2005)

- 3.1 This document sets out a 10 year economic development strategy for South East Wales. Its vision for this area is that of *'a region on the way to becoming one of the most prosperous in Europe, and providing opportunities for every individual, enterprise and community to share in that prosperity'*.
- 3.2 The approach to achieving that Vision is reflected in five principles:
- **Coherence:** we have built a coherent framework out of the many policies and initiatives that are already in place across the region, and we have provided new ideas to fill any gaps in the overall structure.

- **Balance:** we have sought to develop a balanced strategy that works to the benefit of all parts of the region and to the full range of different enterprises, individuals and communities within South East Wales.
- **Strategic:** our focus is on policies and initiatives that will have impacts that are both widespread and long-term.
- **Sustainability:** we have concentrated on policies and initiatives that will produce sustainable improvements in the performance of the region and the opportunities that it offers, rather than quick fixes or partial solutions.
- **Evidence-led:** we have based our analysis and recommendations on the best evidence available, regarding both the particular nature of the South East Wales region, and the lessons of experience elsewhere.

3.3 The document highlights the particular need to improve the connectivity of the Valleys with the facilities of the lowlands/plain and to provide easier access to employment opportunities. It also refers to the need to maintain an appropriate supply of property for employment in South East Wales but accepts that many existing premises are presently not capable of satisfying market requirements in qualitative terms. In seeking to provide an appropriate portfolio of land for development in the future, consideration should be given to the likely changes in the economy. Business services, tourism and higher added value engineering and manufacturing are identified as most likely to expand and to play an increasingly significant role within the regional economy.

Turning Heads... A Strategy for the Heads of the Valleys 2020 (June 2006)

3.4 The Heads of the Valleys Strategy sets out a broad framework for change in the Heads of the Valleys area. The Strategy provides a framework for regenerating the area with a focus on 5 priority themes:

- An attractive and well-used natural, historic and built environment;
- A vibrant economic landscape offering new opportunities;
- A well-educated, skilled and healthier population;
- An appealing and coherent tourism and leisure experience; and
- Public confidence in a shared bright future.

3.5 The strategic goals for achieving a vibrant economic landscape offering new opportunities are identified as:

- *'The Heads of the Valleys will be viewed as a nationally competitive business and investment location, where the majority of residents are in work and making a positive contribution to the Welsh economy.'*
- *There will be an accessible and better-integrated transport system, with strong North-South and cross Valley connections.*

- *Individuals will be able to achieve their full potential – moving up the ladder of opportunity regardless of the point at which they enter.*
- *They will have access to a more diverse range of business and employment opportunities, with social enterprises and the voluntary sector playing an important role; and*
- *Essential support services such as affordable and convenient childcare will be more readily available’.*

3.6 The Heads of the Valleys Programme area covers the whole of Blaenau Gwent

4.0 LOCAL POLICY CONTEXT


4.1 As a corporate document, the Local Development Plan must have regard to other documents produced by the Council. The relevant documentation relating to employment is set out below.

Making a Difference – The Big 20 Year Plan for Blaenau Gwent 2010 to 2030


4.2 The Community Strategy builds on the work undertaken by the Community Plan and takes forward the vision of making: Blaenau Gwent a better place to live, work and visit. The Community Strategy has 7 key themes and each theme has its own vision.

 **Lively and Accessible Communities**
Creating communities that people enjoy and want to live in

 **Thriving Communities**
Offering the opportunities, support and resources in our communities for people to thrive

 **Fair and Safe Communities**
Making people feel safer and included in our communities

 **Learning Communities**
Giving people the skills to succeed

 **Healthy Communities**
Helping people to be healthy and get the right care and support when they need it

 **Green & Sustainable Communities**
Improving our environment today for tomorrow

 **Leading Communities**
Working with, and for our communities

4.3 Employment is under the theme of Thriving Communities and the aim is to get more people into work. This will be achieved by widening our economy to attract new businesses; and helping existing businesses become stronger to preserve local jobs.

Blaenau Gwent Regeneration Strategy and Action Plan – Draft First Revision (December 2010)

4.4 The Regeneration Strategy and Action Plan identifies an overarching aim and six principles along with the proposals to translate them into action. The overarching aim is to 'Share Benefits of Regeneration Widely'. This will be achieved by ensuring that all those in Blaenau Gwent share the benefits of regeneration. The six principles are:

Principle 1: Diversify the economy and develop manufacturing;

Principle 2: Boost business support and enterprise;

Principle 3: Promote Learning and modern skills;

Principle 4: Focus investment in key communities;

Principle 5: Deliver 'The Works' as a National flagship; and

Principle 6: Develop the transport infrastructure.

4.5 Under principle 1, there are 4 projects identified, relevant to employment:

- Key Business Investment Sites
This involves undertaking a review of key sites to identify opportunities for high quality business space with a view to bringing forward a funded infrastructure programme.
- Promote Blaenau Gwent Intensively
This involves a multi-purpose promotion campaign focussing on inward investment from the UK and overseas; on opinion formers in Cardiff; and on the people of Blaenau Gwent themselves. Building on physical transformation and accessibility for all.
- Dedicated Support for Manufacturing
This involves co-ordinating, joining up and promoting the range of services for modern manufacturing businesses – finance, technology, lean manufacturing, product development, skills and premises.
- Priority Sector Business Support
Taking account of 'Turning Heads' and the research carried out for this Strategy, develop clear actions for supporting those sectors of the economy that can bring about maximum impact. The sectors will include manufacturing, business services, tourism and leisure, health and social care and construction. The interventions will vary but might include skills, recruitment support, premises, business skills

4.6 Under Principle 2, there is 1 project identified, relevant to employment:

- Incubation and Small Units
This involves developing a network of high quality small units and incubation units in the Community Hubs, with on site business support and mentoring for growth potential companies.

4.7 Under Principle 3, there are 8 projects identified which are centred on education and skills, they include:

- The development of the Blaenau Gwent Learning Campus
- Vocational training for 14-19 year olds
- Employability and worklessness
- Workforce development
- Adult learning and the 'rise' network
- Developing a strong higher education presence

EMPLOYMENT BACKGROUND PAPER

- Effective partnership for skills and employment
- Sub regional intelligence unit

4.8 Under principle 4, there are 2 projects identified, relevant to employment:

- The Community Hub and Spoke Network
This involves creating a transformational network of four integrated Community Hubs in Ebbw Vale, Tredegar, Upper Ebbw Fach and Lower Ebbw Fach; each anchored by a new secondary school and linked learning, community and enterprise facilities.

- Area Regeneration Frameworks

This involves a series of area based studies to establish appropriate and sustainable physical regeneration priorities and delivery plans for the four key areas and communities, linked closely to priorities for skills, learning, enterprise and community development.

4.9 Under Principle 5, there are 2 projects identified, relevant to employment:

- Deliver 'The Works' as a national flagship

This involves driving the transformational project forward, building on progress and coordinating the major components. Maintaining momentum and addressing barriers and constraints through strong partnership.

- Accessing employment at 'The Works'

This involves ensuring that job opportunities at 'The Works' site are maximised for local people.

5.0 ECONOMIC PROFILE OF BLAENAU GWENT

5.1 This Chapter provides an economic profile of Blaenau Gwent and considers the recent performance of its economy relative to that of Wales.

Context

5.2 Blaenau Gwent is situated in South East Wales, 20 miles north of Newport and 30 miles north east of Cardiff, and comprises of the Sirhowy, Ebbw Fach and Fawr Valleys. It extends from the Brecon Beacons National Park in the north to Soffrydd in the south.

5.3 The County Borough covers an area of approximately 10,900 hectares with an estimated population of 69,300 (2006). It has one of the highest population densities in Wales as most of the population is concentrated in the towns of Abertillery, Brynmawr, Ebbw Vale, Tredegar, Nantyglo and Blaina. Only 23% of the Borough is defined as being an urban area.

5.4 Blaenau Gwent's origins lay in the wide range of local and natural resources for making iron and steel. As a result, heavy industry came to fill much of the three main valleys. Whilst the coal industry declined in the 1970's and 1980's, the steel industry was a major employer up until the closure of the Ebbw Vale works in 2002. The manufacturing sector which grew up around these industries continues to form an important part of the economy of Blaenau Gwent.

- 5.5 The County Borough has a portfolio of 21 identified industrial estates and business parks of varying sizes ranging in the types and size of business units.

Employment Sites and Premises Study

- 5.6 In 2007, URS together with Cooke & Arkwright were commissioned by Blaenau Gwent County Borough Council to undertake a study to assess the quantity, quality and viability of employment sites and premises throughout the County Borough.
- 5.7 The methodology used in the study was based on guidance from the ODPM on Employment Land Reviews. Whilst this advice is specifically targeted towards English authorities and the preparation of Local Development Frameworks, it serves as best practice advice in the absence of any Wales specific guidance. The methodology used in the study is considered sufficiently robust to form part of the evidence base for the LDP, and much of the information collected and calculations produced as part of the study have been identified in this Background Paper.

Employment Use Classes

- 5.8 The majority of employment in the County Borough, a total of 50% of jobs (Nomis, 2008) are categorised within Use Classes B1, B2 and B8 of the Town and County Planning Use Classes Order 1987 (as amended):

Class B1 Business

Use for all or any of the following purposes:

- (a) As an office other than a use within Class A2 (financial and professional services);
- (b) For research and development of products or processes; or
- (c) For any industrial process.

Class B2 General Industrial

Use for the carrying out of an industrial process other than one within Class B1 above.

Class B8 Storage or Distribution

Use for storage or as a distribution centre.

- 5.9 Outside of the B Use Classes there are a number of businesses that are major employers in the County Borough, in particular the retail sector (use class A1) and Financial and Professional Services (use class A2) which are primarily located within town centre locations. In addition, there are a number of employees in businesses that are not included within any use class, known as sui generis. This Paper seeks to provide background information for all types of employment, including businesses on industrial estates and within town centres.

Population

- 5.10 The population of Blaenau Gwent has been falling since its peak of 127,611 in 1921. The loss of population has been caused by the decline of the coal and steel

EMPLOYMENT BACKGROUND PAPER

industries, leading to movements out of the County Borough for people to find employment elsewhere. The latest major closure to hit Blaenau Gwent was in 2002 when the Ebbw Vale Tinplate Works closed.

- 5.11 More recent population figures indicate that the rate of population loss appears to be slowing compared to longer-term trends. Between 2001 and 2006 the population fell from 70,064 to 69,300.

Workforce

Table 1: Working Age Population

	Blaenau Gwent	Wales	Great Britain
Working Age Population	61.3%	60.4%	62.6%

Source: ONS 2007

- 5.12 Table 1 identifies that the working age population in Blaenau Gwent is higher than the Welsh average but lower than Great Britain.

Table 2: Economic Activity

	Blaenau Gwent	Wales
Economically Active	71.6%	75.4%
Employment Rate	61.7%	69.4%
Inactivity	28.4%	24.6%

Source: Nomis (July 2008-June 2009)

- 5.13 The economic activity rate is well below the Welsh average and conversely the inactivity rate is well above. This is an issue the Council needs to address to improve the livelihood of its residents.

Table 3: Employment by Occupation

	Blaenau Gwent No.	Blaenau Gwent (%)	Wales (%)	Great Britain (%)
Managers and senior officials	2,500	9.3	12.9	15.6
Professional occupations	1,900	7.1	12.0	13.4
Associate professional & technical	3,100	11.7	13.7	14.7
Administrative & secretarial	3,100	11.7	11.0	11.3
Skilled trades occupations	3,900	14.5	12.5	10.6
Personal service occupations	3,400	12.9	9.1	8.4
Sales and customer service	1,300	5.0	7.9	7.5
Process plant and machine operatives	3,400	12.8	8.0	6.9
Elementary occupations	3,900	14.6	12.5	11.3

Source: Nomis (July 2008-June 2009)

- 5.14 Blaenau Gwent's workforce is employed in a range of occupations with the highest proportions in elementary occupations (14.6%) and skilled trades occupations (14.5%). On the other hand it has markedly less managers and senior officials (9.3%) and professional occupations (7.1%), which leads to lower earnings.

Earnings by Residents

- 5.15 In 2009, the average gross weekly earnings of full-time workers from Blaenau Gwent was £361, with men earning approximately 30% more than women. The average earnings for Wales and Great Britain are also considerably higher than that of Blaenau Gwent.

Table 4: Average Gross Weekly Earnings 2009

	Blaenau Gwent (£s)	Wales (£s)	Great Britain (£s)
Full Time Workers (FTW)	361.6	444.9	491.0
Male FTW	418.3	486.3	534.4
Female FTW	319.4	384.4	426.6

Source: Nomis (2009)

Local Economy and Business

Table 5: Employment by Sector

Broad Industry Sector	1998	2000	2002	2004	Change %
Agriculture and fishing	38	28	0	0	-
Energy and water	4	5	1	9	55.56%
Manufacturing (B2)	7,705	7,099	6,198	5,500	-28.6%
Construction	655	1,585	723	787	20.2%
Distribution, hotels and restaurants (B8 50% only)	4,659	4,239	3,842	4,336	-6.9%
Transport and communication (B8)	476	616	721	761	59.9%
Banking, finance and insurance (B1)	929	1,812	947	1,031	10.9%
Public administration, education and health	4,268	4,698	5,242	5,761	34.9%
Other services	953	1,171	996	1,048	9.9%

EMPLOYMENT BACKGROUND PAPER

Broad Industry Sector	1998	2000	2002	2004	Change %
Total	19,688	21,253	18,670	19,234	-2.36

Source: URS (2007)

5.16 The above table shows the distribution of employment within Blaenau Gwent. It illustrates the extent to which the County Borough's employment structure is dominated by manufacturing; distribution, hotels and restaurants; and public administration, education and health.

5.17 The table below also shows the pattern of change in employment by sector in the period 1998 to 2008. The most significant change in this period has been the loss in the manufacturing sector, however this sector accounts for a significant amount of the total employee jobs. Over the last decade, the service sector has grown by just under 30%, that is the 'banking, finance and insurance' (B1) and 'public administration, education and health' sectors. The 'public administration, education and health' sector now accounts for the greatest number of employees. There has also been a 32% increase in the transport and communication sector and a slight increase in the construction sector.

Table 6: The Pattern of Change in Employment by Broad Industry Sector in the period 1998 to 2008

Broad Industry Sector	1998 (No.)	2008 (No.)	Change
Agriculture and fishing	38	0	-
Energy and water	4	0	-
Manufacturing (B2)	7,705	5,300	-31.2%
Construction	655	800	22.1%
Distribution, hotels and restaurants (B8 50% only)	4,659	4,200	-9.9%
Transport and communication (B8)	476	700	47%
Banking, finance and insurance (B1)	929	1,300	39.9%
Public administration, education and health	4,268	5,900	38.2%
Other services	953	700	-26.5%
Total	19,687	18,900	-4%

Source: URS (2007) / Nomis (July 2008 – June 2009)

Qualifications

- 5.18 Table 7 below identifies the percentage of employees with NVQ qualifications in the working population. Overall, the County Borough does not perform well in terms of qualifications, being below the national average in each category. Of particular concern is the fact that at 19.4%, the level of people with no qualification is significantly higher than the national average.

Table 7: Qualifications (Jan 2008 – Dec 2008)

	Blaenau Gwent (numbers)	Blaenau Gwent (%)	Wales (%)	Great Britain (%)
NVQ 4 and above	7,100	17.0	26.5	29.0
NVQ 3 and above	14,400	34.5	45.5	47.0
NVQ 2 and above	23,800	57.1	65.5	65.2
NVQ 1 and above	29,900	71.9	78.6	78.9
Other qualifications	3,700	8.8	7.3	8.7
No qualifications	8,100	19.4	14.1	12.4

Source: Nomis (2008)

Deprivation Indicators

- 5.19 The Welsh Index of Multiple Deprivation 2008 (WIMD) is a measure of multiple deprivation for lower super output areas. The model of multiple deprivation which underpins the WIMD 2008 is based on the idea of distinct dimensions of deprivation which can be recognised and measured separately. People may be counted as being deprived in one or more of the domains, depending on the number of types of deprivation that they experience.
- 5.20 The WIMD 2008 contains eight domains of deprivation - income, employment, health, education, environment, community, housing and access. There are 1,896 Lower Level Super Output Areas (LSOAs). Ten of the 47 Blaenau Gwent LSOAs were in the most deprived 10% in Wales. In the 10% most deprived LSOA for Wales there are above average numbers of LSOAs for:
- Overall deprivation (21%)
 - Income (17%)
 - Employment (32%)
 - Health (26%)
 - Education (13%)
- 5.21 A total of 83% of Blaenau Gwent' LSOAs were more deprived than the Welsh average.

VAT Registered Businesses

5.22 VAT registrations is a useful yardstick for economic health, with high rates of new registration indicating favourable business conditions. It provides an insight into the level of entrepreneurship and the health of the local business community. Table 8 sets out the level of VAT registrations and deregistrations in Blaenau Gwent and Wales in 2006 as a percentage of business stock. This is recognised by NOMIS as the best official guide to the pattern of business start-ups and closures, indicating the entrepreneurship levels and economic health.

Table 8: VAT Registered Businesses (2007)

	Blaenau Gwent (numbers)	Blaenau Gwent (%)	Wales (%)	Great Britain (%)
Registrations	100	9.8	7.8	10.2
Deregistrations	60	5.9	6.5	7.3
Stock (at end of year)	1,020	-	-	-

Source: Nomis (2007)

5.23 The level of registrations as a proportion of the existing business stock is above that of the Wales level. This is an important characteristic which should be developed as a basis by which the future economic well-being of the area might be promoted.

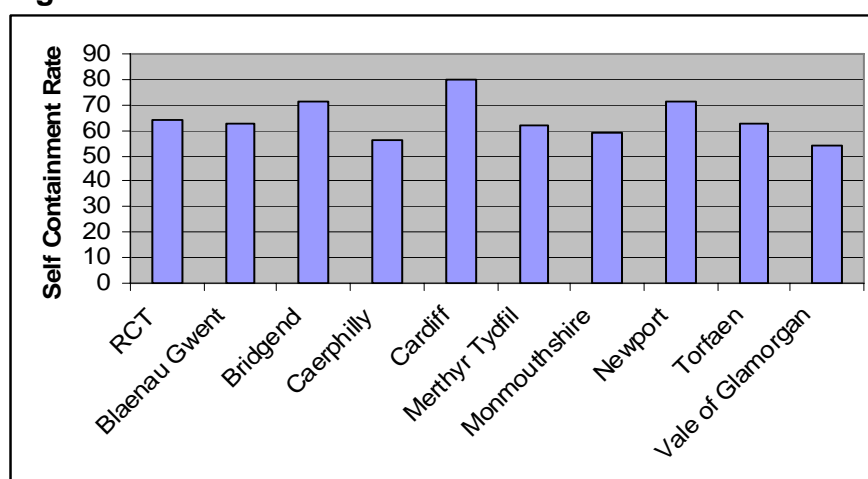
Commuting Patterns

5.24 Three groups of economically active people can be identified within any local area:

- Those that live and work in the defined area;
- Those that live in the area but work elsewhere; and
- Those that work in the area but live elsewhere.

5.25 The proportion of the resident labour force that both live and work in an area is illustrated by the self-containment area. Areas with a high level of employment relative to residents tend to have higher self-containment rates. A higher figure therefore supports the notion that job opportunities within a particular area are sufficient to meet the needs of the local residents.

Figure 1: Self Containment Rates



Source: 2001 Census

5.26 As can be seen from the above figure Cardiff, Newport and Bridgend have the highest self-containment rates, reflecting the fact that they are predominantly urban areas with a high level of economic opportunities.

5.27 Blaenau Gwent's self containment level is broadly similar to that of Rhondda Cynon Taff, Merthyr Tydfil and Torfaen. Whilst it highlights the potential for improvement through the development of a greater range of employment opportunities within the County Borough, a self-containment figure of more than 60% is not considered to be unreasonable.

Travel to Work

5.28 According to the 2001 Census, the main form of transport to work for those employed in Blaenau Gwent was by car or van, with three-quarters of the 25,133 employees either driving to work or travelling as a passenger in a car or van. The next most preferred method of travel was by foot 12.5%. The table below summarises how Blaenau Gwent residents travelled to work at the time of the last Census.

Table 9: Travel to Work

Method of Travel	Number of People	% In employment
Works mainly at or from home	1,433	5.7
Rail, underground, metro, light rail or tram	75	0.3
Bus, minibus or coach	1,005	4.0
Taxi or minicab	201	0.8
Driving or passenger in a car or van	18,900	75.2
Motorcycle, scooter or moped	151	0.6
Bicycle	151	0.6

Method of Travel	Number of People	% In employment
On foot	3,142	12.5
Other	75	0.3

Source: Census 2001

6.0 BLAENAU GWENT'S FUTURE POTENTIAL FOR ECONOMIC GROWTH

Summary of Economic Outlook

- 6.1 The achievement of the various objectives set out in Chapters 2.0-4.0 and the issues identified in Chapters 4.0-5.0 will depend upon the implementation of a series of initiatives relating to business engagement, training, business support, the facilitation of partnership working and the encouragement of innovation – matters that fall beyond the land use planning system. However, the identification of an appropriate amount of well-located and good quality space that meets the needs of key and growth sectors is recognised in many of these documents and will be central to realising the Council's aspirations.
- 6.2 In order to identify the amount, quality and possible locations of land that is required, it is necessary to understand the particular sectors that are likely to shape the economy in the future. These will tend to have different land requirements which must be satisfied if the aspirations for growth are to be achieved.

Key Business Sectors and Potential Sectors

- 6.3 Research undertaken by Cooke & Arkwright found that the employment land market in South-East Wales has undergone major structural changes over the last 30-40 years. The earlier part of this period saw the rapid decline of dependency on the traditional primary industries of coal, steel and quarrying and its replacement with a more diverse industrial base after a period of painful transition. Government policy in the form of state aid together with EU funding has been a major driver in creating sustainable employment in the more deprived areas of the region including Blaenau Gwent. This has been linked with considerable investment in physical infrastructure in the form of roads, land reclamation and advance factory programmes.
- 6.4 Large-scale UK and international inward investment employment opportunities have diminished as multi-national companies go global. Demand for large-scale sites is anticipated to be lower in coming years than it has been in the past. The market for small to medium-sized units is active and has good occupancy levels. Scarcity of units in the coastal and lower valleys areas has shifted the focus to the upper valleys including Blaenau Gwent.

- 6.5 The new rail service is likely to have a positive effect upon the industrial land market in Blaenau Gwent by making the area more accessible to people living outside the County Borough. On the same token it will make it easier for Blaenau Gwent residents to travel to other areas to work. Either way the rail service is likely to have a positive and regenerative impact on Blaenau Gwent.

Sources of Future Demand

- 6.6 The following table identifies future demand in the manufacturing, office and warehousing sectors based on the synthesis forecast approach.

Table 10: Employment Floorspace Demand Forecast Adjusted for Employment Changes (in %)

	Historic change in floorspace 1998-2005	Average annual Change in employment*		Adjustment Term**	Adjusted Average Annual Floorspace Demand
		1995-2005	2005-2021		
	%	%	%	%	%
Office (B1)	2.4	1.6	1.1	-0.7	1.7
Factories (B2)	-1.1	-1.7	-1.1	0.4	-0.7
Warehouse (B8)	0.1	-0.5	0.9	0.4	0.5

Source: URS calculations (2007)

* South East Wales (sub-regional) employment forecasts

** Adjustment term is calculated by multiplying the percentage change between the forecasted and historic change in employment between 1995 and 2021 by the Historic Annual Floorspace Change between 1998 and 2021. For example the adjustment term for B1 is $[(1.1-1.6)/1.6] \times (2.4) = 0.75$

Manufacturing Sectors

- 6.7 Within the traditional B Class employment categories, the most dramatic and significant change over the period from 2006 to 2021 is forecast to be the decline in the manufacturing sector. Between 1998 and 2004 employment in the B class industries have declined from 11,400 to just over 9,460. In 2008, the number employed in the B classes had remained at 9,400.
- 6.8 The largest decrease has been in B2 manufacturing which saw a marked decrease in 2002 following the closure of Ebbw Vale Steelworks. Since then the decrease has been more gradual. This trend of decline is expected to continue. However, the B2 manufacturing sector still accounts for a significant number of jobs (5,300 in 2008).
- 6.9 This trend can be largely attributed to the loss of the 'heavier' types of manufacturing that have historically dominated the local economy and the scale of changes within the global economy which have resulted in the transfer of operations to many lower cost centres around the world. It also highlights Blaenau

Gwent's failure to attract large levels of high-tech sectors. Whilst this trend is common to Wales and the UK generally, it is of considerable local concern in terms of the loss of economic activity, the scale of job losses and also in terms of employment land implications that might arise from this level of change. B2 class use is expected to decrease by 10.5% over the plan period.

