



## **LAND SOUTH OF EAST MIDLANDS AIRPORT**

**UPDATED ES**

VOLUME II, CHAPTER 7: SOCIO-ECONOMICS

October 2025

# 7. Socio-Economics

## 7.1. Introduction

### 7.1.1. Chapter Purpose

This chapter of the ES forms part of the ES Update and reports the outcome of the assessment of the likely significant effects of the proposed development during the construction stage and completed development stage in relation to socio-economics. The chapter describes the planning policy context; the assessment methodology; the baseline conditions at the application site and surroundings; the likely significant effects; the mitigation measures required to prevent, reduce, or offset any significant adverse effects; the likely residual effects after these measures have been employed; and the inter-project cumulative effects.

### 7.1.2. Appendices

The chapter is supported by the following technical appendices in ES Volume IV:

- Appendix 7.1: Agricultural Land Quality Assessment.

## 7.2. Methodology

The following guidance, legislation and policy is relevant to and has informed this assessment.

### 7.2.1. Guidance

National guidance and industry standards:

- Homes and Communities Agency ('HCA') Additionality Guide (Fourth Edition, 2014) (1);
- HCA Employment Densities Guide (Third Edition, 2015) (2); and,
- Prologis (2023) Critical Infrastructure: Driving Employment Growth within the UK's Logistics Sector (3).

### 7.2.2. Legislation and Policy

National Policy

- National Planning Policy Framework ('NPPF') published December [2024](#);
- National Planning Practice Guidance ('NPPG');
- The Designation of Freeport Tax Sites (East Midlands Freeport) Regulations 2022;
- DLUHC (2024) Freeports business rates relief: local authority guidance (published 26 April 2024); and,
- DBT (2025) Invest 2035: the UK's Modern Industrial Strategy (published 23 June 2025).

Regional Policy:

- Midlands Engine Strategy (2017);
- Leicester and Leicestershire Growth Plan (2018); and,
- Leicester and Leicestershire Economic Growth Strategy 2021-2030 (November 2021).

Local Policy:

- North West Leicestershire Local Plan (2021);
- North West Leicestershire Local Plan Review Development Strategy and Policy Options (Jan 2022);
- Warehousing and Logistics in Leicester and Leicestershire: Managing Growth and Change (April 2021);

- North West Leicestershire – The Need for Employment Land – Update Note (July 2024);
- North West Leicestershire Economic Growth Plan 2022 – 2025; and,
- Draft North West Leicestershire Local Plan 2024 – 2042 (March 2025).

### 7.2.3. Consultation

The EIA Scoping Report (Appendix 2.1, ES Volume IV) was submitted to North West Leicestershire District Council ('NWLDC') on 12 January 2024. The proposed scope of the socio-economics ES chapter was set out in Appendix B1: Scoped In Method Statements. NWLDC published their Scoping Opinion on 27 March 2024.

No comments specifically relating to this topic were raised within the EIA Scoping Opinion. The additional cumulative schemes that were proposed have been considered as part of the inter-project cumulative assessment are presented in this chapter in Section 7.9.

### 7.2.4. Assessment Scope

Technical Scope

The technical scope of the assessment reported in this ES chapter, as confirmed through the EIA Scoping process, comprises the following assessment:

- Generation of construction employment;
- Assessment of economic impact of loss of existing agricultural land; and
- Generation of operational employment, considering the gross employment as well as the net additional employment, above any existing employment on-site.

Spatial Scope

In terms of the area of impact, the socio-economic impacts assessment looks at the local (neighbourhood / NWLDC), regional and national scale. The study area for this assessment in terms of baseline comprises Long Whatton and Diseworth Ward / NWLDC local authority area (local), East Midlands (region) and England (national). The assessment is limited to the local and regional scales as defined. Whilst the development has been recognised as nationally important, as highlighted by the Chancellor of the Exchequer's public backing of the applicant's investment plans at the site on 29 January 2025, the impacts are best