- 6.10 The Blaenau Gwent Regeneration Strategy recognises the need to diversify the economy but seeks to build on the diversification of the local economy by promoting and supporting new areas of opportunity, and developing the strengths of the manufacturing industry. This is to be achieved through specialisation in high-tech industries based around key sectors such as electronics.

Office based Service sector

- 6.11 In terms of future level of job growth within the B-use classes over the 15 years from 2006-2021, office based activities are forecast to perform the best, rising by 25.5%.
- 6.12 The business services sector includes a wide range of activities including: computer and related activities (software and hardware consultancy, maintenance and repair); legal, accountancy, business and management consultancy services; and architectural, engineering, and related polling and advertising.

Warehousing

- 6.13 Employment in the warehousing sector is also expected to rise but at a lower rate than the office sector – 7.5%.

7.0 EMPLOYMENT LAND REQUIREMENT

Preferred Strategy

- 7.1 At the Preferred Strategy stage the preferred option was for growth and regeneration in the Heads of the Valleys and a regeneration focus in the South of the Borough. It was proposed that the employment and economic needs of Blaenau Gwent would be met by the identification of 50-80 hectares of land for employment and business purposes during the Plan period.
- 7.2 The calculations of future employment land were based on two separate assessments. The first was based on a study undertaken by URS based on land requirements and forecast employment change. The second was based on future aspirations to improve the economic activity rate.
- 7.3 URS in identifying land requirements looked at the historic change in floorspace between 1998 and 2005 and employment change from 1995 -2021. Based on this, a total figure of 50.4 hectares of land would need to be allocated in the Local Development Plan.

- 7.4 In view of the significance of the economic activity rate and unemployment, in terms of the Council's aspirations to improve the economic situation for its residents, it was considered appropriate to identify land need based on aspirations to improve the economic activity rate. Based on this methodology, it was concluded that the Plan would need to identify 80 hectares of employment land.
- 7.5 In view of the two land requirement figures the draft Preferred Strategy identified a range of 50-80 hectares of employment land would be required over the Plan period.
- 7.6 The Welsh Assembly Government advised the Council that a range of 50-80 hectares was too great and ideally a range should not be identified. At the Preferred Strategy stage, the employment figures were based on the WAG projections for Blaenau Gwent which indicated negligible growth in the working population. Since then, the calculations for the job requirements assessment have been reviewed to take into account the latest employment rates for Blaenau Gwent, an allowance has also been made for the extra working population and consideration has been given to the growth in B1, B2 and B8 sectors only. (The Preferred Strategy calculation encompassed all broad sector industries, which explains the high figure of 80 hectares.) Section 8.0 of this Background Paper explains the new calculation.

8.0 FUTURE NEED FOR EMPLOYMENT SPACE

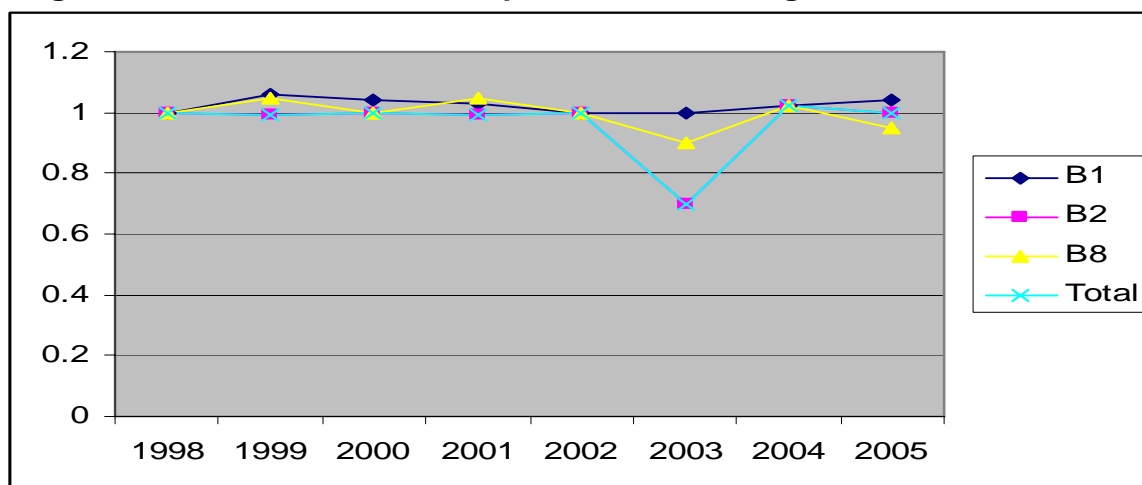
Based on Land Requirements & Employment Growth

- 8.1 Drawing upon the forecasts of growth within particular employment sectors it is now possible to assess the amount of employment space that is likely to be required in Blaenau Gwent over the Plan period.
- 8.2 To estimate the broad scale and type of further employment land two key factors are commonly used, forecasts of employment growth and past trends of employment take-up.

Historic Land Requirements

- 8.3 URS in identifying land requirements for Blaenau Gwent looked at the historic change in floorspace between 1998-2005. The storage and distribution (B8) floorspace trend was most volatile. Business (B1) and general industrial (B2) have been more or less consistent until 2003 when there was a drastic decrease in B2 floorspace as a result of the closure of the Steelworks, but since 2003 the rate of change in floorspace of B1 and B2 uses has been mostly positive, unlike B8.

Figure 2: Blaenau Gwent Floorspace Rate of Change Between 1998 and 2005



Source: URS Study (2007)

- 8.4 Regardless of this relatively static position the loss which happened in 2003, with the closure of the steelworks, is extrapolated forward in the linear forecast. If this table were updated and looked at the last 5 years a very different picture would emerge.

Table 11: Linear Forecast Based on Floorspace Change in Blaenau Gwent

	Floorspace Stock ¹⁶		Average floorspace change	Total Changes in Floorspace Demand 2006 - 2021		Total Stock of Floorspace Demanded 2021
	1998	2005				
	Sq m	Sq m	Sq m	Sq m	(%)	Sq m
Office	32,084	38,667	941	15,048	39%	53,715
Factories	492,300	452,400	-5,700	-91,200	-20%	361,200
Warehouses	88,417	88,833	60	952	1%	89,785
Total	612.800	579.900	-4.700	-75.200	-13%	504.700

Source: URS (2007)

- 8.5 The above table identifies that based on past trends from 1998 to 2005 floorspace change for office use would be 941sqm per annum a change of 39% over 15 years. In terms of factories, it is estimated there will be a loss of 5,700 sq m per annum a negative change of 20%. Warehouses would see a 1% increase.

Forecast of Employment Growth

- 8.6 The employment forecast work undertaken for Blaenau Gwent by URS is based on Cambridge Econometrics work for Cardiff and South East Wales sub-region for the period up to 2016. A linear forecast was used to extend the timeframe to 2021.

Table 12: Linear Forecast Based on Employment Change

	Total Changes in Employment 2006-2021		Total Employment in 2021
	'000s	(%)	'000s
Office	28,484	19%	179,851
Factories	-18,770	-16%	95,348
Warehouses	3,800	15%	29,524
Total	13,514	5%	304,723

Source: URS (2007)

- 8.7 Based on the above figures, overall employment is forecast to increase by an average compound rate of 0.3% per annum between 2005 and 2021. Employment in the industrial (B2) sector is forecast to decrease by 1.1% annually, whereas employment in office and warehouse uses will increase by 1.1% and 0.9% per annum respectively.

Synthesis Forecast

- 8.8 The floorspace figures are adjusted for wider sub-regional economic changes by incorporating an adjustment term into the forecast.

Table 13: Forecast Adjusted for Employment Change

	Historic change in floorspace 1998-2005	Average annual Change in employment*		Adjustment Term**	Adjusted Average Annual Floorspace Demand
		1995-2005	2005-2021		
	%	%	%	%	%
Office (B1)	2.4	1.6	1.1	-0.7	1.7
Factories (B2)	-1.1	-1.7	-1.1	0.4	-0.7
Warehouses (B8)	0.1	-0.5	0.9	0.4	0.5

Source: URS (2007)

* South East Wales (sub-regional) employment forecasts

** Adjustment term is calculated by multiplying the percentage change between the forecasted and historic change in employment between 1995 and 2021 by the Historic Annual Floorspace Change between 1998 and 2021. For example the adjustment term for B1 is $[(1.1-1.6)/1.6] \times (2.4) = 0.75$

- 8.9 URS then translate these figures into Floorspace demand:

EMPLOYMENT BACKGROUND PAPER

Table 14: Employment Floorspace Demand Forecast adjusted for Employment Changes (in sq m)

	Annual Forecasted Floorspace Demand 2005 – 2021	Total Changes in Floorspace (Net Demand) 2005 -2021	Total Stock of Floorspace Demanded in 2021
	Sq m	Sq m	Sq m
Office	641	10,256	48,923
Factories	-3,288	-52,609	399,791
Warehouses	479	7,659	96,492

Source: URS (2007)

Vacancy Rates

- 8.10 URS proceeded to alter the figures based on current vacancy rates which reduced the amount of office space required by 7%.

Table 15: Forecasted Changes in Employment Land Demand 2005 – 2021

	Total Stock of Floorspace in 2005 (m²)	Total Stock of Floorspace Demanded in 2021 (m²)	Net Demand in Floorspace by 2021 (m²)	Net Demand in employment land by 2021		Gross Land Requirement (Net x 1.5)
				m²	Ha	Hectares
Office (B1)	38,667	46,688	10,256	31,558	3.2	4.7
Factories (B2)	452,400	399,791	-52,609	-	-13.2	
Warehouses (B8)	88,833	96,492	7,659	15,317	1.5	1.9

Source: URS (2007)

- 8.11 The URS study also recognised that the study failed to address the waste and recycling sector which both the Wales Spatial Plan and the Heads of the Valleys Strategy saw potential for in this area. As Blaenau Gwent is required to allocate 4 ha of land for such facilities it is considered prudent to identify a need for B2 employment land.
- 8.12 URS identified additional factors which may contribute to employment land demand in Blaenau Gwent such as:
- The regenerative impact of the train line
 - The Heads of the Valley Strategy and strategic importance placed on the
 - WAG anticipated relocations
 - The impact of future EU convergence funding
 - Proposed employment floor space at the former Corus steelworks site
 - WAG's property strategy's positive influence on the market

- 8.13 In light of this, the gross land requirements, based on this analysis was increased by 50%

Table 16: Employment Land Requirements by Use Class B

B1	B2	B8	Total
4.7ha	6ha	1.9 ha	12.6ha

- 8.14 URS also identified the need of a buffer for churn (that is movement of businesses and an allowance for those permissions in the system) of the overall supply which amounted to 34 ha. This requires a total figure of 46.6 ha of land to be allocated in the Local Development Plan.
- 8.15 The buffer for churn equates to 12% of currently occupied supply of employment land, which is 284 ha (based on 450 ha within clusters, minus 166 covered by ELAs). A 6% land stock buffer would normally be applied but as many existing ELAs have ground conditions this has been increased.

Table 17: Total Employment Land Requirements

Total Requirement (B1 B2 B8)	12.6 ha
Churn	34 ha
Total	46.6 ha

Land Requirements Based on Job Requirements

- 8.16 In view of the significance of the economic activity rate and unemployment, in terms of the Council's aspirations to improve the economic situation for its residents, it is considered appropriate to identify land need based on job requirements. The Council aspires to match Welsh average figures.

Table 18: Employment Need Calculation A – Employment Rate (2008/9)

	Current Level	Wales Level	Change Required
Employment Rate	26,600 (61.7%)	30,480 (69.4%)	+3,880

Source: Nomis (July 2008 – June 2009)

Table 19: Employment Calculation B – Unemployment

	Existing Figure	Wales Level	Proposed Figure	Change Required
Claimant based Unemployment	3,419 (8.2%)	4.6%	1,918	1,501
Economic Inactive wanting a job	3,500 (8.4%)	6.3%	2,624	876
Total	6,919		4,542	+2,377

Source: Nomis (July 2008 - June 2009)

EMPLOYMENT BACKGROUND PAPER

- 8.17 Increasing the employment rate from 61.7% to 69.4% (the current Wales level) would require the creation of 3,880 jobs (calculation A). Looking at it another way reducing real unemployment from 6,919 to 4,542 would require 2,377 jobs (calculation B).
- 8.18 It is accepted that there may be some future growth in employment in other sectors such as retail, tourism and health. Therefore, the table below estimates the percentage employed in each broad industry sector based on employment figures in 2008. In terms of B1, B2 and B8 employment, 50% of future job growth will be in these sectors.

Table 20: Employment by Sector (2008)

Broad Industry Sector	%
Manufacturing (B2)	28%
Construction	4%
Distribution, (B8)	11%
Hotels and restaurants	11%
Transport and Communication (B8)	4%
Banking, Finance and Insurance (B1)	7%
Public administration, education and health	31%
Other services	4%
Total	100%

Source: Nomis (July 2008 – June 2009)

- 8.19 Therefore, taking 1,189 (50% of 2,377) as a desirable figure for extra jobs needed on B1, B2, B8 employment land and working on a density of 25 jobs per hectare would lead to a requirement for 47.6 hectares.
- 8.20 However, this figure does not take into account projected population growth. Table 21 shows the projected change between 2006 and 2021. Table 21 identifies that in 2016 there will be 300 more people at working age, however by the end of the plan period the increase will be smaller with 100 more people at working age.

Table 21: Population Change, Key Years and Key Age Groups

	2006	2011	2016	2021
Children	13,400	12,600	12,900	13,600
Working Age	41,800	41,900	42,100	41,900
Pension Age	14,200	15,200	15,500	15,700
Total	69,300	69,700	70,500	71,100

- 8.21 Taking into account the above, 1,239 (1,189 + 100) is considered a desirable figure for extra jobs and, working on a density of 25 jobs per hectare, approximately 50 hectares of land is required for B1, B2 and B8 use.

- 8.22 The Local Development Plan therefore proposes 50 ha of employment land to be allocated for B1, B2 and B8.

9.0 LDP EMPLOYMENT LAND

- 9.1 As an integral part of the LDP process, the Council has undertaken a candidate site assessment process. In June 2007, developers and landowners were invited to submit sites for a range of uses to be considered for inclusion in the LDP. All undeveloped Unitary Development Plan employment allocations were also included in this process. The process assessed each site in terms of its developability and compatibility with the Local Development Plan Preferred Strategy and the Sustainability Objectives.
- 9.2 The findings of the candidate site assessment process are available in the Findings of Candidate Site Assessment Process Report. The following UDP employment allocations are deemed unsuitable for continued inclusions as employment land and it is not intended to take them forward into the LDP:
- Rassau Extension West, Ebbw Vale
 - Adjacent to Blaen y Cwm School, Brynmawr

Proposed Employment Allocations

- 9.3 Table 22 lists the proposed allocations that are appropriate for employment use in the LDP. Appendix 1 contains plans of the proposed employment land allocations.
- 9.4 In order to maximise the potential of land there is a tendency to include undevelopable land within site allocation boundaries. For example it is typical to identify embankments even though there is no opportunity to develop on the land. The aim is to ensure that any planning application can require improvements and planting to the wider area. However, this approach tends to identify areas that are not developable for building or infrastructure. This Plan addresses this issue by identifying indicative developable areas for each site allocation. Appendix 1 shows the total site area and the indicative developable area for each proposed employment allocation.

Table 22: Proposed Employment Allocations

Policy Number	Site Name	Total Site Area (ha)	Indicative Developable Area (ha)
MU1	<i>Rhyd y Blew, Ebbw Vale</i>	29.8	13.2
MU1	<i>Bryn Serth, Ebbw Vale</i>	22.8	10.0
MU2	<i>'The Works' Business Hub, Ebbw Vale</i>	5.0	3.5
EMP1.1	Land at Festival Park, Ebbw Vale	0.95	0.7
EMP1.2	Land at Tredegar Business Park, Tredegar	3.1	2.1
EMP1.3	Land at Rising Sun Industrial Estate, Upper Ebbw Fach	3.3	1.6

EMPLOYMENT BACKGROUND PAPER

Policy Number	Site Name	Total Site Area (ha)	Indicative Developable Area (ha)
EMP1.4	Rassau Platform A, Ebbw Vale	4.8	3.4
EMP1.5	Rassau Platform B, Ebbw Vale	8.0	3.7
EMP1.6	Land at Waun-y-Pound	6.3	4.6
EMP1.7	Marine Colliery	5.3	3.4
EMP1.8	Crown Business Park Platform A	1.1	0.7
EMP1.9	Crown Business Park Platform B	2.2	1.6
EMP1.10	Land at Roseheyworth Business Park, Lower Ebbw Fach	2.6	1.5
Total		95.25 ha	50. ha

Protection of Employment Sites

- 9.5 One issue raised through the pre deposit consultation highlighted that industrial sites in the Unitary Development Plan are vulnerable to alternative development proposals, such as retail and leisure uses, especially when they have been vacant for some time and are well located in relation to the highway network. The Local Planning Authority recognises that a significant proportion of employment growth is provided by other activities apart from industry, but it considers that a range of sites should be reserved exclusively for industrial use. National planning policy recognises the need for an industrial land bank, and that certain industrial uses have characteristics that preclude their location in mixed use areas.
- 9.6 It is therefore proposed that through an employment site protection policy that sites designated for industrial development should not be used for other single purposes, such as retail, leisure or housing development that could be located elsewhere. It is considered that adequate land has been allocated for these uses elsewhere in the LDP.
- 9.7 The following sites have been identified for protection for employment use. Appendix 2 contains plans for each of the proposed employment protection areas.

Table 23: Proposed Employment Protection Areas

Policy Number	Employment Area	Hub Area
EMP2.1	Tredegar Business Park	Tredegar
EMP2.2	Rassau Industrial Estate	Ebbw Vale
EMP2.3	Waun-y-Pound Industrial Estate	Ebbw Vale
EMP2.4	Festival Park	Ebbw Vale
EMP2.5	Tafarnaubach Industrial Estate	Tredegar
EMP2.6	Crown Business Park	Tredegar
EMP2.7	Pond Road Workshops	Upper Ebbw Fach
EMP2.8	Blaenant Industrial Estate	Upper Ebbw Fach
EMP2.9	Barleyfield Industrial Estate	Upper Ebbw Fach

Policy Number	Employment Area	Hub Area
EMP2.10	Rising Sun Industrial Estate	Upper Ebbw Fach
EMP2.11	Cwmtillery Industrial Estate	Lower Ebbw Fach
EMP2.12	Roseheyworth Business Park	Lower Ebbw Fach
EMP2.13	Cwm Draw Industrial Estate	Ebbw Vale
EMP2.14	Marine Street Industrial Estate	Ebbw Vale
EMP2.15	Sirhowy Hill Industrial Estate	Tredegar
EMP2.16	Bridge Street Industrial Estate	Tredegar
EMP2.17	Noble Square Industrial Estate	Upper Ebbw Fach
EMP2.18	Blaina Enterprise Centre	Upper Ebbw Fach
EMP2.19	Cwmcraehen Industrial Estate	Upper Ebbw Fach
EMP2.20	Glandwr Industrial Estate	Lower Ebbw Fach
EMP2.21	Llanhilleth Industrial Estate	Lower Ebbw Fach

9.8 The following sites are undeveloped pockets of otherwise developed employment sites (as listed above). It is considered more appropriate for the following sites to be protected under the above policy for B1/B2/B8 uses, rather than as allocations for new development.

- Rassau Platform H, Ebbw Vale
- Waun y Pound (North & Central), Ebbw Vale
- Garden Festival Wales A, Ebbw Vale
- Tafarnaubach (West), Tredegar
- Tafarnaubach (Central), Tredegar
- Tafarnaubach (North), Tredegar
- Tafarnaubach (East), Tredegar
- Tafarnaubach (South), Tredegar
- Crown Business Park B, Tredegar
- Cwmcraehen Lower, Nantyglo
- Rising Sun Upper, Blaina

9.9 Another mechanism proposed to protect employment areas is for all sites to be laid out in the following employment hierarchy:

- **Strategic Sites** – B1 and B2 use classes and an ancillary facility or service to the proposed employment use
- **Business Parks** – B1 use class and an ancillary facility or service to the proposed use
- **Primary Sites** – B1, B2 and B8 Use Classes, an appropriate Sui Generis use and an ancillary facility or service to the proposed employment use
- **Secondary Sites** – B1, B2 and B8 use classes, an appropriate sui generis, an ancillary facility or service to the proposed employment use and acceptable commercial service.

9.10 The purpose of the employment hierarchy is to adopt a flexible approach to employment to fulfil the land requirements in terms of B1, B2 and B8 uses as well as facilitate continued economic growth within Blaenau Gwent in a diverse and sustainable fashion. The hierarchy also seeks to protect existing employment land

EMPLOYMENT BACKGROUND PAPER

and premises, which are increasingly under pressure to be developed for non-employment uses.

9.11 In March 2009, ERM, Powell Dobson, DTZ and Capita Symonds were commissioned on behalf of Blaenau Gwent CBC and WAG to prepare an over arching framework to guide the future sustainable development of Ebbw Vale, with particular focus on the town centre and the northern corridor.

9.12 The Ebbw Vale Sustainable Development Framework has assessed the development potential of parcels of land within the Ebbw Vale Northern Corridor area and has identified the following element, relevant to employment:

- Strategic mixed use employment site – on land at Rhyd-y-Blew.

9.13 Therefore the following site will be allocated as a 'strategic site' within the LDP:

Allocation	Indicative Developable Area	Hub Area	LDP Policy Number
Rhyd y Blew	13.2	Ebbw Vale	MU1

9.14 Locating new development within the 'business park' tier of the employment hierarchy is likely to be mutually beneficial from the point of view of both new enterprises and existing ones. Allocating this land for B1 use only will enable knowledge-based businesses to gain an increasingly strong foothold within the County Borough, something that is necessary in terms of increasing levels of innovation, bringing about a greater spirit of entrepreneurialism and facilitating the development of key processes such as knowledge transfer.

9.15 The following sites will be allocated or protected as 'business parks' (B1 use) within the LDP:

Allocation	Indicative Developable Area	Hub Area	LDP Policy Number
'The Works' Business Hub	3.5	Ebbw Vale	MU2
Land at Festival Park	0.7	Ebbw Vale	EMP1.1
Land at Tredegar Business Park	2.1	Tredegar	EMP1.2
Land at Rising Sun Industrial Estate	1.6	Upper Ebbw Fach	EMP1.3
Protections			
Tredegar Business Park		Tredegar	EMP2.1

9.16 All current employment sites contain a mix of class B uses, where development has taken place. As a result, it would be conducive to the economic well-being of the County Borough to stipulate that the remaining available land contained within these sites be subject to a rigid allocation (e.g. B1 uses only). Indeed, it is sensible

to assume that each individual player will seek to geographically position itself where economic conditions are most advantageous, within the confines of the planning policy framework. The continued presence of a land supply that seeks not to differentiate between class B uses provides for a degree of regulatory freedom. Economic considerations need to be respected and accepted in terms of how they shape the physical pattern of the commercial environment, as it is these factors that allow an economy to develop.

- 9.17 With this in mind, the following sites will be allocated or protected as 'primary sites' (B1, B2, B8 use) within the LDP:

Allocation	Indicative Developable Area	Hub Area	LDP Policy Number
<i>Bryn Serth</i>	10.0	<i>Ebbw Vale</i>	<i>MU1</i>
Rassau Platform A	3.4	Ebbw Vale	EMP1.4
Rassau Platform B	3.7	Ebbw Vale	EMP1.5
Land at Waun-y-Pound	4.6	Ebbw Vale	EMP1.6
Marine Colliery	3.4	Ebbw Vale	EMP1.7
Crown Business Park Platform A	0.7	Tredeggar	EMP1.8
Crown Business Park Platform B	1.6	Tredeggar	EMP1.9
Land at Roseheyworth Business Park	1.5	Lower Ebbw Fach	EMP1.10
Protections			
Rassau Industrial Estate		Ebbw Vale	EMP2.2
Waun-y-Pound Industrial Estate		Ebbw Vale	EMP2.3
Festival Park		Ebbw Vale	EMP2.4
Tafarnaubach Industrial Estate		Tredeggar	EMP2.5
Crown Business Park		Tredeggar	EMP2.6
Pond Road Workshops		Upper Ebbw Fach	EMP2.7
Blaenant Industrial Estate		Upper Ebbw Fach	EMP2.8
Barleyfield Industrial Estate		Upper Ebbw Fach	EMP2.9
Rising Sun Industrial Estate		Upper Ebbw Fach	EMP2.10
Cwmtillery Industrial Estate		Lower Ebbw Fach	EMP2.11
Roseheyworth Business Park		Lower Ebbw Fach	EMP2.12

- 9.18 These considerations also apply to the final tier of the employment hierarchy. As well as this, it is desirable to have some sites where permission can be given for appropriate non-class B development. The presence of certain sui generis and non-class B uses on such sites can be beneficial to the employment 'offer' of a location, provided that they complement the wellbeing of more traditional employment developments. Indeed, they are capable of making contributions to the local economy in their own right. This includes cafes, gyms, training facilities, day nurseries, commercial vehicle repair and maintenance businesses and taxi companies. The key consideration, however, which should be focussed upon within the wording of relevant policies, is that such uses are relatively small-scale and ancillary to those uses for which the site is allocated.

EMPLOYMENT BACKGROUND PAPER

- 9.19 Therefore, the following sites will be allocated or protected as 'secondary sites' (B1, B2, B8 use plus others, where appropriate):

Allocation	Hub Area	LDP Policy Number
Protections		
Cwm Draw Industrial Estate	Ebbw Vale	EMP2.13
Marine Street Industrial Estate	Ebbw Vale	EMP2.14
Sirhowy Hill Industrial Estate	Tredegar	EMP2.15
Bridge Street Industrial Estate	Tredegar	EMP2.16
Noble Square Industrial Estate	Upper Ebbw Fach	EMP2.17
Blaina Enterprise Centre	Upper Ebbw Fach	EMP2.18
Cwmcrahen Industrial Estate	Upper Ebbw Fach	EMP2.19
Glandwr Industrial Estate	Lower Ebbw Fach	EMP2.20
Llanhilleth Industrial Estate	Lower Ebbw Fach	EMP2.21

Waste

- 9.20 Every industrial site that is allocated or identified as a primary or secondary site and is not within a flood risk area is considered suitable, in principle for the location of waste management facilities. This commitment fulfils the requirements of the Regional Waste Plan.

10.0 EMPLOYMENT OUTSIDE OF CLASS B USES

- 10.1 It is recognised that not all employment in the County Borough is located on protected employment sites due to the variety of employment opportunities in the County Borough, 50% of jobs falling outside of class B uses. The largest sub-sectors for employment are public administration, education and health (31% of total employment), hotels and restaurants (11%), construction (4%) and other services (4%) (Nomis, 2008). All of these sectors are outside B-use classes and therefore unlikely to be located on protected employment sites. They do, however, have specific locational requirements, which need to be addressed.

Retail Employment

- 10.2 The retail sector accounts for approximately 2,300 jobs in the County Borough (Nomis, 2008). As a result of retail planning policy, specifically the sequential test, retail units have been primarily restricted to town centre locations. This approach, aimed at improving the vitality and viability of town centres has also ensured that retail employment is focused in town centres.
- 10.3 Due to the wide range and type of products sold in the retail industry, the number of employees per square metre varies considerably, resulting in considerable variations in the types of unit required for retail use and the number of employees per square metre. It should also be recognised that the retail sector offers many low skilled part time jobs, many of which are taken by women.

- 10.4 The number of jobs likely to be created and additional floorspace required would be dependent on the LDP Retail Strategy, which will be explained in the Retailing Background Paper.

Health and Social Work

- 10.5 The health and social work sector accounts for 2,857 jobs in Blaenau Gwent, which equates to 15% of the total number of employed (Nomis, 2008). The land use requirements for health and social care work facilities are addressed in the Community Facilities Background Paper.

Education

- 10.6 Any additional requirements for land for education use may have implications for the number of people employed and the land use requirements are addressed through the Community Facilities Background Paper.

Home working rates

- 10.7 Broadband coverage is 100% in Blaenau Gwent. However, the take-up levels are the lowest anywhere in Wales. Only 34% of households have broadband, compared to 43% across Wales.
- 10.8 The broadband coverage offers the opportunity for residents to work at home by providing the necessary infrastructure. The 2001 Census identifies 5.7% of those economically active currently work at home, compared to 9.7% in Wales. The definition of home working changed between the 1991 and 2001 census so a direct comparison cannot be made, although it is anticipated that this type of employment may continue to increase as telecommunications increase.

Self-Employment

- 10.9 Self-employment in the County Borough is lower than the Wales average, at only 3.7% of the working age population. Whilst this rate is lower than average, self-employment still makes an important contribution to the economy of Blaenau Gwent, and it is important to take into account locational requirements. It is likely that many people in self employment work at home, but many will also work within micro and small businesses, which require suitable premises and infrastructure.

Table 24: Percentage of working age population in self employment

	% of working age population in self employment
Blaenau Gwent	3.7%
Wales	7.7%

Source: Census 2001

11.0 RESULTS OF PREVIOUS CONSULTATION

PRE DEPOSIT PARTICIPATION

- 11.1 Pre-deposit participation undertaken between July and August 2007 has provided a clear indication of those land use issues that key stakeholders consider to be of primary importance in Blaenau Gwent.

The Issues Paper (July 2007)

- 11.2 The Issues Paper was prepared as a discussion document intended to promote debate on the issues of strategic significance for the authority. The document was placed on the council's website and sent to Members, key officers, statutory consultees and interested parties. In total, 176 individuals were consulted and 14 responses were received.
- 11.3 In terms of employment, the key issues identified for the next 15 years were:
- The implications of the decline in the manufacturing sector and the shift in favour of the service sector and technological industries
 - The need to improve the employment rate
 - The need to decrease the economic inactivity rate
 - Encourage a higher number of people in Blaenau Gwent to gain qualifications and develop skills
- 11.4 Consultees were asked a number of questions: -

Question 3.1

Should we be looking to reallocate employment land identified in the UDP?

57% of respondents considered that we should reallocate employment land and 43% disagreed. One respondent stated that there is a need to identify sites, that are appropriate and not suffering from constraints. Another commented that employment growth and economic growth are critical to the regeneration of Blaenau Gwent and that the LDP should focus on how to deliver employment growth and unlock the potential that exists. The majority of respondents indicated that if there is an over allocation of employment land, it seems reasonable to allocate surpluses for other purposes for which there is demand and the location is suitable.

Response

The Council has undertaken an assessment of future employment need, which is set out in Chapter 8.0 of this Background Paper. The Deposit Plan identifies a need for 50 ha of employment land. The Deposit Plan allocates sites for employment uses. These sites have been subject to a rigorous 6 stage assessment process to ensure they are developable and compatible with the LDP strategy and Sustainability Appraisal.

Question 3.2

What type of employment land is needed?

43% of respondents considered that the focus should be on diversification of our employment base, and one respondent was concerned with the suitability of existing land allocations and suggested that sites that do not suffer from constraints need to be identified. Another respondent pointed out that the LDP

should ensure that suitable land is available for a range of employment types and provide sufficient flexibility for change in employment patterns, industries and markets. One respondent stated that the type of employment land needed depends upon the development of the broad Vision.

Response

The Deposit Plan recognises the need to diversify the economy and seeks to build on diversification of the local economy by promoting and supporting new areas of opportunity, and developing the strengths of the manufacturing industry. This is to be achieved through specialisation in high tech industries based around key sectors such as electronics. Outside manufacturing, there are a number of other key sectors where Blaenau Gwent should focus for maximum impact in the diversification of its economy such as in business services, tourism and leisure, cultural, health and social care and construction.

Question 3.3

Should existing employment sites continue to be retained for employment use with a presumption against alternative uses or should a more flexible approach be adopted?

A more flexible approach was favoured by 75% of respondents, who generally considered that it might be more appropriate to develop the sites for other uses.

Response

This issue has been taken into account. The Deposit Plan proposes a more flexible approach through identifying an employment hierarchy. Detail on this is contained in Chapter 9.0.

Sustainability Appraisal / Strategic Environmental Assessment Scoping Exercise

- 11.5 The Sustainability Appraisal (SA) / Strategic Environmental Assessment Scoping Exercise was undertaken between March – December 2007. The process identified key strategic problems, objectives and issues for sustainability. 18 key sustainability issues were identified, 2 of which are related to employment:
- High levels of economic inactivity and high benefit dependence
 - Limited employment opportunities and low household income

ISSUES AND VISION WORKSHOP

- 11.6 At the Issues and Vision Workshop held in July 2007 attendees were provided with the list of issues identified from the Issues Paper and asked to agree and then prioritise the issues.
- 11.7 The group added a further 7 issues to the identified issues to produce the following:
- The implications of the decline in the manufacturing sector and the shift in favour of the service sector and technological industries
 - The need to improve the employment rates
 - The need to decrease the economic activity rate

EMPLOYMENT BACKGROUND PAPER

- Encourage a higher number of people in Blaenau Gwent to gain qualifications and develop skills
- Implications of sustainable tourism and employment
- Changing dependence on particular industries and diversifying the economy.
- Access to employment sites – active travel
- Location of employment sites
- Loss of employment sites
- Allocate additional employment land
- Wider range of uses on employment land

11.8 The group were then asked to prioritise the two most significant employment issues, the two issues with the highest number of votes were:

- The implications of the decline in the manufacturing sector and the shift in favour of the service sector and technological industries
- Changing dependence on particular industries and diversifying the economy

11.9 The third task was to identify the most significant issues for Blaenau Gwent across all the topic areas. From this it can be deduced from that the two most significant issues were:

- The implications of the decline in the manufacturing sector and the shift in favour of the service sector and technological industries; and
- To find a role/function for town centres

11.10 A detailed account of this process is set out in the Issues Paper – Report of Consultation (September 2007) and the Issues and Vision Report of Consultation (August 2007), which is available on the Council's website.

PREPARATION OF OPTIONS FOR WORKSHOP

11.11 As employment was identified as a key issue for the area, employment formed a major part of the options scenarios. The Council devised and tested 3 strategy options.

Option 1: Regeneration (continuation of UDP Strategy)

This option maintains the current strategy contained within the Blaenau Gwent Adopted Unitary Development Plan (1996-2011). The strategy in the UDP was based on achieving a thriving economy through regeneration. It was seen as essential that Blaenau Gwent benefited from the attraction of inward investment projects within the region, and it was seen as essential that a continuous supply of serviced industrial land and buildings were made available to accommodate further inward investment projects. It was also recognised that there was a need to support and develop indigenous businesses. The strategy results in the identification of 180 ha of employment land across the County Borough, mostly for B1, B2 and B8. The economic climate has changed markedly since this time and there is now much less opportunity for large inward investment projects. There is also a greater need to diversify the economy particularly in the service sector. Through this strategy, only 11 ha were identified strictly for business (B1).

Option 2: Growth and Regeneration

This is a growth strategy where the main aim is to diversify the economy and develop manufacturing. This will be achieved through building on the diversification of the local economy by promoting and supporting new areas of opportunity, and developing the strengths of Blaenau Gwent's manufacturing industry. This is to be achieved through the rationalisation of existing sites and the identification of more businesses sites at mixed-use quality sites nearer the main towns but with a concentration on Ebbw Vale. Other sectors into which diversification will take place will be Tourism, Leisure and Social Care.

Option 3: Balanced and Interconnected Communities

This is a trend-based option which recognises that the need for large manufacturing sites is no longer at the level that it was in the UDP and proposes the de-allocation of land identified for manufacturing in the north and seeks to replace it with sites closer to the main towns of Abertillery, Brynmawr, Ebbw Vale and Tredegar.

VISION AND OPTION WORKSHOP

- 11.12 Each of the scenarios were put forward for consideration as part of the Vision and Option Workshops (Report on the development of the Options, March 2009). It was clear following the workshops that option 2 was the preferred option.

THE DRAFT PREFERRED STRATEGY (November 2008)

- 11.13 The Draft Preferred Strategy was subject to public consultation for a period of six weeks from 7th November until 19th December 2008, during which time a total of 18 exhibitions were also held covering every ward across the County Borough. In total, 58 respondents made 414 representations on the Preferred Strategy, 278 of which were comments/objections and 136 expressions of support.

Objectives

- 11.14 The Draft Preferred Strategy set out two objectives for employment based on the priority issue identified at the Issues and Vision Workshop.
4. Increase economic activity through facilitating diversification of the economic base and support for the manufacturing sector by encouraging specialisation.
 5. Provide a range of employment sites and premises to meet the needs of businesses of all sizes in manufacturing, the technological and service sectors.
- 11.15 The following comments were received on these objectives:

Issue – Some of the objectives are too general

One comment considered that some of the objectives are too general. For example, it was question how will diversification of the economic base be achieved

Response

The objective has been amended to include how diversification of the economic base will be achieved.

Issue – The objectives should be realistic and measurable with clear targets and methods

Response

All the objectives have been rewritten in an attempt to make them realistic and measurable.

Issue – Include the word ‘appropriate’ after ‘provide’ in objective 5

Response

The Council has identified an appropriate range of employment sites and premises through allocating 50ha of land for B1, B2, and B8 uses. The Plan also includes an employment hierarchy which seeks to adopt a flexible approach to employment to best serve to fulfil the land requirements in terms of B1, B2 and B8 uses as well as facilitate continued economic growth within Blaenau Gwent in a diverse and sustainable fashion.

The employment objectives now read:

By 2021, employment and economic activity rates will have increased and unemployment decreased with levels nearer national averages. This has been achieved by diversifying the economic base into construction, business services, health and social care, tourism and leisure and environmental industries, whilst supporting the manufacturing sector.

By 2021, 50 hectares of employment land and a range of premises have been delivered which meet the needs of local businesses and offers employment opportunities for local people.

EMPLOYMENT APPROACH

- 11.16 Respondents were generally in agreement with the proposed approach to employment. 41 respondents considered the proposed approach, where 76% agreed, 7% disagreed and 17% was unsure.

Issue – Employment Strategy

3 comments reflected that the employment aim of the strategy to ‘develop manufacturing’ is flawed. New and innovative ways of promoting investment in the County Borough should be sought given the current economic climate.

Response

The Deposit Plan recognises the need to diversify the economy and seeks to build on diversification of the local economy by promoting and supporting new areas of opportunity, and developing the strengths of the manufacturing industry. This is to be achieved through specialisation in high tech industries based around key

sectors such as electronics. Outside manufacturing, the Deposit Plan recognises that there are a number of other key sectors where Blaenau Gwent should focus for maximum impact in the diversification of its economy such as in business services, tourism and leisure, cultural, health and social care and construction.

Issue – Approach to employment too broad

2 comments considered that the approach to employment was too broad and needs to be more specific.

Response

It is accepted that the employment approach did not include significant detail especially as no sites were identified at the Preferred Strategy stage. The Deposit Plan includes more detail in terms of the employment strategy, development management policies and allocations.

Issue – Interrelationship between Housing and Employment

Response

At the draft Preferred Strategy stage the employment figures were based on the WAG population projection for Blaenau Gwent which identified negligible growth in the working population. This has been reassessed by the Employment Background Paper and an allowance has been made for the extra working population. The planned housing growth uses the same projections therefore there is an interrelationship between housing and employment.

Issue – Diversification of the Employment Base

One objector considered that to diversify the employment base, the retail, leisure and tourism sectors would have a significant role to play in attaining this, as will the promotion of strategic mixed-use development opportunities.

Response

The draft Preferred Strategy and the Deposit Plan recognises that the retail, tourism and leisure, cultural, health and social care and construction are key sectors where Blaenau Gwent should focus for maximum impact in the diversification of its economy. The Deposit Plan identifies two key strategic sites where mixed use development opportunities will be promoted.

Issue – There is no mention of training needs

Response

The Community Facilities Background Paper addresses future training needs.

Issue – Phasing

One comment suggested that the Plan should look at the phased release of employment land.

Response

In order to provide as much flexibility as possible there is no formal phasing mechanism, although the Deliverability and Implementation chapter of the Deposit Plan identifies the broad phasing of sites.

Issue – Vacant Industrial Units

One commentator questioned the need for new workshops as there are so many empty at present.

Response

The URS Study (2007) reviewed the vacancy rates in Blaenau Gwent and found that 9% of B2 and B8 uses were vacant which is marginally above the 8% accepted industrial vacancy needed to allow the market to operate effectively. In terms of B1 office use, frictional vacancy is 5%, however in Blaenau Gwent there was a 12% vacancy rate. The total stock of employment demanded in 2021 has been adjusted to take into account the vacancy rate.

Issue – Level of Employment Land Proposed

The calculations for the level of employment land proposed in the draft Preferred Strategy were based on two separate assessments; land requirements and job requirements which resulted in the 50-80 hectare range. Since then, the calculations for the job requirements assessment have been reviewed to take into account the latest employment rates for Blaenau Gwent, an allowance has also been made for the extra working population and consideration has been given to the growth in B1, B2 and B8 sectors only.

Issue – Ebbw Fach Valley

One comment proposed the need for a vision for the Ebbw Fach Valley and to explore employment opportunities around the tourist based economy.

Response

The Deposit Plan sets out a strategic policy for the southern strategy area (Ebbw Fach Valley) whereby regeneration opportunities are identified. One of the key opportunities for this area is activity tourism. This is a sector of the tourism industry that aims to attract visitors by developing activity products such as cycling, walking, riding, water sports, adventure and fishing.

Issue – Missed opportunity for a new prison at Bryn Serth

One commentator expressed disappointment that the Council had been unsupportive for a site for a new prison. It is considered that the land at Bryn Serth is an ideal site for such a use and would bring much needed jobs to the County Borough.

Response

In order to make the decision of where best to locate the new prison in Wales, the Ministry of Justice provided the following criteria against which sites would be assessed:

- Site with 35 acres (14.1 ha) developable area (or larger if not capable of 4 storey development);
- No clear impediments to achieving planning permission for a prison;
- Available for sale and without site assembly issues;
- Sufficiently flat developable area;

- Suitable shape for development;
- Security not compromised by overlooking from adjoining land uses;
- Previously developed/Brownfield site;
- Close to or within large urban conurbations, both for addressing closeness to home and accessing an available pool of labour;
- Within one hour road journey time (peak) of key courts serving the key location in the region;
- Good access to public transport and motorways/trunk roads;
- No significant rights of way or other third party rights;
- Ground conditions such that no abnormal costs expected during development, i.e. not marsh/flood plain;
- No or manageable contamination;
- Possible to connect to water/sewage/gas/electricity without unreasonable cost;
- No known major factors relating to adjoining land that could prejudice development.

The Ministry of Justice considered the criteria and the sites put forward and the Caernarfon site was considered the most appropriate. However, this site has since been withdrawn.

Issue – Disabled People

One comment reflected that there is a need for employment for disabled people in Blaenau Gwent

Response

All new developments and existing buildings should comply with requirements set out in the Disability Discrimination Act 2005, thus providing the opportunity for people to access work. The provision of disabled employment is not a land use issue – the Plan can only allocate the land.

Strategic Policy on Employment and Diversification of the Economy

SP6 Employment and Diversification of the Economy

The employment and economic development needs of Blaenau Gwent will be met by the identification of 50-80 ha of land for employment and business purposes during the plan period. The employment roles of major industrial areas will be identified to assist in the diversification of employment and support the specialisation of manufacturing. Mixed-use sites will be identified close to town centres to enhance town centre based employment in the service sector.

- 11.17 Five comments were made in support and 11 objections were received to this Policy.
- 11.18 The comments of support generally acknowledged that the objectives and strategic policies flow from the evidence base with 1 generally supporting the provision of 50-80 hectares of land for employment.

11.19 In terms of objections there were a number of areas of concern:

Issue – Construction Industry

Two comments reflected that paragraph 6.14 fails to reflect the current economic climate in which the construction industry is not growing.

Response

Table 25: The number of people employed in the Construction industry

1998	2000	2002	2004	2008
655	1,585	723	787	800

Source: Nomis

The table above shows the number of people employed in the Construction industry in Blaenau Gwent. Apart from between 2000 and 2002, where there was a significant decrease in the number of people employed in this sector, the sector has continued to grow in Blaenau Gwent.

Issue – Identification of Strategic Sites

Response

A large number of employment sites have been identified through the Candidate Site process but none of these were strategic sites which merit identification in the Preferred Strategy. However the Deposit Plan identifies a strategic employment site at Rhyd y Blew as a result of work being undertaken for the Ebbw Vale Sustainable Development Framework.

Issue - Consistency across boundaries with neighbouring authorities

One comment requested consistency between authorities.

Response

Blaenau Gwent has worked with other neighbouring authorities through the SEWEF. It has also been mindful of Caerphilly and Brecon Beacons NP policies.

Issue – Little regard to ‘general employment’

One comment considered that apart from the 50-80 ha of land set aside for employment purposes, there is little detail with regard to ‘general employment’.

Response

The Employment Background Paper looks into employment outside the B use classes such as retail, education and health and social care.

Issue - Supporting text of Policy SP6

One comment considered that the supporting text of policy SP6 is quite informative regarding tourism, but other aspects are less detailed.

Response

Agreed. The Deposit Plan provides further details.

Issue – Identification of Employment Sites

One comment identified that it would have been beneficial to have some indication of where the 50-80 hectares of land are and what specific purpose they are to be allocated.

Response

The Deposit Plan identifies the employment allocations and for what specific purpose they are to be allocated.

Issue – Community Infrastructure Levy

One comment reflected that the Community Infrastructure Levy would not lend itself to the purpose stated.

Response

It is noted that the Community Infrastructure Levy would not lend itself to the purpose stated. However, we will work with developers to achieve local labour market agreements, where appropriate. This aspiration is currently being delivered at The Works site.

Issue – The social sectors should be exploited to create employment opportunities for Blaenau Gwent

Response

The Deposit Plan and Employment Background Paper explore employment opportunities around the health and social care employment sectors. For instance, the development of the 96-bed Local General Hospital in Employment will provide employment across the entire range of clinical, caring and support services.

Issue – Delivery of employment growth and the amount of land allocated for employment

Response

The calculations for the level of employment land proposed in the draft Preferred Strategy were based on two separate assessments; land requirements and job requirements which resulted in the 50-80 hectare range. Since then, the calculations for the job requirements assessment have been reviewed to take into account the latest employment rates for Blaenau Gwent, an allowance has also been made for the extra working population and consideration has been given to the growth in B1, B2 and B8 sectors only. (The Preferred Strategy calculation encompassed all broad sector industries.) Therefore, reducing the amount of employment land to 50 hectares in the Deposit Plan.

The Deposit Plan includes a Delivery and Implementation chapter which sets out the infrastructure needs, phasing of development, funding sources and responsibilities for delivery for each allocation.

12.0 DRAFT LDP POLICY

12.1 To address the issues raised the following is proposed:

Objective 7

By 2021, the regeneration plans for 'The Works', Ebbw Vale Northern Corridor and other key regeneration sites will have been delivered benefiting the residents of the County Borough through the delivery of jobs, houses and community infrastructure.

Objective 8

By 2021, employment and economic activity rates will have increased and unemployment decreased with levels nearer national averages. This has been achieved by diversifying the economic base into construction, business services, health and social care, tourism and leisure and environmental industries, whilst supporting the manufacturing sector.

Objective 9

By 2021, 50 hectares of employment land and a range of premises have been delivered which meet the needs of local businesses and offers employment opportunities for local people.

Strategic Policy

SP8 Sustainable Economic Growth

In order to increase economic activity, diversify the economy and ensure that residents of Blaenau Gwent maximise their economic potential: -

- a. 50 ha of land for employment and business purposes will be allocated to meet economic development and employment needs;**
- b. The employment roles of major industrial areas will be identified to assist in the diversification of employment and to support the sustainable development of manufacturing;**
- c. Employment in Health and Social Care will be encouraged in town centres and in conjunction with the new hospital at 'The Works';**
- d. Tourism, leisure and cultural initiatives will be encouraged in town centres;**
- e. Rural enterprise and activity tourism will be promoted in the countryside;**
- f. A first class learning infrastructure will be put in place to ensure that residents gain the skills they require; and**

g. Local labour agreements will be negotiated with developers to enable local people to secure employment and skills development.

The Strategy recognises that, in order to address some of the serious socio-economic problems in Blaenau Gwent, a progressive approach must be taken in the development of land for economic purposes. The LDP therefore allocates 50 ha of land based on a future land requirement study and a future need for employment space assessment. The approach is intended to meet economic development and employment needs and ensure that Blaenau Gwent achieves its economic potential. Statistical analysis and background to the employment land calculations is contained in the Employment Background Paper.

Pre-deposit consultation and results from the 'Living in Blaenau Gwent' Survey (July 2009) provides a clear indication that job prospects are considered of primary importance in making somewhere a good place to live, and are in most need of improvement in Blaenau Gwent. Through the LDP, the Council will seek the development of a business environment that delivers a strong and diverse economy, quality, well paid jobs, and addresses the problems of economic inactivity.

The Blaenau Gwent economy has experienced major structural change moving from the dependence on heavy industry that historically dominated the local economy, towards manufacturing and services. The scale of changes within the global economy have resulted in the transfer of operations to many of the lower cost centres around the world. A trend common to Blaenau Gwent, Wales and the UK is the failure to attract large levels of high-tech sectors. This trend is of considerable local concern in terms of the loss of economic activity, the scale of job losses and also in terms of employment land implications that might arise from this level of change.

The Blaenau Gwent Regeneration Strategy and Action Plan (2010) recognises the need to diversify the economy and seeks to build on diversification of the local economy by promoting and supporting new areas of opportunity, and developing the strengths of the manufacturing industry. This is to be achieved through specialisation in high-tech industries based around key sectors such as electronics.

Outside manufacturing, there are a number of other key sectors where Blaenau Gwent should focus for maximum impact in the diversification of its economy such as in business services, tourism and leisure, cultural, health and social care and construction.

The social care sector has been growing throughout the UK and provides a substantial opportunity for employment at all levels. The development of the proposed 96-bed Local General Hospital in Ebbw Vale will provide employment across the entire range of clinical, caring and support services.

The Business Competitiveness Study (2009) identified a shortfall in local cultural facilities and that projects such as Parc Bryn Bach and Abertillery's Metropole Cultural and Conference Centre are making a difference, but further opportunities exist. The sector can contribute effectively to addressing the issues of employability by offering opportunities for less experienced people as well as providing high, quality cultural and leisure jobs.

In accordance with national planning policy rural enterprise in the countryside will be encouraged where proposals do not impact unacceptably on local amenity. Welsh Assembly Government's Climbing Higher Strategy aims to increase significantly the number of people using the Welsh natural environment for outdoor activities. The provision of facilities for sustainable outdoor and adventure activities in the countryside will encourage participation, improve health and attract visitors. In developing activity tourism it will be important to ensure that it is sustainable, that is, it must make a low impact on the environment and local culture, while helping to generate income, employment and conservation.

The establishment of the Learning Zone at 'The Works' bringing together Coleg Gwent and all school sixth forms in a state of the art teaching and learning facility provides the opportunity to improve educational attainment and vocational skills at every level from basic skills right up to higher education (subject to ministerial decision and Judicial Review).

The regeneration of Blaenau Gwent is already providing job opportunities in construction and in hard and soft landscaping. There is an unprecedented programme of development incorporating 'The Works,' Ebbw Vale Northern Corridor, the town centre developments in Abertillery, Brynmawr, Ebbw Vale, and Tredegar, schools refurbishment, Welsh Housing Quality Standard / Stock Transfer and public and private housing programmes. Planning Obligations will be used to secure local employment in the growing construction sector.

Development Management Policy

DM11 Use Class Restrictions – Business and Industry

In accordance with Policies EMP1 and EMP2, development proposals on major industrial areas will be subject to the following restrictions:

- 1. On sites allocated as Strategic Sites, development will only be permitted if it is:**
 - a. Within use class B1 and B2.**
 - b. To provide an ancillary facility or service to the proposed employment use.**
- 2. On sites allocated or identified as Business Parks, development will only be permitted if it is:**
 - a. Within use class B1.**
 - b. To provide an ancillary facility or service to the proposed employment use.**
- 3. On sites allocated or identified as Primary Sites, development will only be permitted if it is:**
 - a. Within use classes B1, B2, B8.**
 - b. An appropriate Sui Generis use.**
 - c. To provide an ancillary facility or service to the existing and proposed employment use.**
- 4. On sites allocated or identified as Secondary Sites, development will only be permitted if it is:**
 - a. Within use classes B1, B2 or B8.**
 - b. An appropriate Sui Generis use.**
 - c. To provide an ancillary facility or service to the existing and proposed employment use.**
 - d. An acceptable commercial service.**

The purpose of this Policy is to adopt a flexible approach to employment to best serve to fulfil the land requirements in terms of B1, B2 and B8 uses as well as facilitate continued economic growth within Blaenau Gwent in a diverse and sustainable fashion. The Policy also seeks to protect existing employment land and premises which are increasingly under pressure to be developed for non-employment uses.

The majority of industrial estates in Blaenau Gwent comprise businesses that are categorised within Use Classes B1, B2 and B8 of the Town and Country Planning Use Classes Order 1987 (as amended), however there are also examples of Sui Generis use on a number of employment areas. Examples of appropriate Sui Generis uses would include a builder's merchant, vehicle depots and taxi control offices.

Every industrial site that is allocated or identified as a primary or secondary site is considered suitable, in principle for the location of waste management facilities. Development proposals for waste management facilities on allocated or identified primary and secondary sites must be considered against other provisions of the Plan and national policy guidance, in particular TAN 15. This commitment is also referred to in Policy SP13, and both policies fulfil the requirements of the National Waste Strategy and Regional Waste Strategy.

Ancillary uses which fall outside the B-class uses, which support the wider function of employment sites and do not affect the integrity of these sites, may be permitted on sites allocated or identified as Strategic Sites, Business Parks, Primary and Secondary sites. Examples include cafes and crèches.

Examples of commercial services which might be considered acceptable on a site allocated or identified as a secondary site would include indoor health and fitness, training facilities, day nurseries, vehicle repair and maintenance businesses and other uses that are not considered appropriate in a town centre location.

Allocations and Designations

MU1 Ebbw Vale Northern Corridor

In accordance with Policy SP1 land is allocated north of Ebbw Vale Town Centre for the construction of approximately 700 dwellings, a commercial leisure hub, road side services, employment and a strategic mixed-use employment site.

Development of the site will be guided by the Ebbw Vale Sustainable Development Framework Supplementary Planning Guidance document.

The site fans out from the town centre in a north westerly direction to the Heads of the Valleys Road forming a triangular area of land covering approximately 78 hectares. The site contains areas of existing built development along with larger areas of vacant land. A number of the existing developments within the corridor will be subject to change due to the relocation of existing facilities to 'The Works'. Consequently, a clear strategy is required to ensure that best use is made of the vacant sites.

The Council's vision for the Northern Corridor is to create *"a series of developments that compliment and enhance the vibrancy of Ebbw Vale as a sustainable community. Key aspects of the corridor will be to support a vibrant retail led town centre with sustainable residential development and provide improved economic opportunity and leisure facilities centred to the north capitalising on the opportunities for improved access presented by the planned realignment of the A465 Heads of the Valleys road."*

It is intended that all the developments will achieve high sustainability and urban design standards. The developments will capitalise on the opportunities presented by the environmental setting of the area through high quality public realm and green infrastructure. A key focus will be to complement the educational opportunities presented at 'The Works' with suitable employment space and create additional opportunities in market sectors such as tourism. The Northern Corridor will support the continued evolution of Ebbw Vale town and town centre as a principal hub in Blaenau Gwent and the Heads of the Valleys area."

There are a number of constraints throughout the Ebbw Vale Northern Corridor which will need to be accounted for in the ongoing development, most notably:

- Local Sites of Importance for Nature Conservation;
- Environmental setting;
- Traffic Flows and highway improvements; and
- Land ownership issues.

The Ebbw Vale Sustainable Development Framework has assessed the development potential of the area and has identified the following elements:

- **Strategic mixed-use employment site** – on land at Rhyd-y-Blew (13.2 ha);
- **Employment and road side services** - at Bryn Serth (10.5 ha);
- **Commercial leisure hub** – commercial leisure and associated A3 uses (4 ha); and
- **Residential** - 700 units including 10% affordable housing on three parcels of land (23 ha) *(It should be noted that not all of the existing facilities are required to relocate to enable the provision of 700 dwellings).*

MU2 'The Works'

In accordance with Policy SP1 land is allocated at the former steelworks site for mixed use including; the construction of a new hospital, learning zone, leisure centre, playing pitches, arts centre, approximately 520 houses, business hub, family history & genealogy visitor centre, environmental resource centre and wetland park.

Development of the site will be guided by the latest Masterplan and supporting documentation.

The former Steelworks runs along the bottom of the Ebbw Valley to the South East of Ebbw Vale Town Centre. It is about 3 kilometres from north to south and half a kilometre from east to west. The site has the benefit of outline planning permission. The original Masterplan Design and Access Statement sets out a 10-year programme for development divided into 5 phases between 2008 and 2018. The revised masterplan incorporates an amended indicative framework with four phases allowed to run to a maximum of 4 years each to allow development flexibility although the 2018 date continues to be a broad indication of the time-scale envisaged for the delivery of the scheme.

The Vision is:

“The Works is the regeneration of the former steelworks site in Ebbw Vale which is transforming the site into a vibrant and distinctive area. It’s a £350 million project that will create new places for learning, working and recreational. It will be integrated into the existing town centre to make stronger connections and links to important local landmarks. The scheme includes delivering new houses, primary and special education needs school, hospital, commercial floor space, a learning zone, basement park, central valley wetland park, 2km railway extension and a mechanical link. Already some of the projects have been completed (e.g. Ysbyty Aneurin Bevan and the environmental resource centre) and others are ongoing (The learning zone and general offices). The Works is widely recognised as a sustainable exemplar project across Wales and the UK and is driven by four key objectives; economic, social, resources and environmental, all of which give the project its green credentials. These objectives include retaining the history and heritage of the area, involving the community in developing the site and creating wider employment and commercial benefits for Blaenau Gwent.”

Key elements are:

- **Aneurin Bevan Hospital** – a 96 bed Local General Hospital;
- **The Central Valley & Wetlands Park** – a green corridor running through the site;
- **Environmental Resource Centre** – Provides an education facility for local children and the community to explore the heritage and ecology of the site;
- **Employment** – 5 ha of commercial and business space primarily located adjacent to the hospital site;
- **Residential** – Approximately 520 houses at varying densities across the site built to higher than nationally required standards and including 20% affordable housing;
- **Learning Zone** – The Learning Zone includes the provision of education and training for 14-19 year olds. The Works site will also include a 21st Century 3-16 School over two sites that will provide; primary education; an integrated children’s centre, secondary education and the relocated Pen y Cwm Special School (subject to ministerial decision and Judicial Review)
- **Leisure Centre and Sports Fields** – A new leisure centre and sports pitches will be developed to provide new leisure amenities for the community;
- **Arts Centre** – A new arts centre will be developed to provide a community and professional arts/cultural event programme;
- **Basement Strategy** – A range of uses are being considered for the basements including sports and leisure, exhibition space, summer markets for food & craft including a café, education and recreation facilities;
- **Retail** – The retail element will only consist of local convenience facilities, including local shops and smaller commercial units;
- **Energy Centre** – A centralised energy hub.
- **Family History & Genealogy Visitor Centre** – The Former General Offices (Grade II* Listed Building) is to become a visitor centre bringing industrial heritage to life and showcasing one of the largest archives in Wales.
- **Public Realm** – Focus on a sequence of public squares running through the site.

EMP1 Employment Allocations

The following sites are allocated for employment uses, in line with their status in the employment hierarchy identified in Policy DM11:

Policy Number	Site Name	Hub	Indicative Developable Area (Ha)
Strategic Sites (B1 and B2 Use Classes and an ancillary facility or service to the proposed employment use)			
MU1	<i>Rhyd y Blew</i>	<i>Ebbw Vale</i>	13.2
Business Parks (B1 Use Class and an ancillary facility or service to the proposed employment use)			
MU2	<i>'The Works' Business Hub</i>	<i>Ebbw Vale</i>	3.5
EMP1.1	Land at Festival Park	Ebbw Vale	0.7
EMP1.2	Land at Tredegar Business Park	Tredegar	2.1
EMP1.3	Land at Rising Sun Industrial Estate	Upper Ebbw Fach	1.6
Primary Sites (B1, B2, and B8 Use Classes, an appropriate Sui Generis use and an ancillary facility or service to the proposed employment use)			
MU1	<i>Bryn Serth</i>	<i>Ebbw Vale</i>	10.0
EMP1.4	Rassau Platform A	Ebbw Vale	3.4
EMP1.5	Rassau Platform B	Ebbw Vale	3.7
EMP1.6	Land at Waun-y-Pound	Ebbw Vale	4.6
EMP1.7	Marine Colliery	Ebbw Vale	3.4
EMP1.8	Crown Business Park Platform A	Tredegar	0.7
EMP1.9	Crown Business Park Platform B	Tredegar	1.6
EMP1.10	Land at Roseheyworth Business Park	Lower Ebbw Fach	1.5
Total Developable Area			50.0 ha

Policy SP8 recognises that in order to address some of the serious socio-economic problems in Blaenau Gwent a progressive approach must be taken in the development of land for economic purposes. The LDP therefore allocates 50 ha of land to meet economic development and employment needs. The approach is intended to ensure that Blaenau Gwent achieves its economic potential. The Policy also seeks to protect existing employment land and premises which are increasingly under pressure to be developed for non-employment uses.

The Business Park allocation at 'The Works' Business Hub, Land at Festival Park, Land at Tredegar Business Park and Land at Rising Sun Industrial Estate are designated solely for class B1 use. This covers offices and research establishments but can cover light industry where it is appropriate in a residential area. Such uses have an important role to play in terms of fostering entrepreneurialism and developing an enterprise culture, factors which are of key importance if the local, and indeed regional, economy is to grow in a sustainable fashion.

EMPLOYMENT BACKGROUND PAPER

The designated Primary Sites currently house a mixture of Use Classes and, as such, they are considered appropriate for use classes B1, B2 and B8, namely, business and general industry, and warehousing uses.

A detailed description of the site allocations can be found in the site descriptions document.

EMP2 Employment Area Protection

The following sites are protected for employment use, in line with their status in the employment hierarchy identified in Policy DM11:

Policy Number	Employment Area	Hub
Business Parks (B1 Use Class and an ancillary facility or service to the proposed employment use)		
EMP2.1	Tredegar Business Park	Tredegar
Primary Sites (B1, B2, and B8 use classes, an appropriate sui generis use and an ancillary facility or service to the proposed employment use)		
EMP2.2	Rassau Industrial Estate	Ebbw Vale
EMP2.3	Waun-y-Pound Industrial Estate	Ebbw Vale
EMP2.4	Festival Park	Ebbw Vale
EMP2.5	Tafarnaubach Industrial Estate	Tredegar
EMP2.6	Crown Business Park	Tredegar
EMP2.7	Pond Road Workshops	Upper Ebbw Fach
EMP2.8	Blaenant Industrial Estate	Upper Ebbw Fach
EMP2.9	Barleyfield Industrial Estate	Upper Ebbw Fach
EMP2.10	Rising Sun Industrial Estate	Upper Ebbw Fach
EMP2.11	Cwmtillery Industrial Estate	Lower Ebbw Fach
EMP2.12	Roseheyworth Business Park	Lower Ebbw Fach
Secondary Sites (B1, B2, and B8 use classes, an appropriate sui generis use, an ancillary facility or service to the proposed employment use and an acceptable commercial service)		
EMP2.13	Cwm Draw Industrial Estate	Ebbw Vale
EMP2.14	Marine Street Industrial Estate	Ebbw Vale
EMP2.15	Sirhowy Hill Industrial Estate	Tredegar
EMP2.16	Bridge Street Industrial Estate	Tredegar
EMP2.17	Noble Square Industrial Estate	Upper Ebbw Fach
EMP2.18	Blaina Enterprise Centre	Upper Ebbw Fach
EMP2.19	Cwmcraehen Industrial Estate	Upper Ebbw Fach
EMP2.20	Glandwr Industrial Estate	Lower Ebbw Fach
EMP2.21	Llanhilleth Industrial Estate	Lower Ebbw Fach

In addition to land allocated for future employment development (Policy EMP1), a number of employment areas exist within the County Borough that already possess functioning employment uses. Such areas will be protected from

development outside of those use classes indicated by the relevant categorisation (e.g. use class B1 only for Business Parks). This protection Policy is intended to operate in tandem with Policy DM11. In this regard, proposals for the development of the vacant land within these sites are also expected to accord with those uses.

Tredegar Business Park is ideally suited as a location for high quality, office based uses which are geared towards the diversification of the employment base and growth of innovation and enterprise within the local economy.

The designated Primary Sites currently house a mixture of use classes and, as such, are considered appropriate for use classes within B1, B2 and B8, namely, offices, light and general industry, and warehousing uses.


The defined Secondary Sites allows the development of sui generis uses and commercial services appropriate to the development. These uses can play an important role in economic development, although it is necessary to ensure that they complement and support each other and neighbouring uses, rather than act in competition or are detrimental to them.

APPENDICES

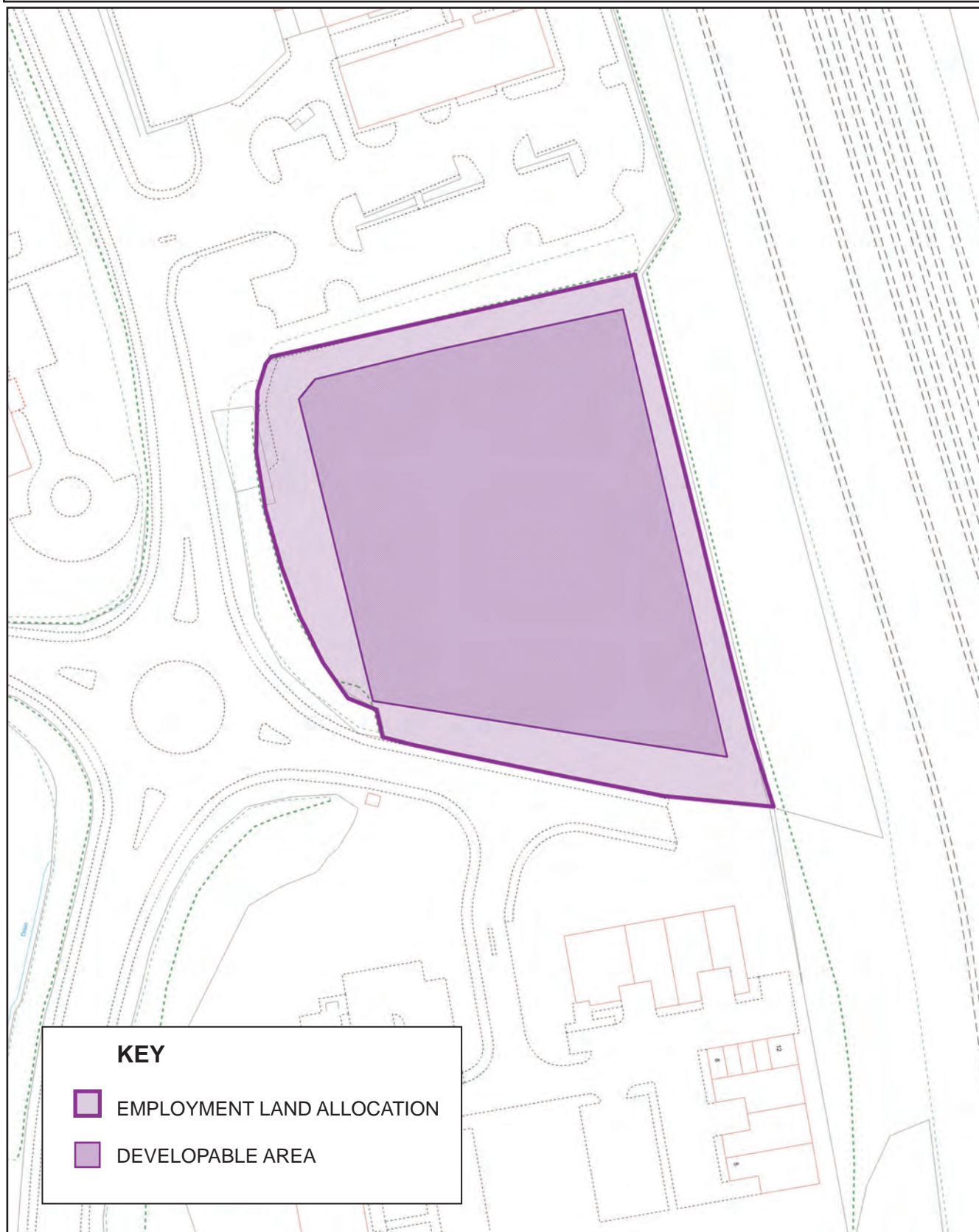



EMPLOYMENT BACKGROUND PAPER



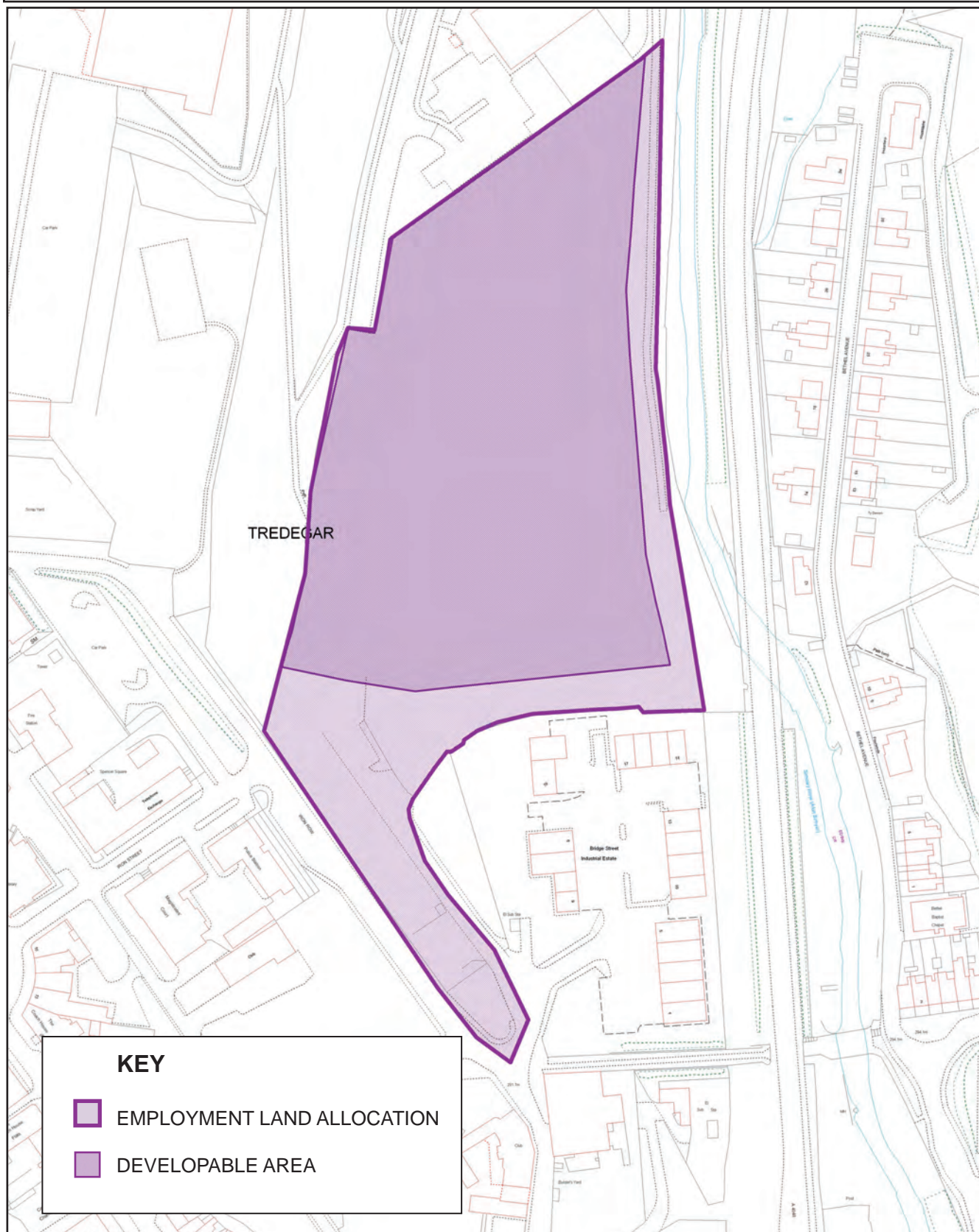
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent <small>Gloria Borough Council</small> Regeneration Division
Scale : 1:1250	Employment Land Allocations	


Site Name: Land at Festival Park



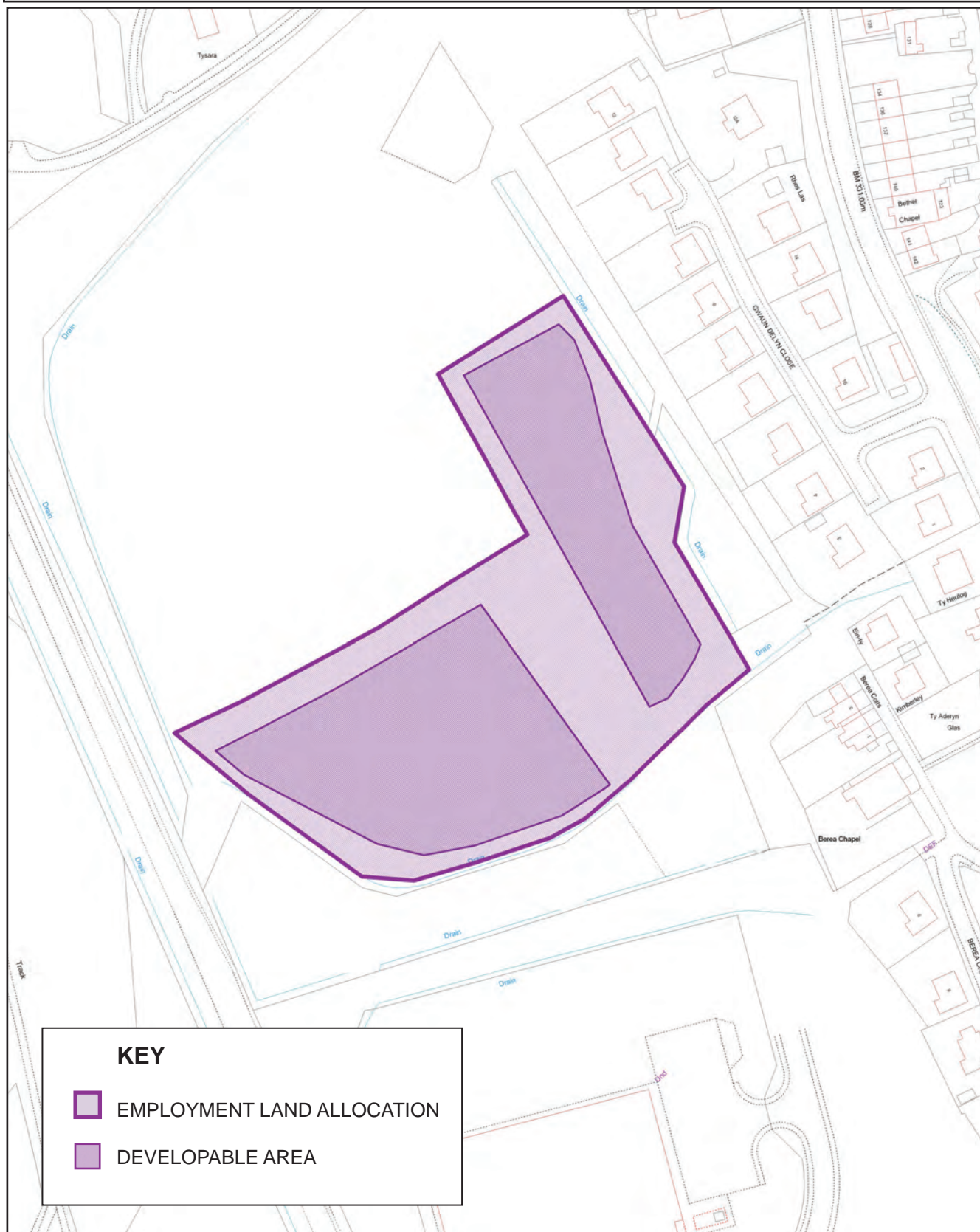
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent <small>Glorious Borough Council</small> Regeneration Division
Scale : 1:2000	Employment Land Allocations	


Site Name: Land at Tredegar Business Park



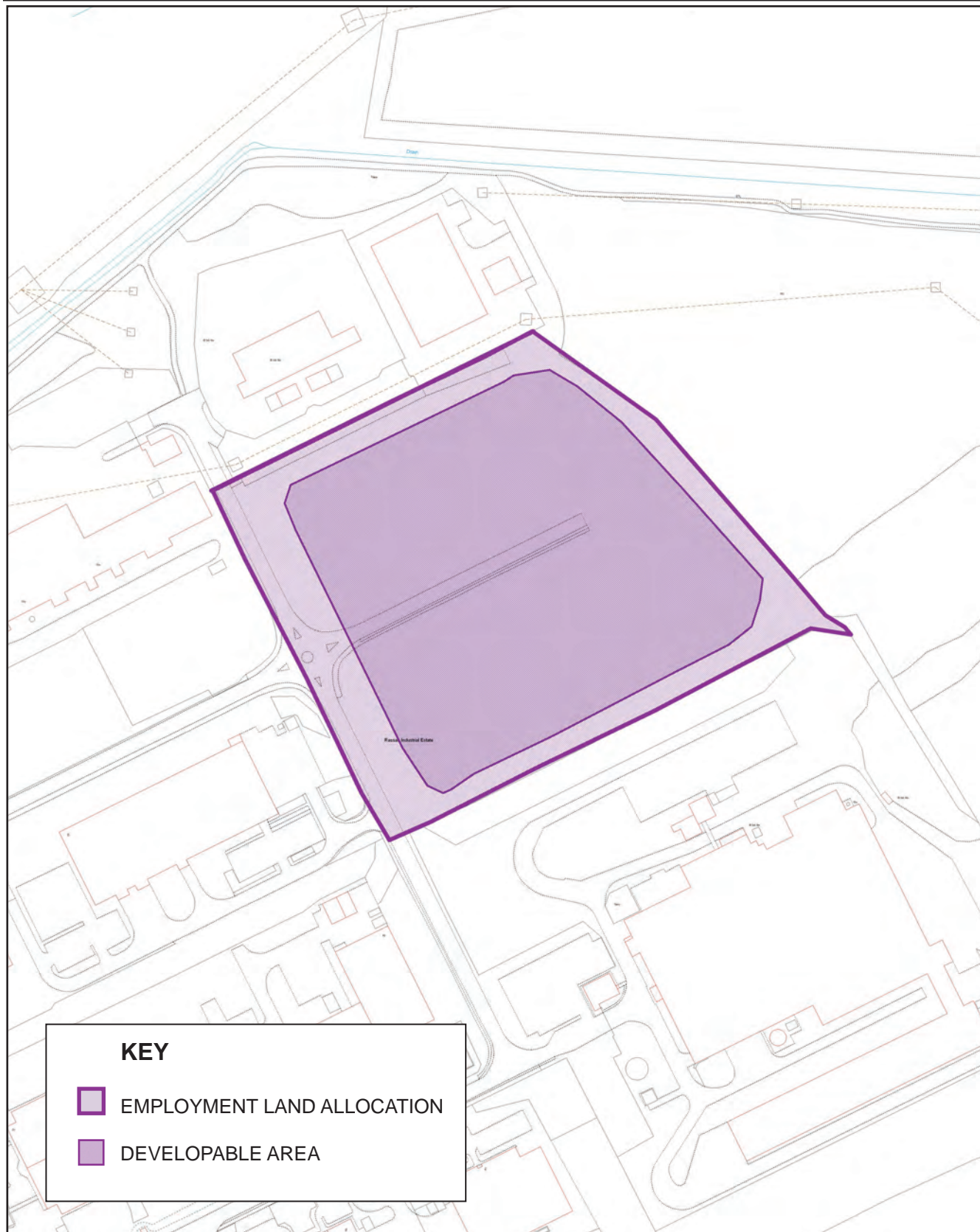
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Land Allocations	


Site Name: Land at Rising Sun Industrial Estate



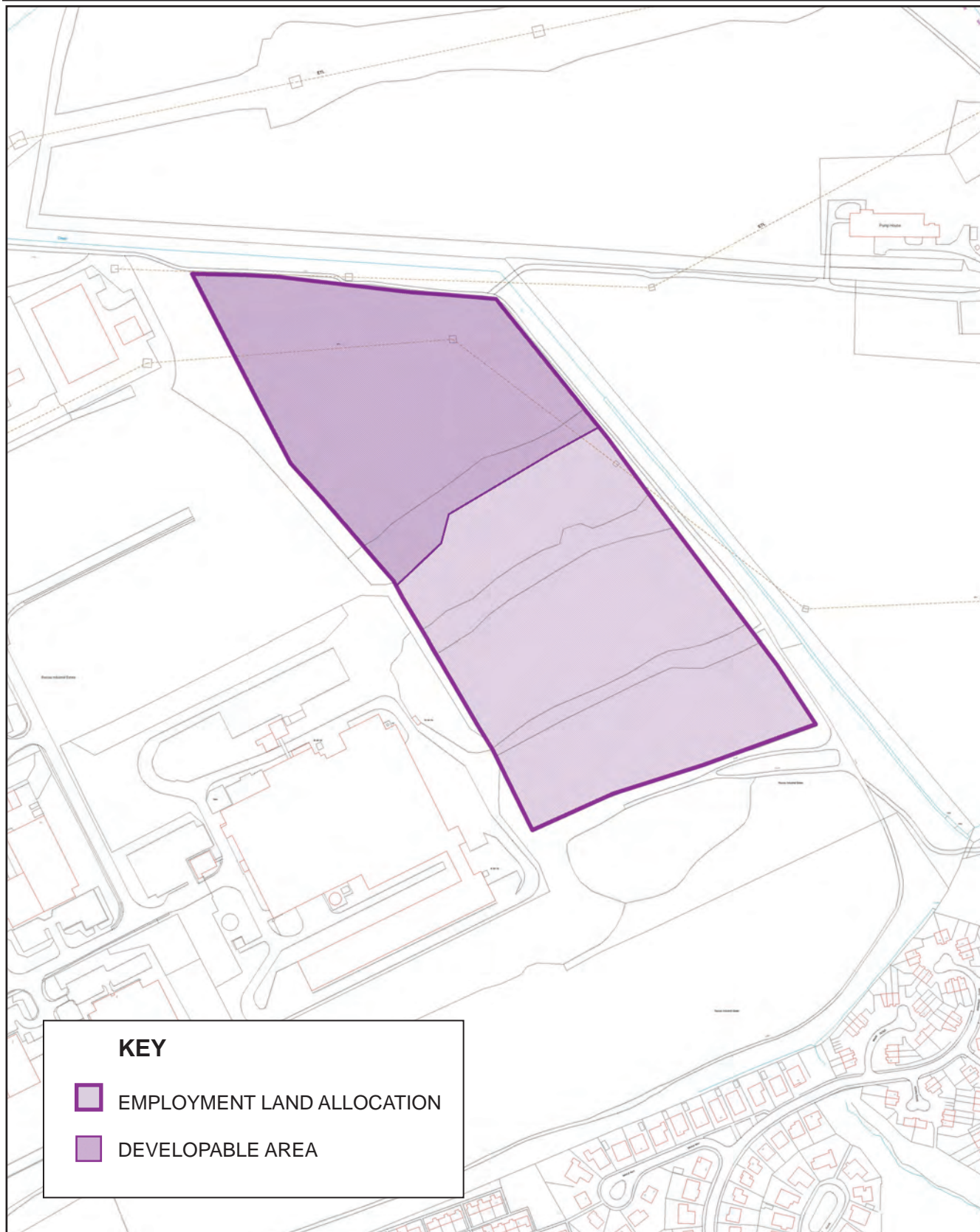
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent Regeneration Division
Scale : 1:3000	Employment Land Allocations	


Site Name: Rassau Platform A



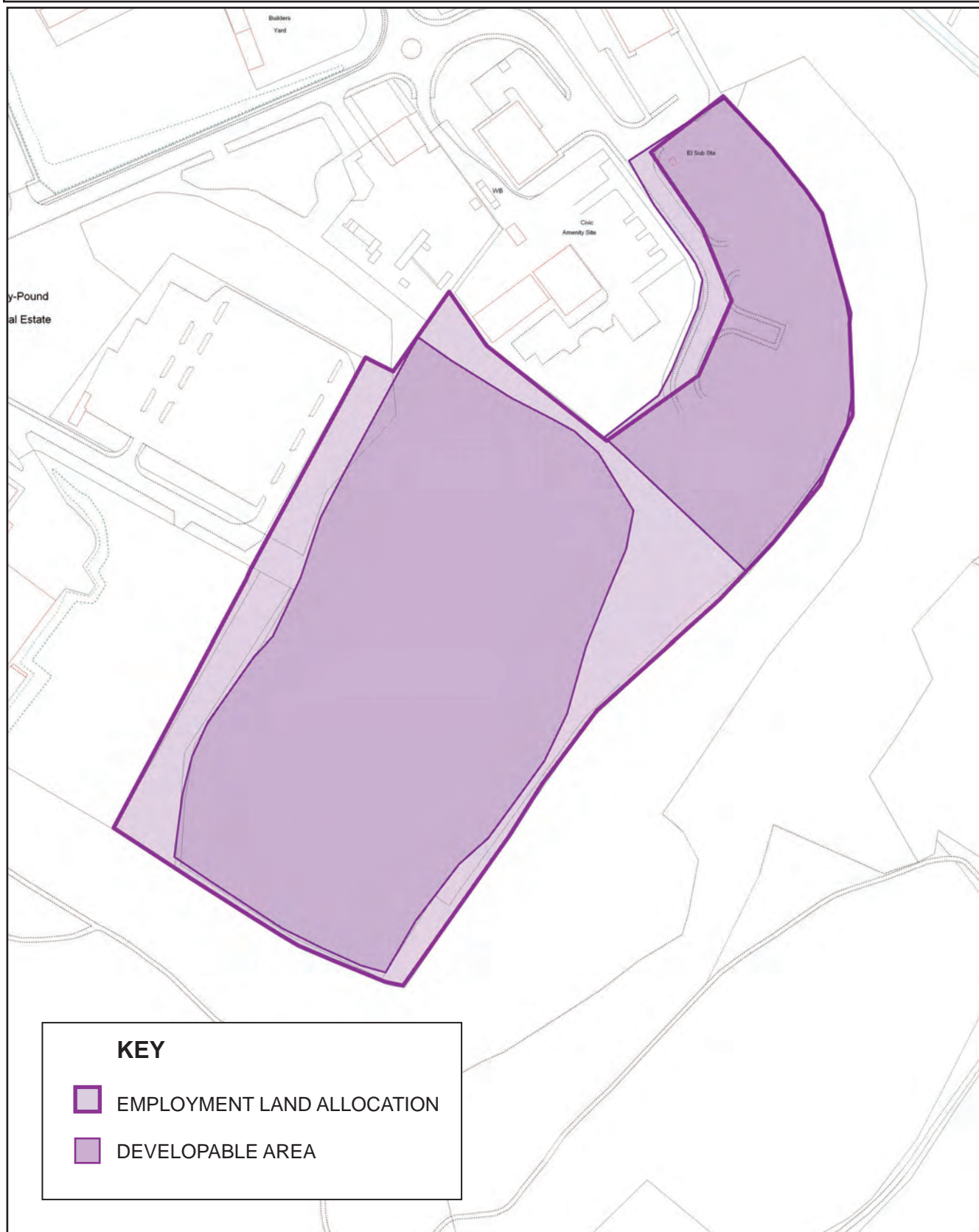
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Cynghor Sir y Fenni Blaenau Gwent Gloria Borough Council Regeneration Division
Scale : 1:3000	Employment Land Allocations	


Site Name: Rassau Platform B



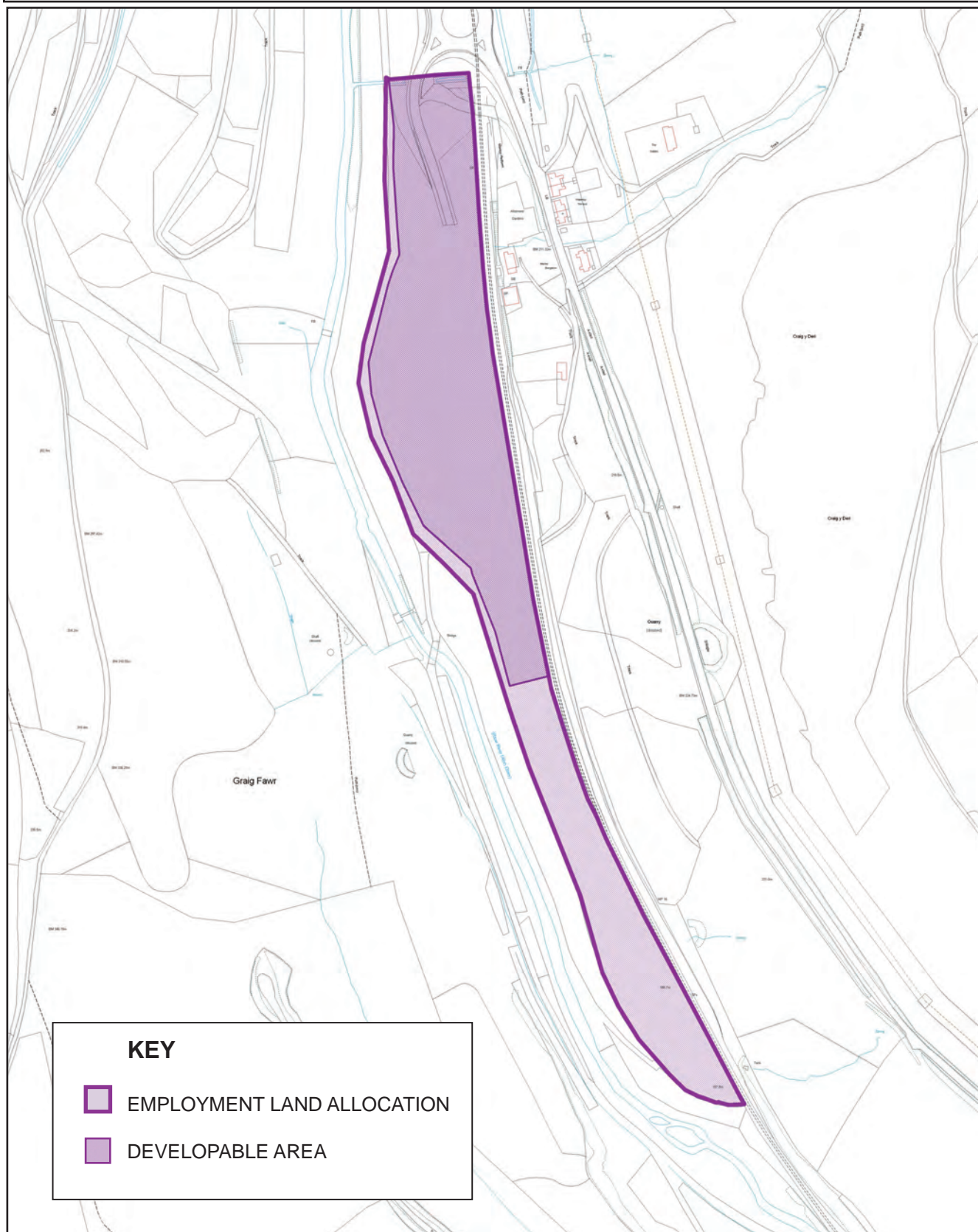
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent Regeneration Division
Scale : 1:2000	Employment Land Allocations	


Site Name: Land at Waun-y-Pound



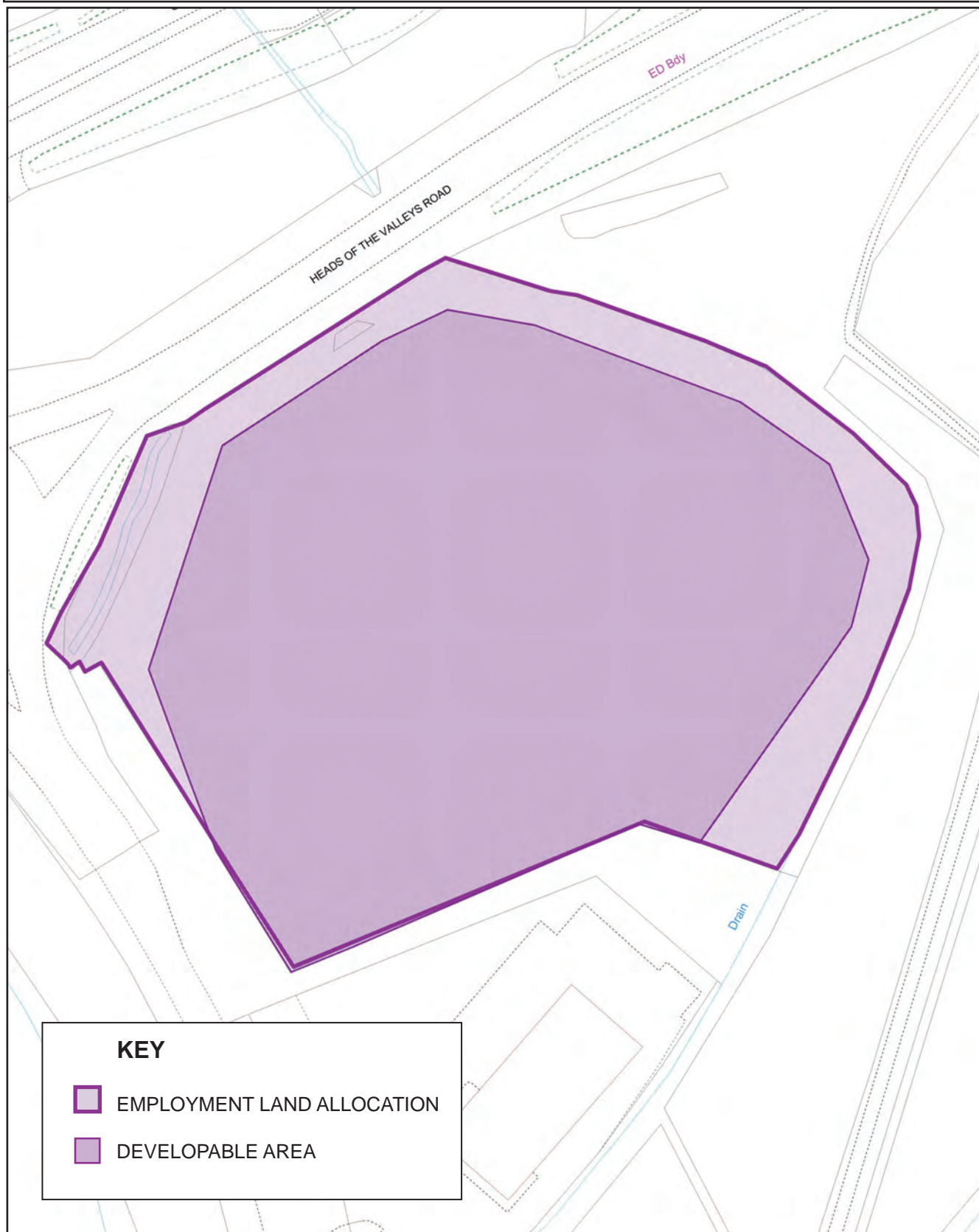
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent Gwent Borough Council Regeneration Division
Scale : 1:4000	Employment Land Allocations	


Site Name: Marine Colliery



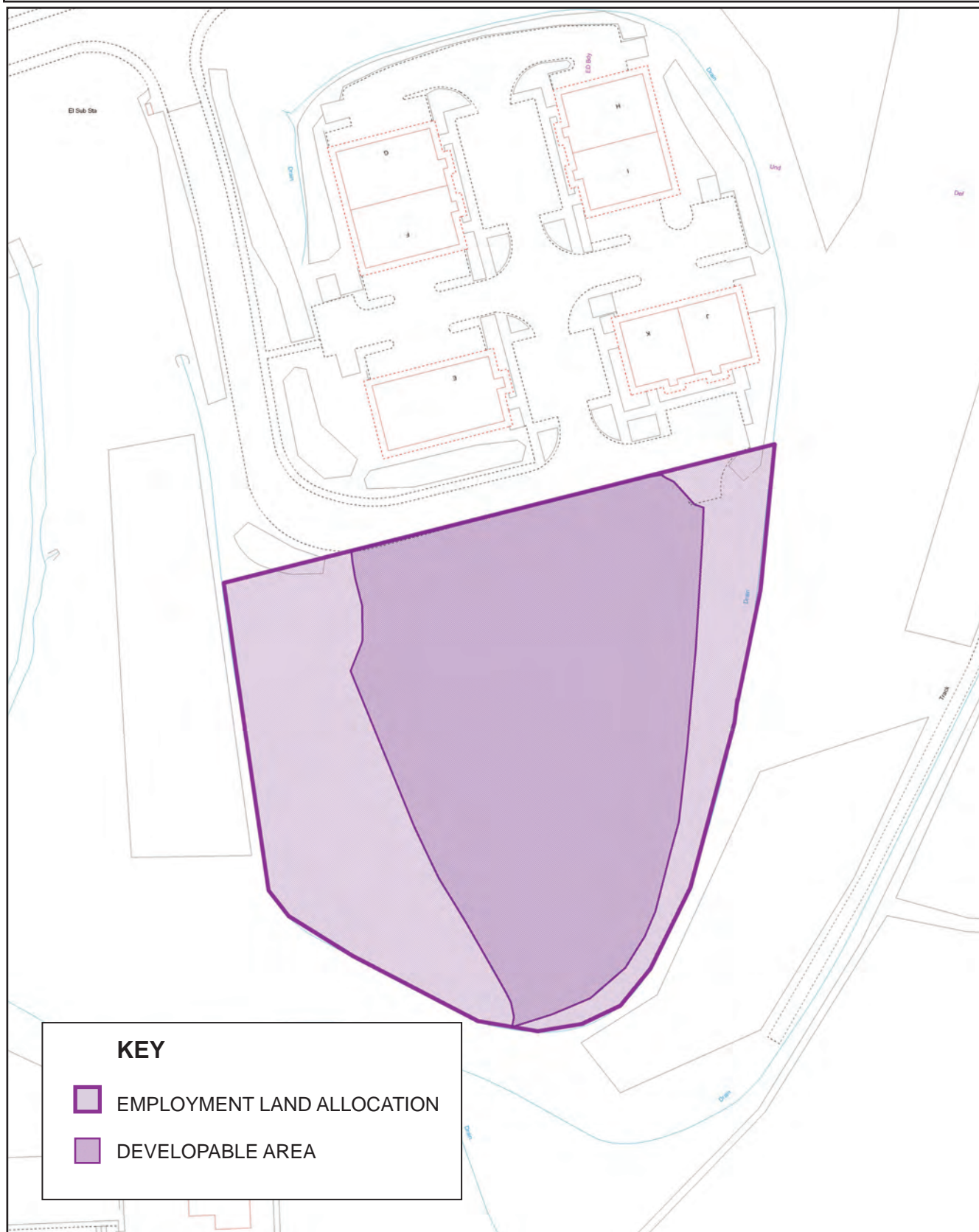
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent Regeneration Division
Scale : 1:1250	Employment Land Allocations	


Site Name: Crown Business Platform A



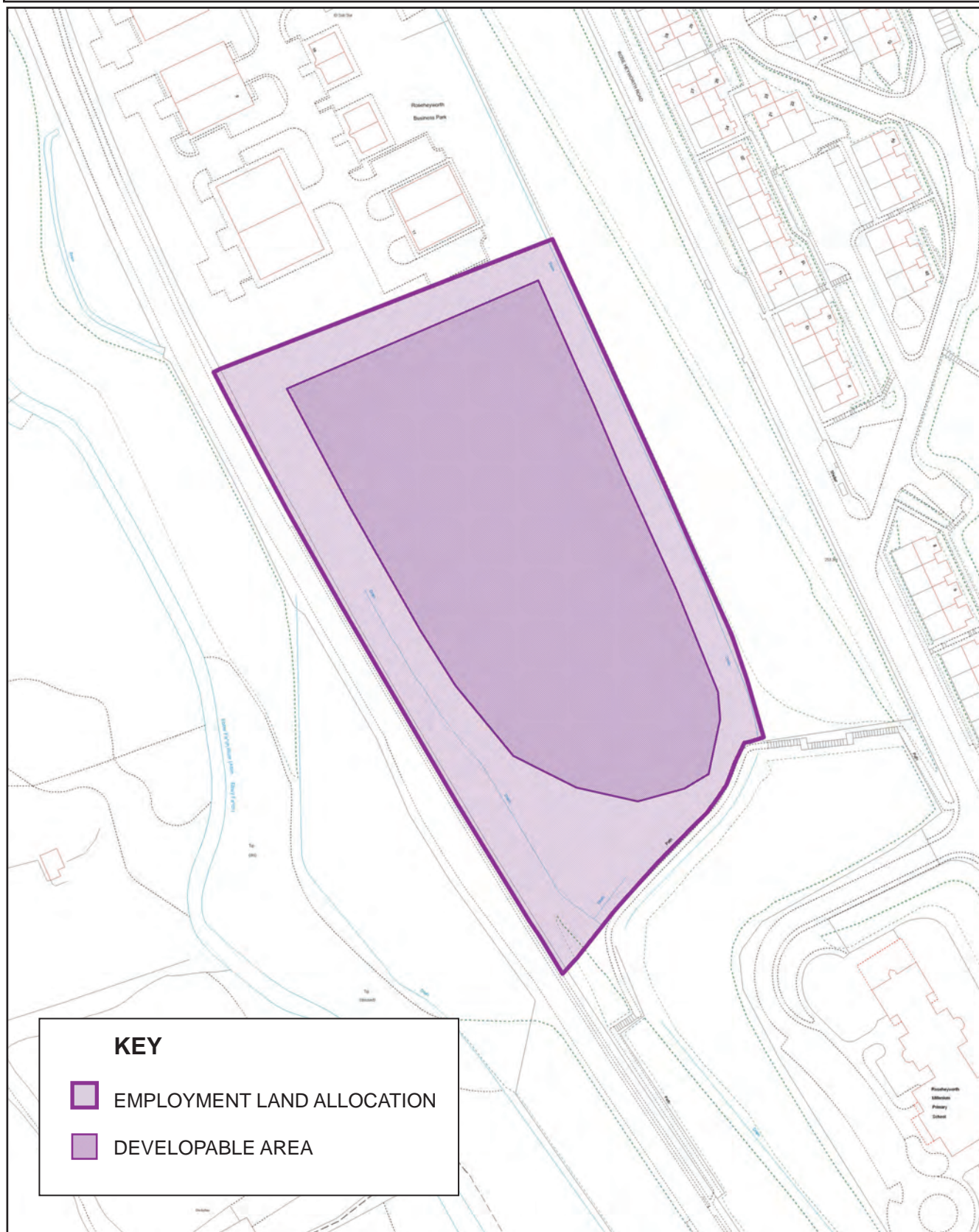
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Cynghor Sir y Fenni Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:1250	Employment Land Allocations	


Site Name: Crown Business Platform B



Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent <small>Gynghor Bwrdeistref Sirol</small> <small>County Borough Council</small> Regeneration Division
Scale : 1:2000	Employment Land Allocations	


Site Name: Land at Roseheyworth Business Park



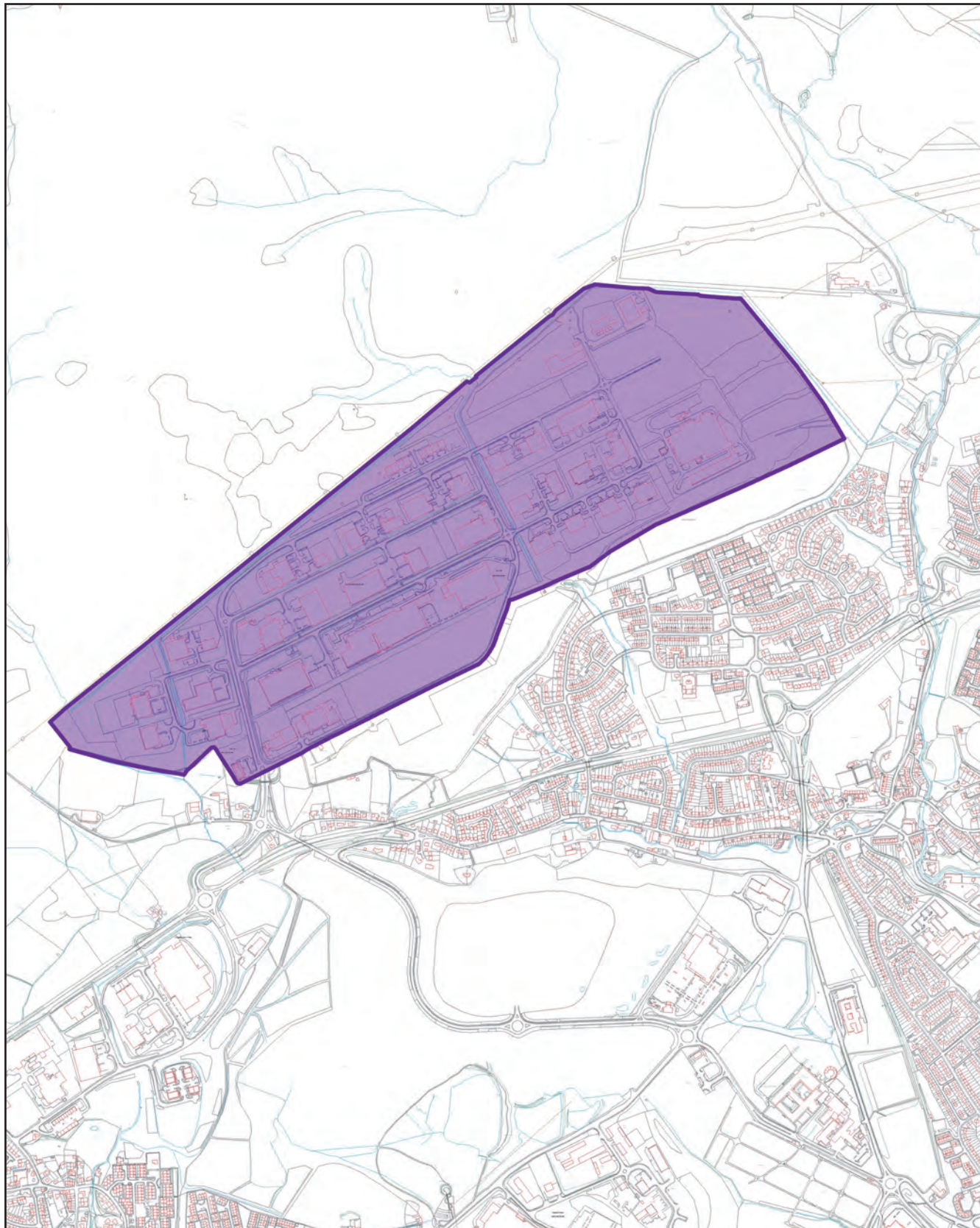
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Cynghor Bwrdeistref Sirol Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Tredegar Business Park



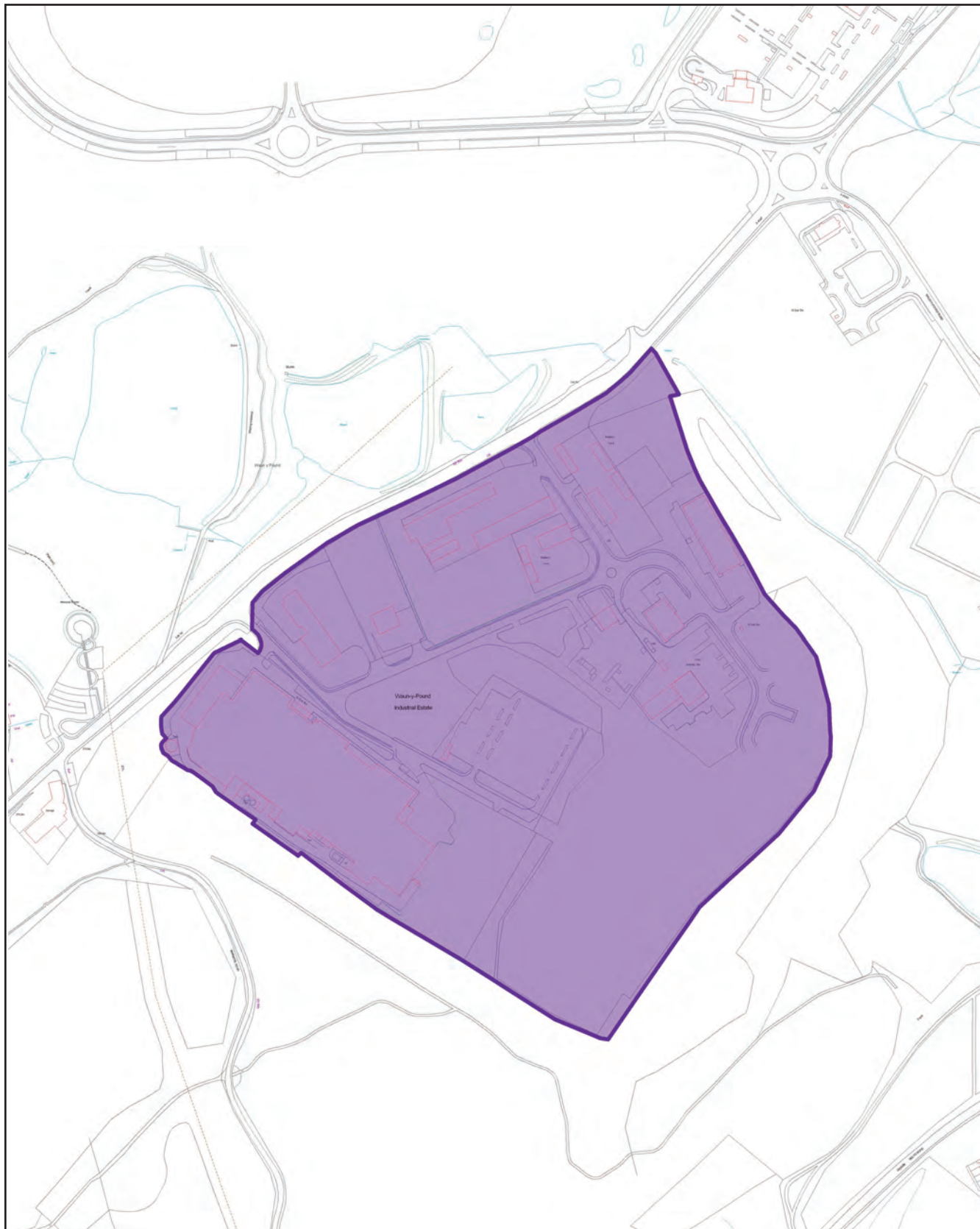
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent Gwent Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Rassau Industrial Estate



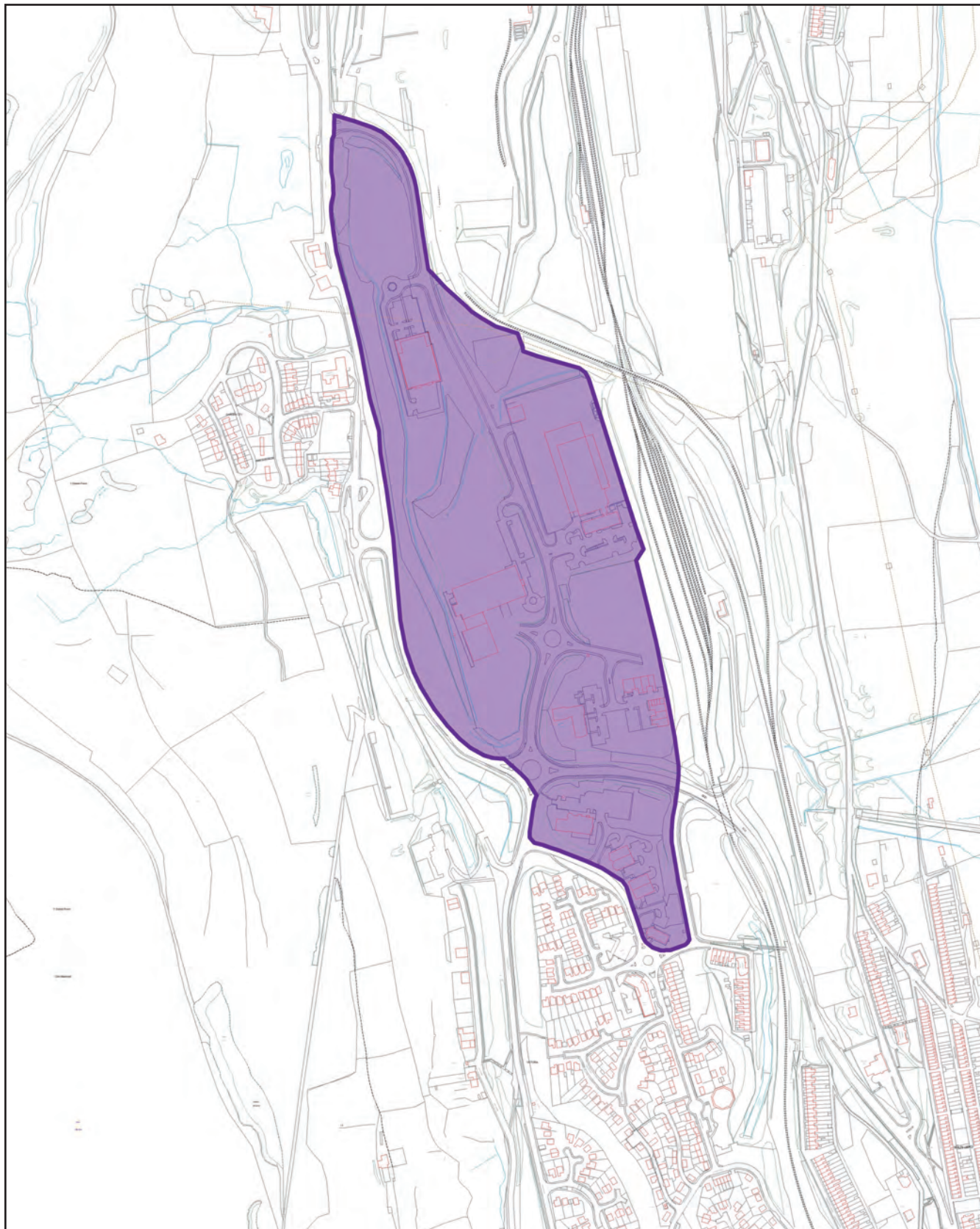
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Waun-y-Pound Industrial Estate



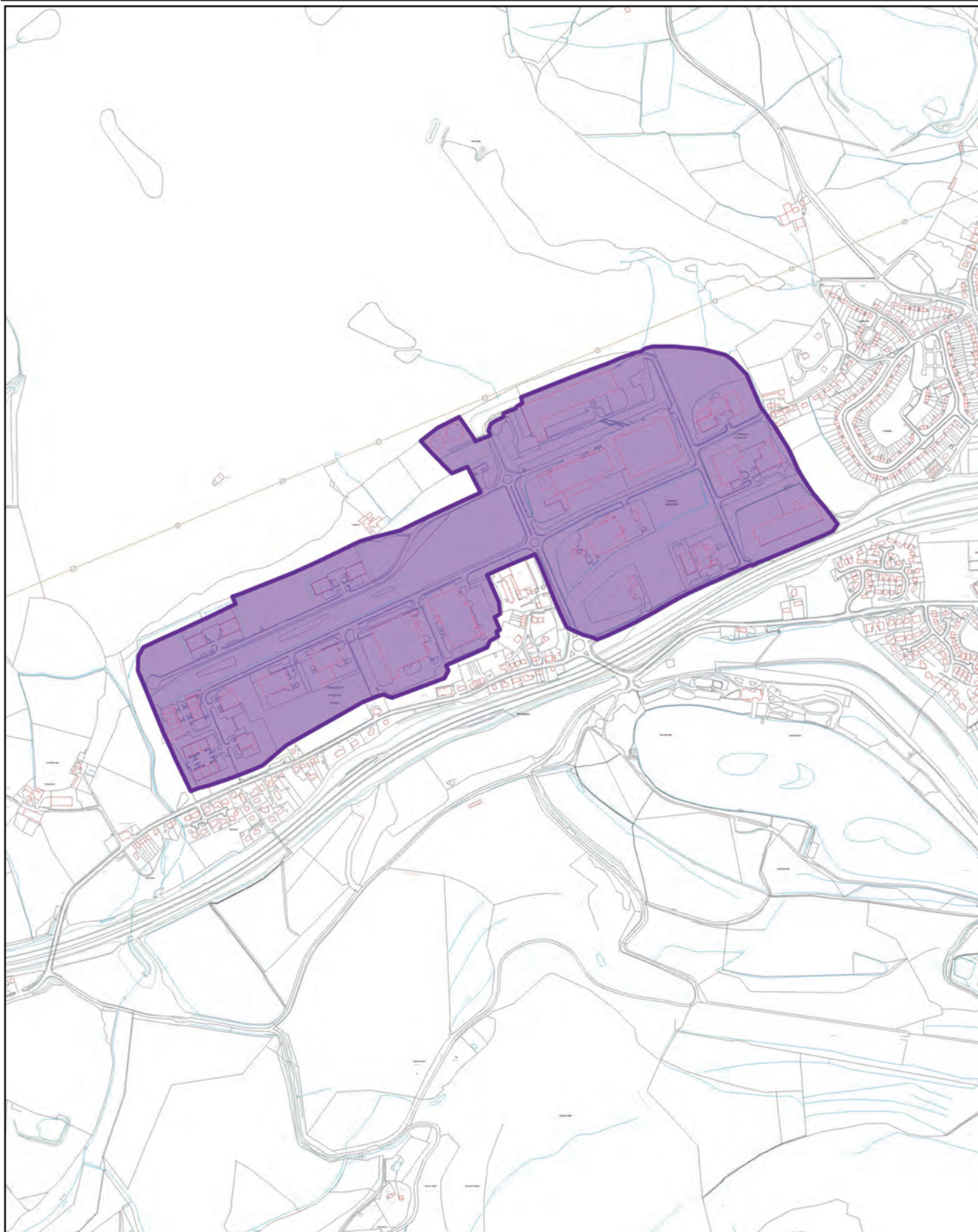
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent Cwmty Bwrdd Cwmty Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Festival Park



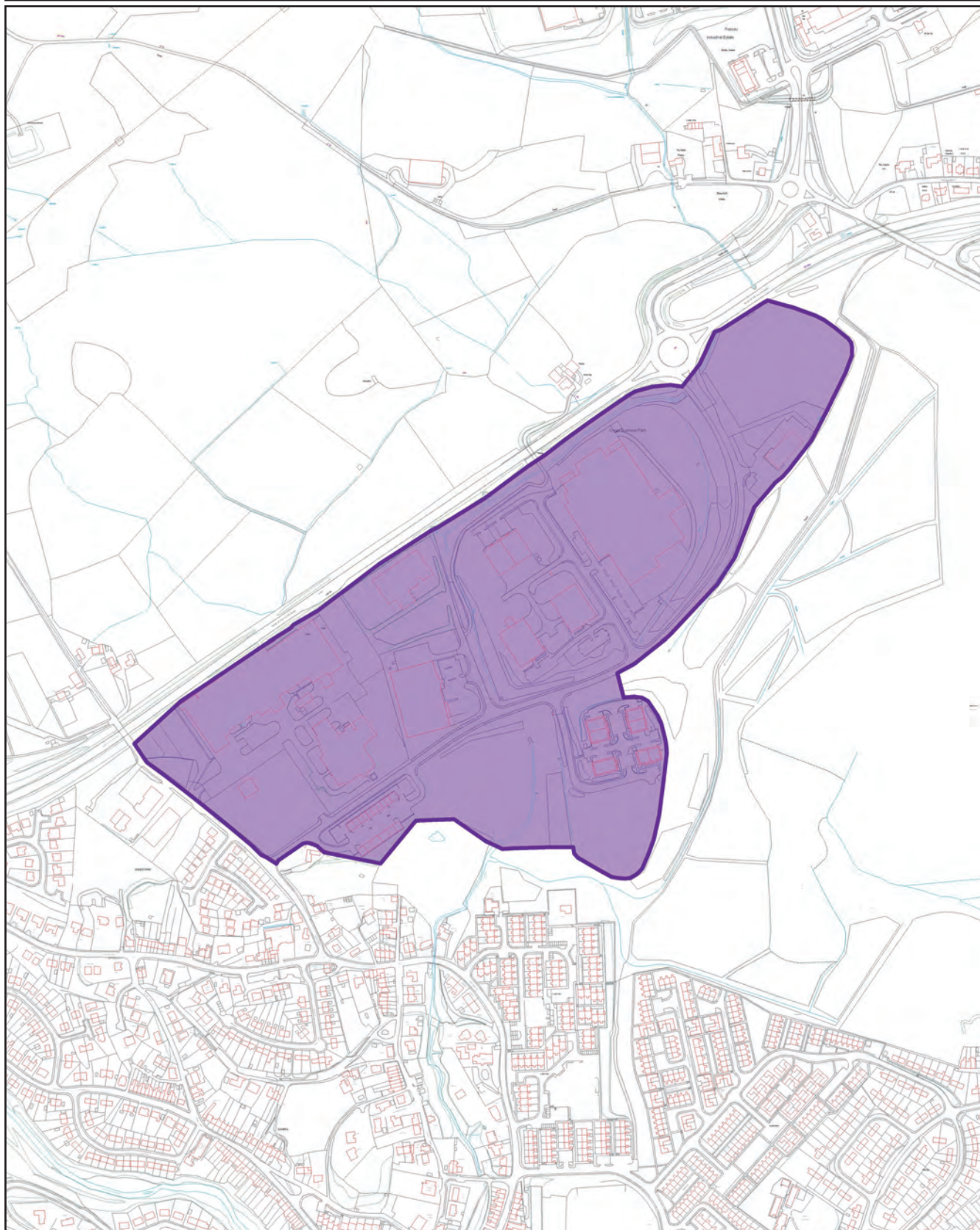
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Tafarnaubach Industrial Estate



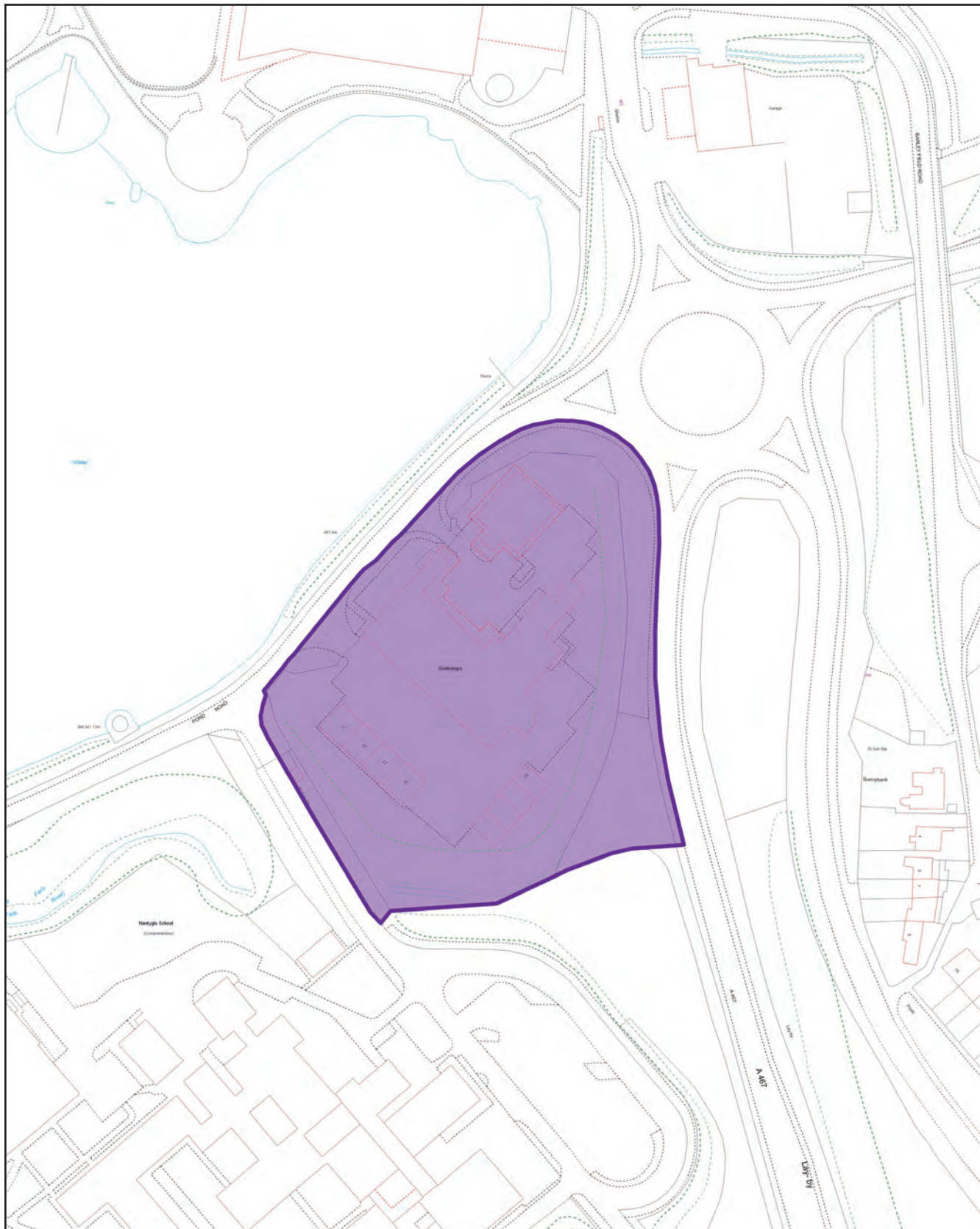
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Crown Business Park



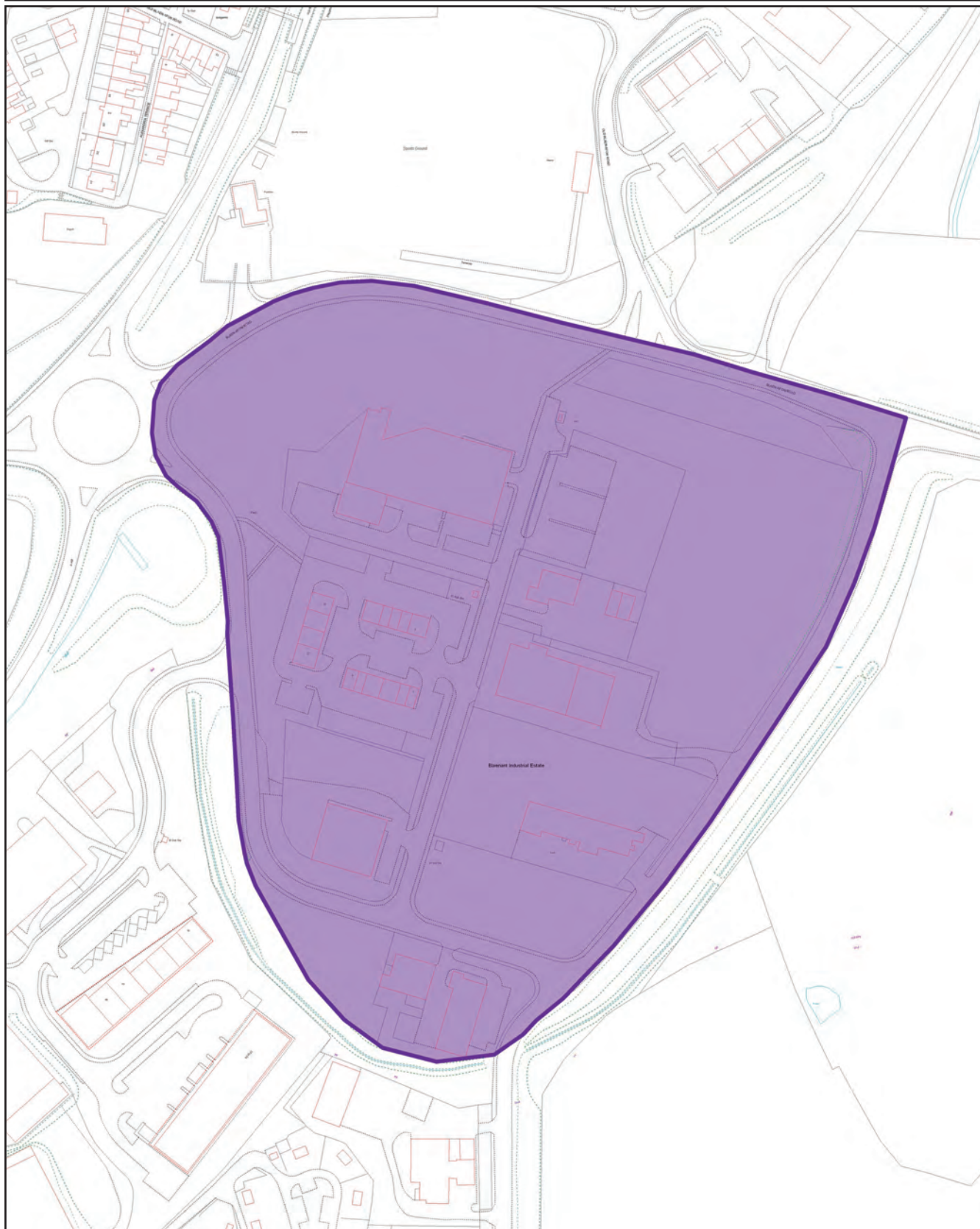
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent Gwent Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Pond Road Workshops



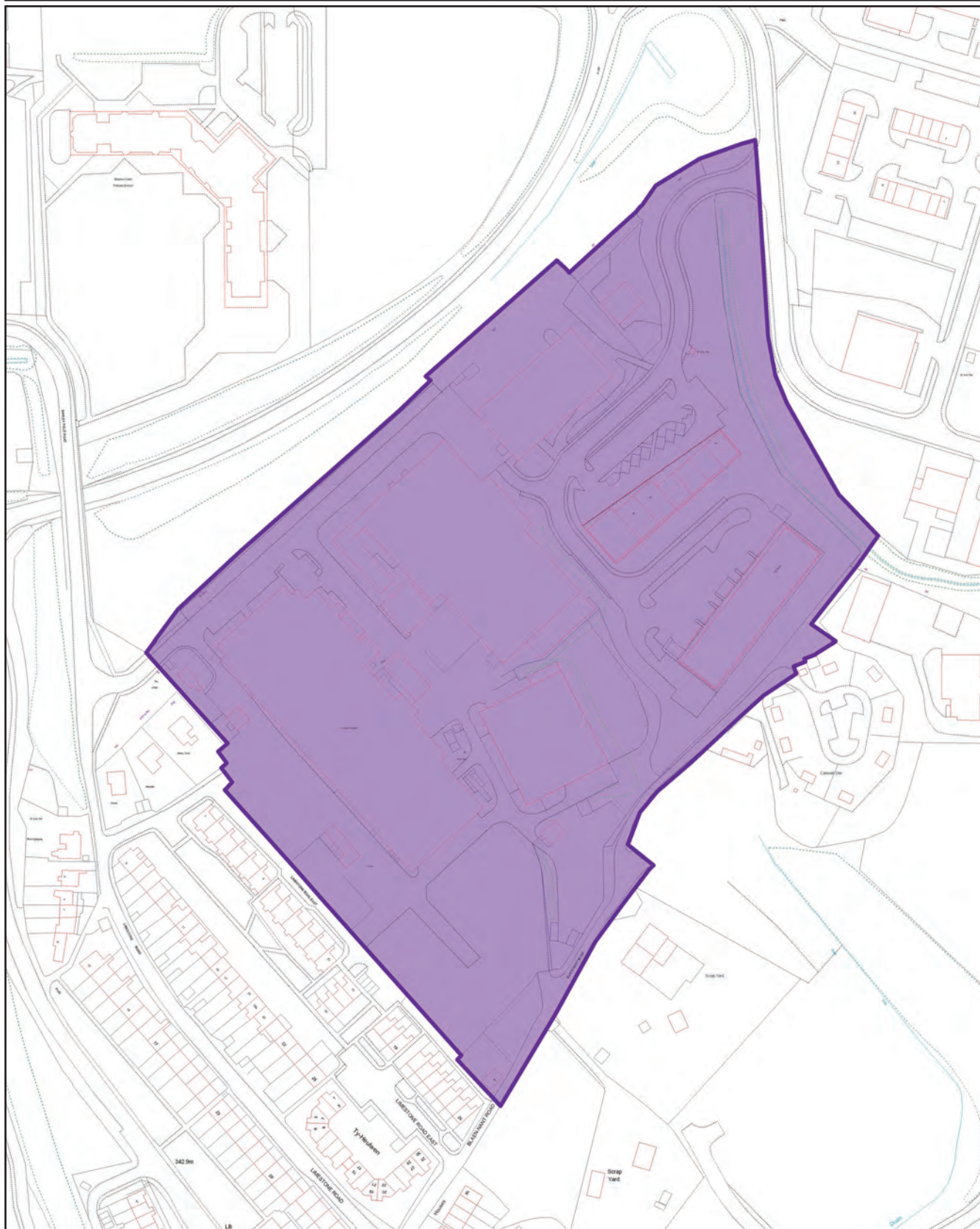
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Cynghor Bwrdeistref Sirol Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Blaenant Industrial Estate



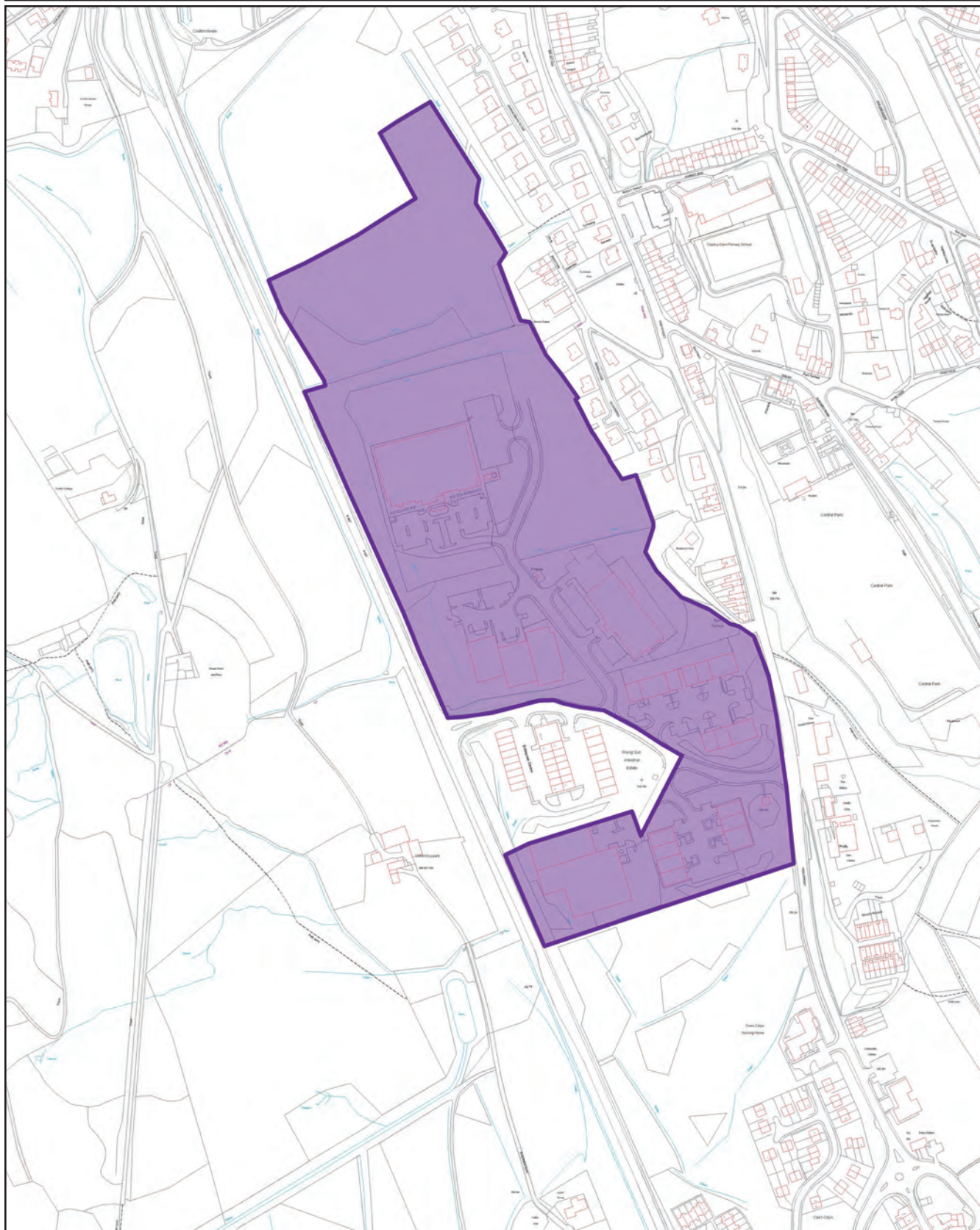
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Barleyfield Industrial Estate



Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Rising Sun Industrial Estate



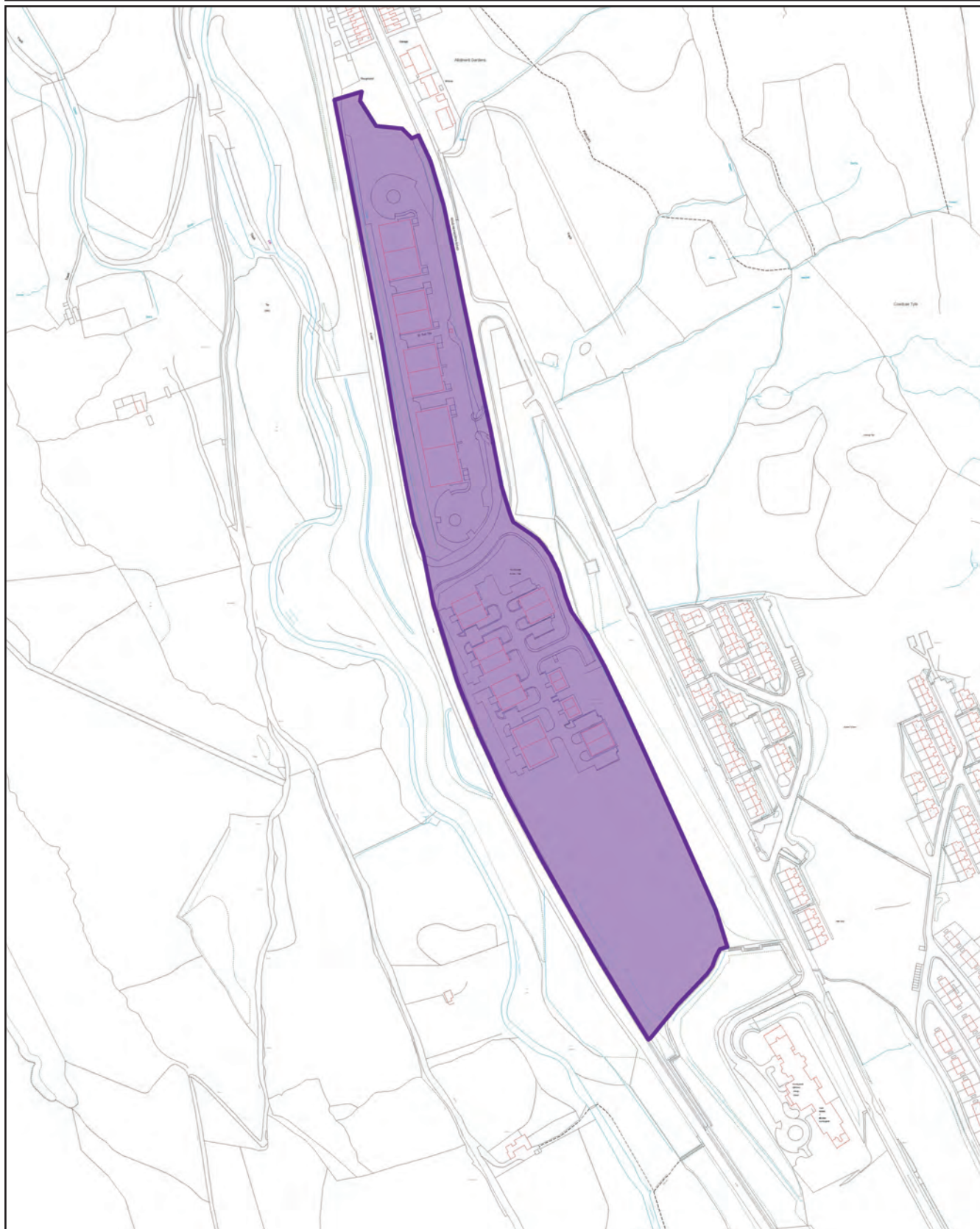
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Cwmtillery Industrial Estate



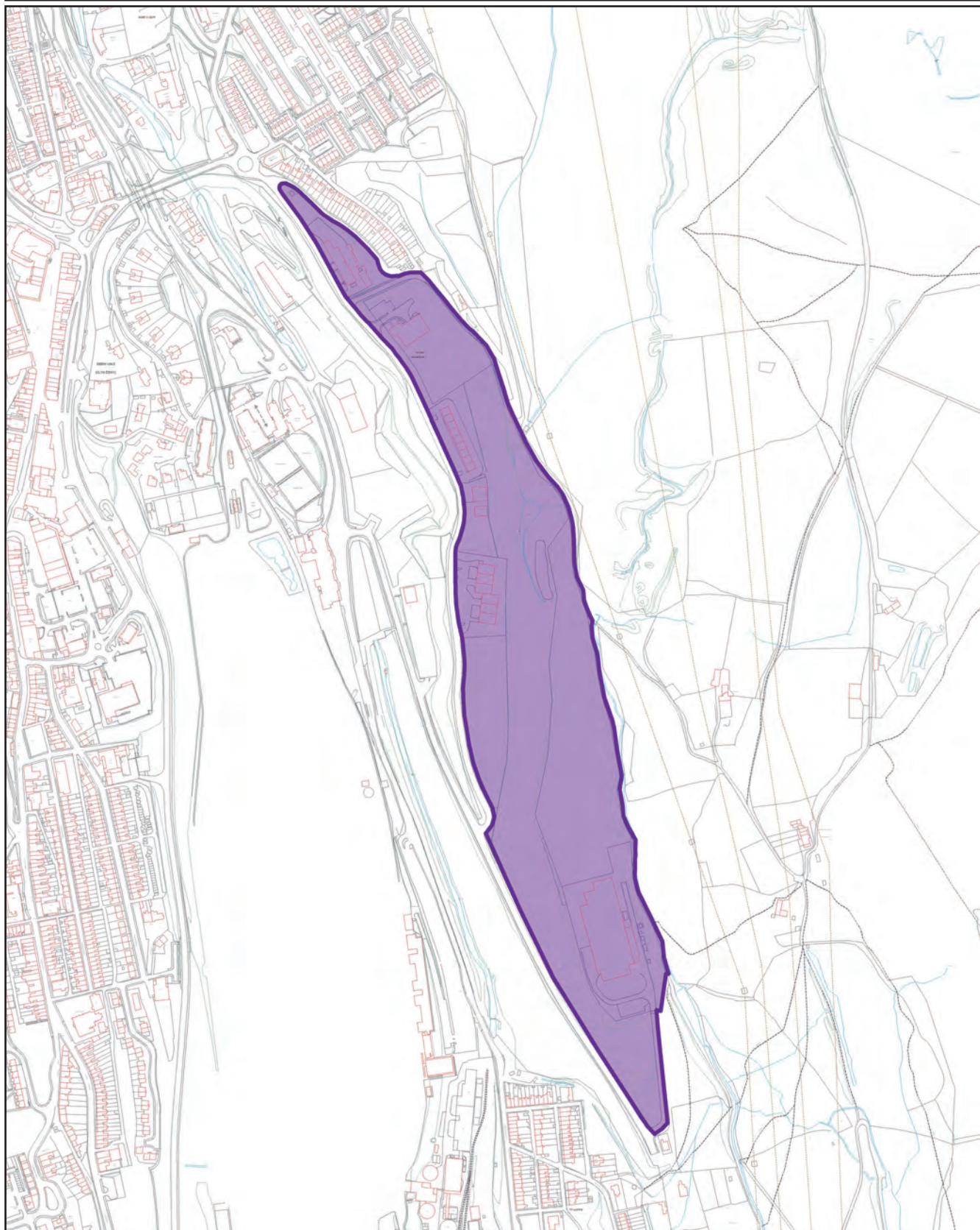
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Cynghor Bwrdeistref Sirol Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Roseheyworth Industrial Estate



Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Cwmdraw Industrial Estate



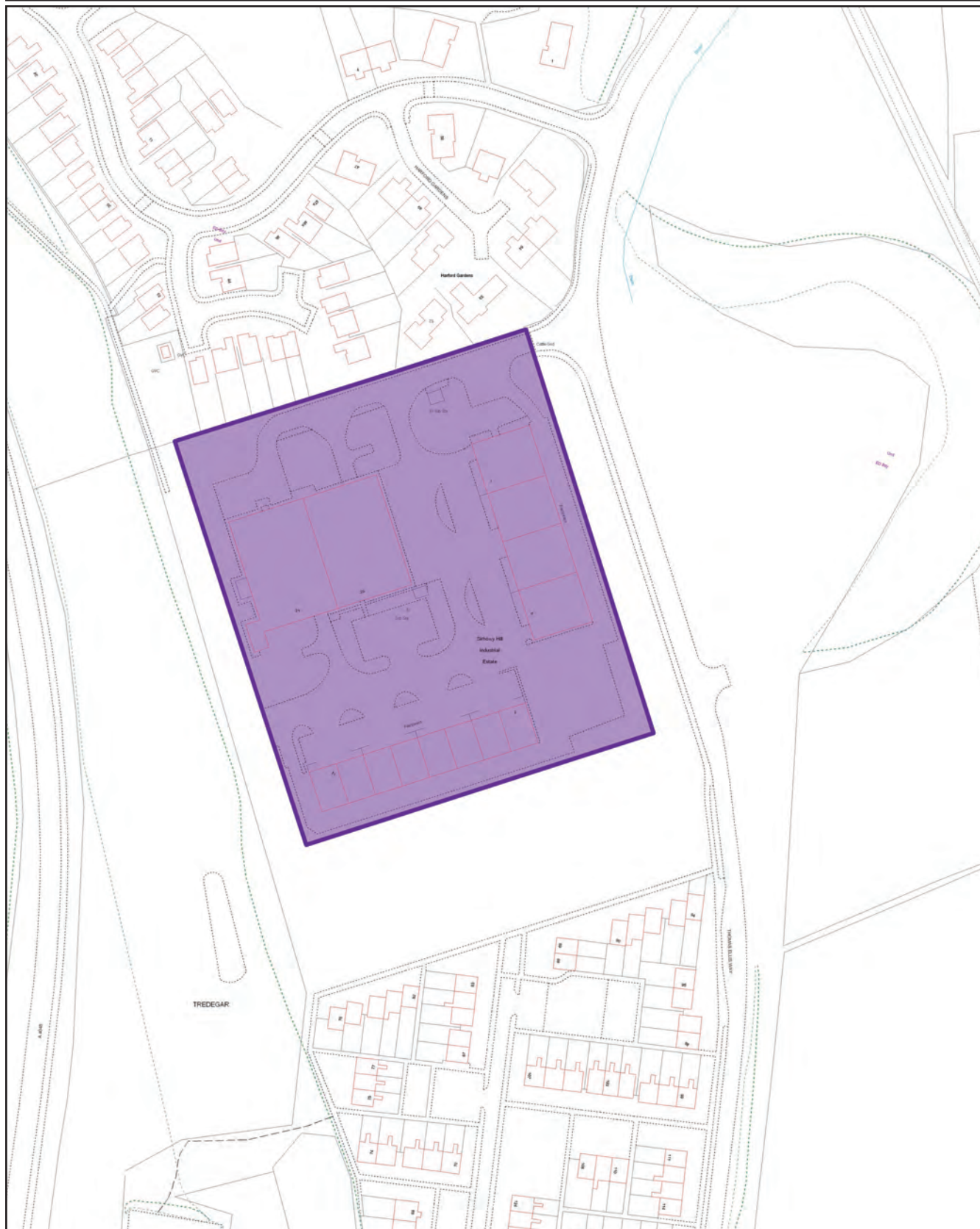
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent <small>County Borough Council</small> Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Marine Street Industrial Estate



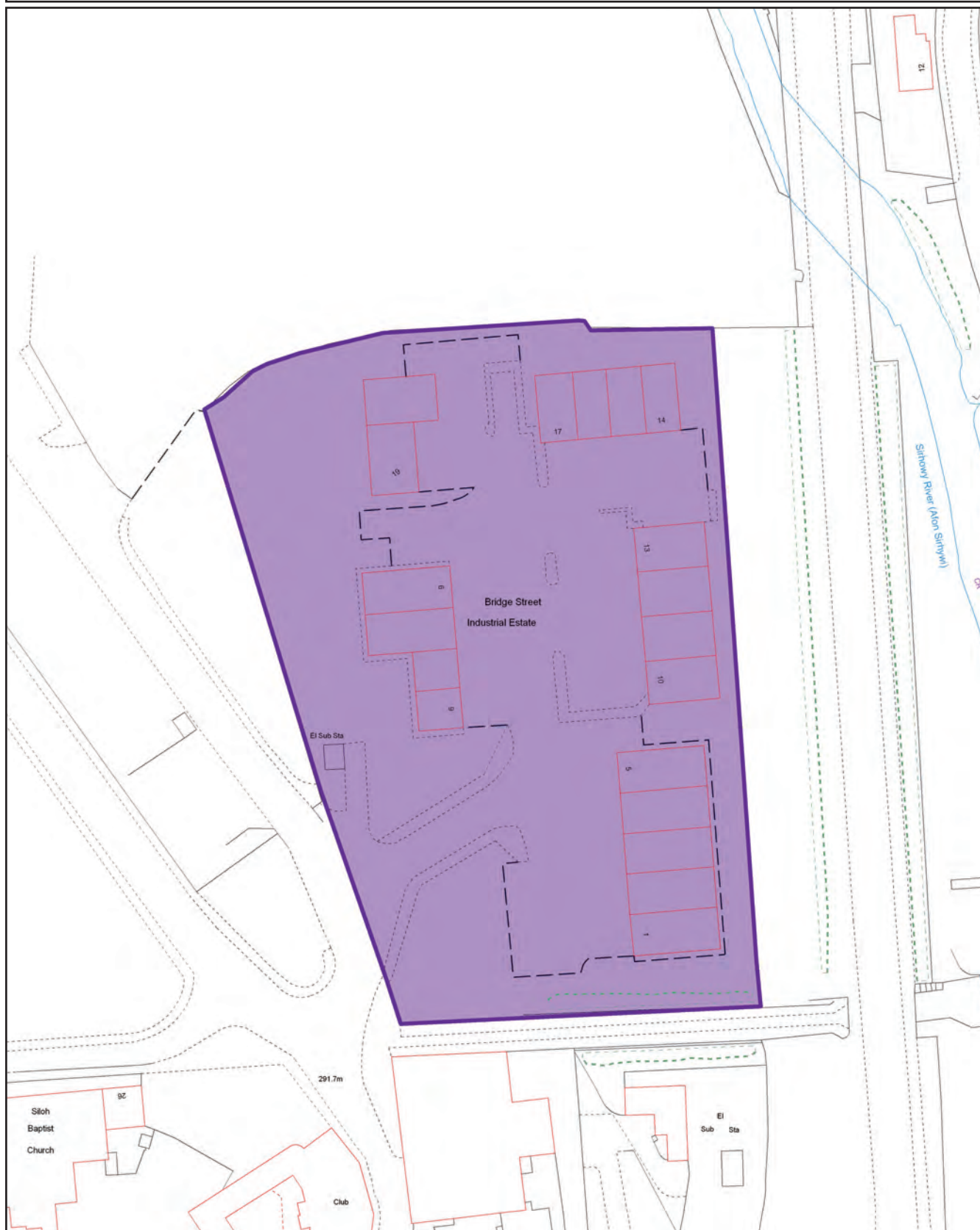
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Cynghor Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Sirhowy Hill Industrial Estate



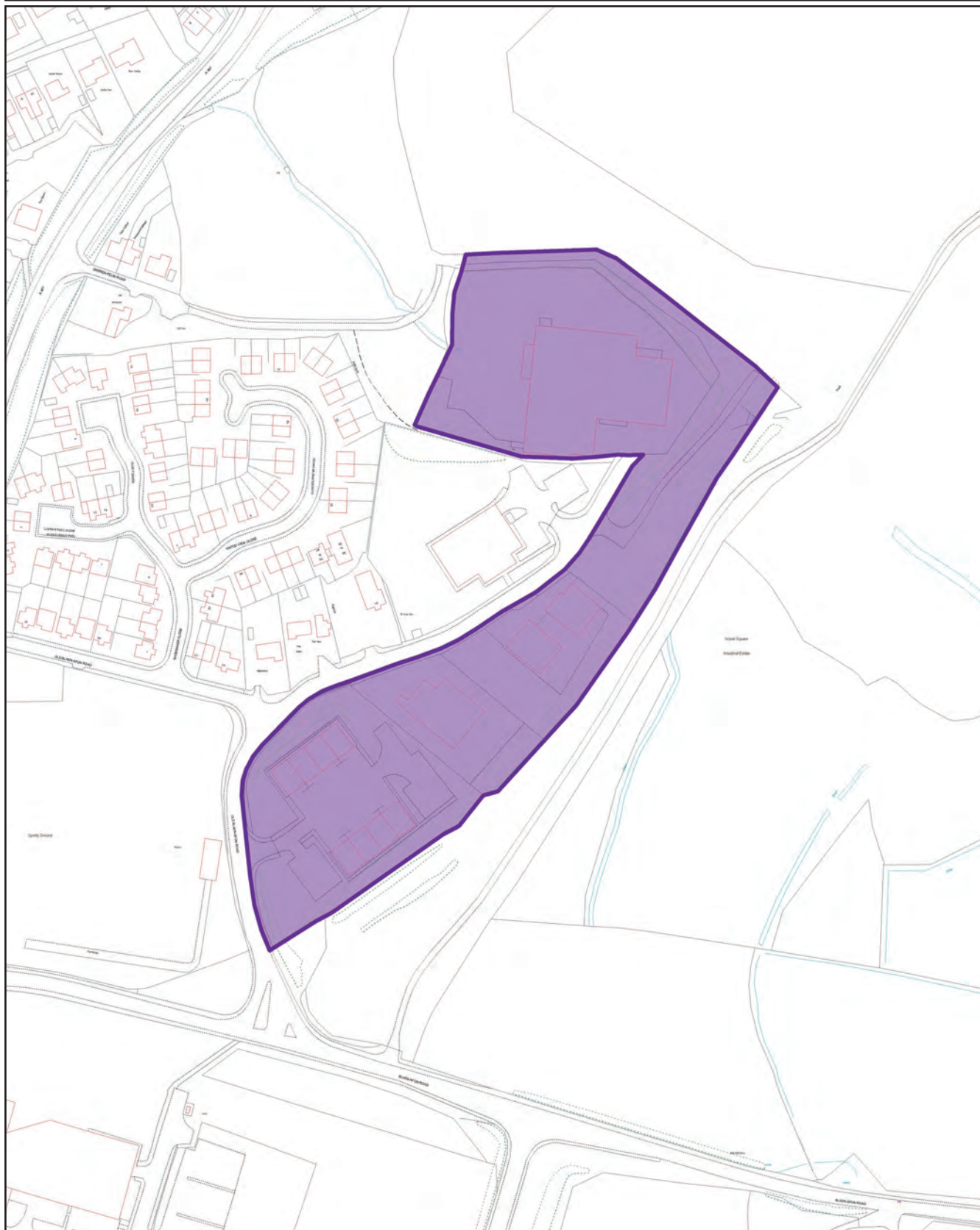
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent <small>Gynghor Bwrdeistref Sirol</small> <small>County Borough Council</small> Regeneration Division
Scale : 1:2000	Employment Area for Protection	


Site Name: Bridge Street Industrial Estate



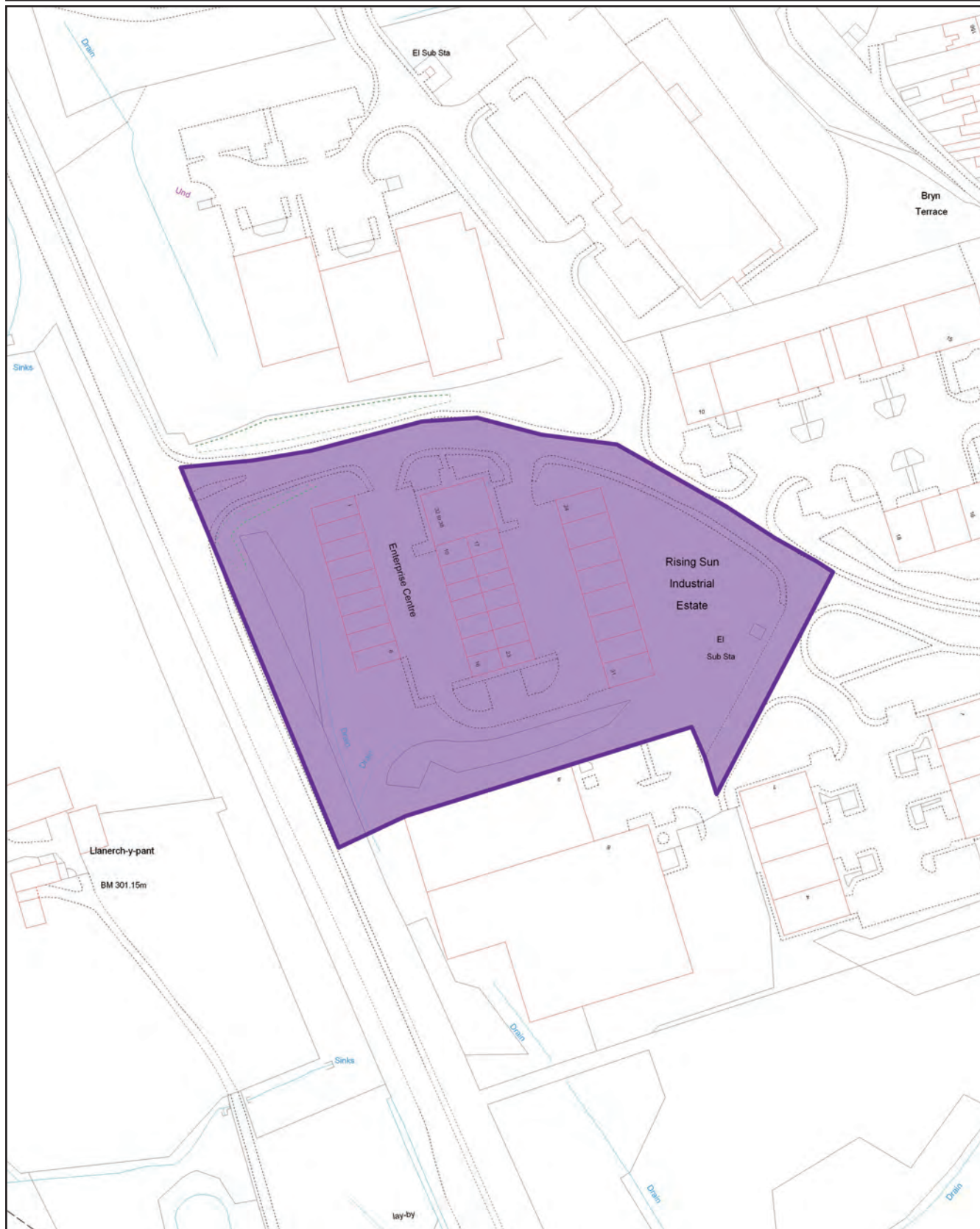
Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Cynghor Bwrdeistref Sirol Blaenau Gwent County Borough Council Regeneration Division
Scale : 1:2000	Employment Area for Protection	

Site Name: Noble Square Industrial Estate



Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent <small>Gynghor Bwrdeistref Sirol</small> <small>County Borough Council</small> Regeneration Division
Scale : 1:2000	Employment Area for Protection	

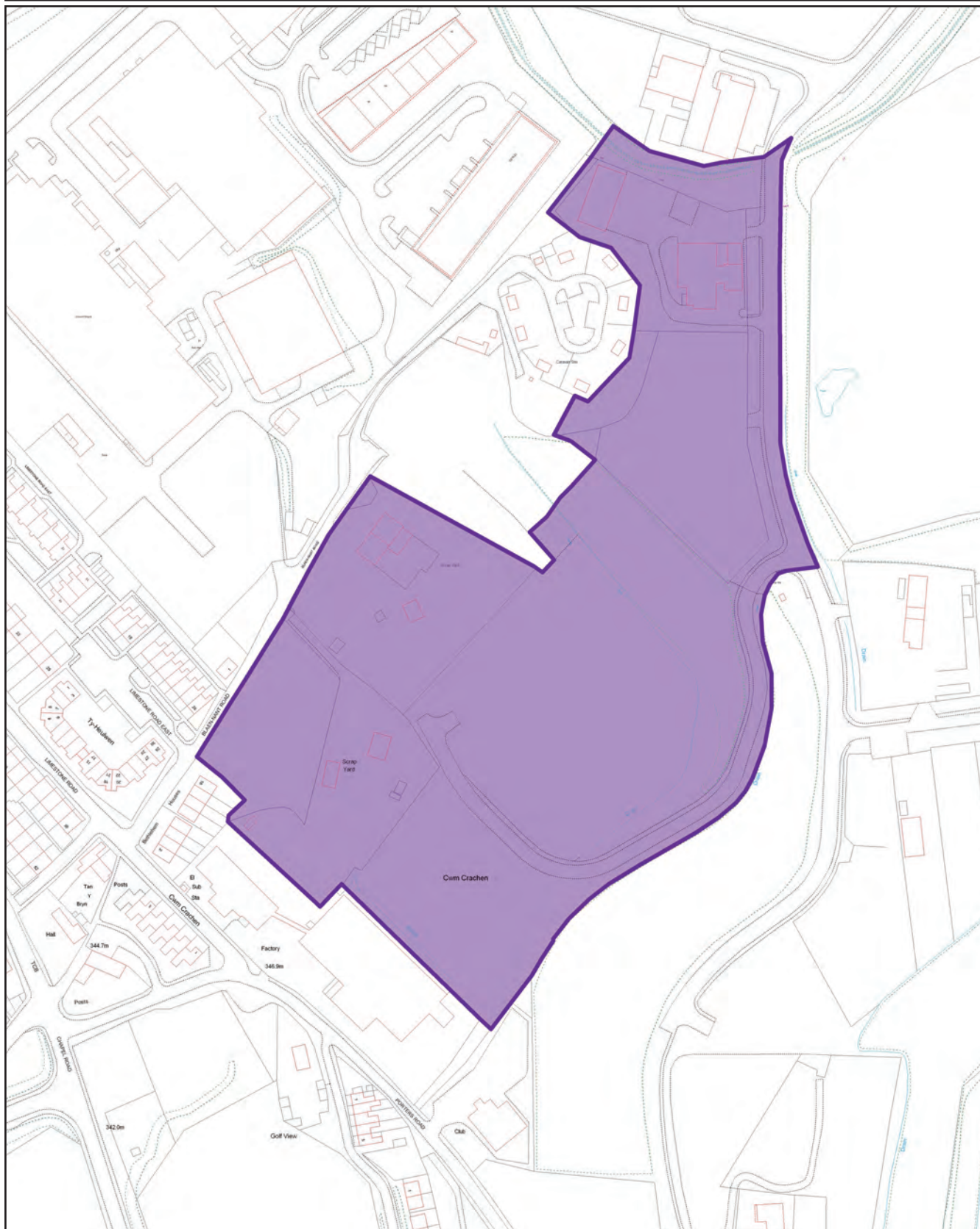
Site Name: Blaina Enterprise Centre




Blaenau Gwent Employment Background Paper

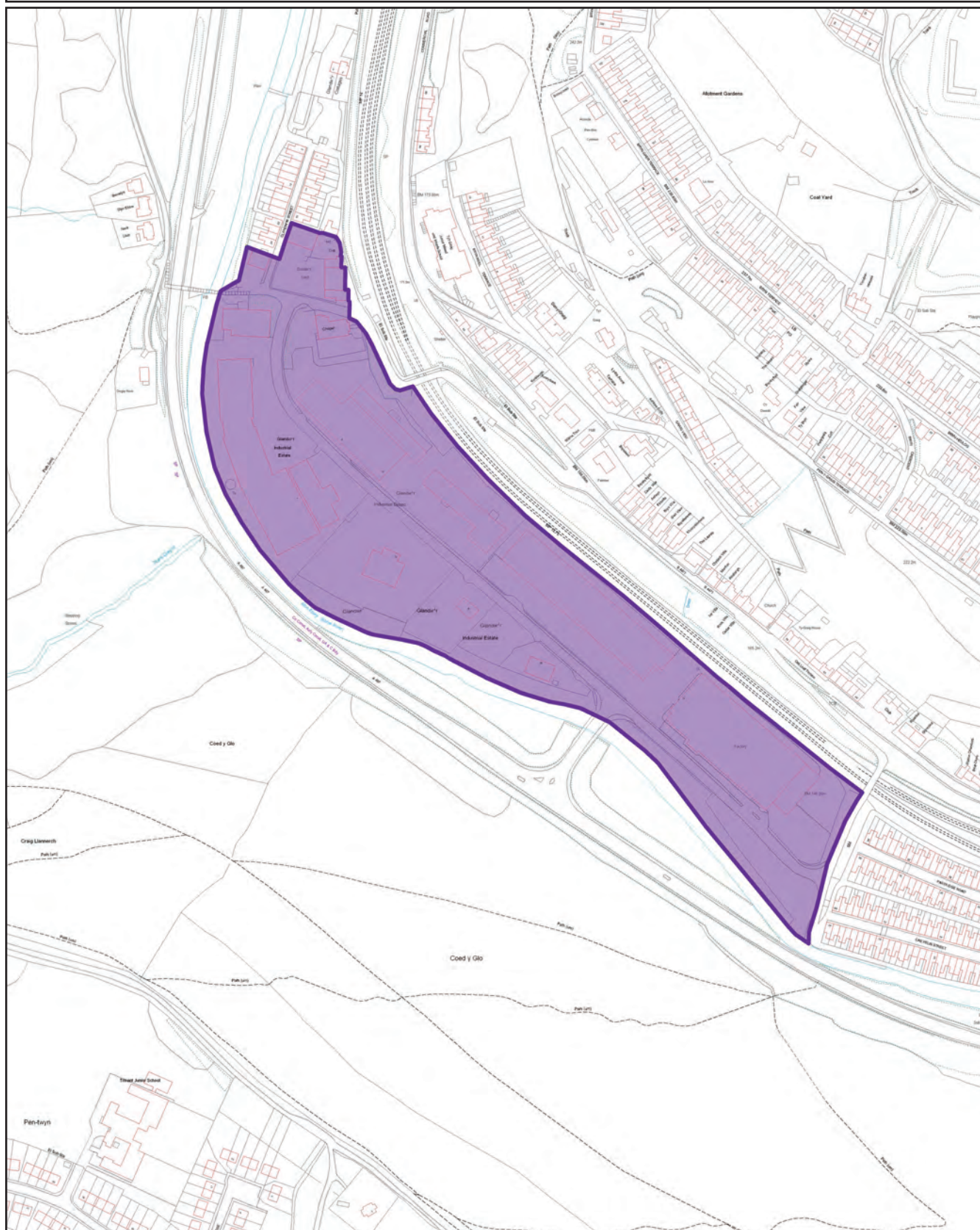
Employment Area for Protection


Site Name: Cwmcrachen Industrial Estate



Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent <small>Cynghor Bwrdeistref Sirol</small> <small>County Borough Council</small> Regeneration Division
Scale : 1:2000	Employment Area for Protection	

Site Name: Glandwr Industrial Estate



Date : 18/01/2010	Blaenau Gwent Employment Background Paper	 Blaenau Gwent <small>Gynghorfa Bwrddedref Siro</small> <small>County Borough Council</small> Regeneration Division
Scale : 1:2000	Employment Area for Protection	

Site Name: Llanhilleth Industrial Estate



For further information please contact:

Planning Policy Team
Blaenau Gwent County Borough Council
Business Resource Centre
Tafarnaubach Industrial Estate
Tredegar, Blaenau Gwent
NP22 3AA

Tel. 01495 354740/355538/355544/355501
email. planningpolicy@blaenau-gwent.gov.uk
or visit www.blaenau-gwent.gov.uk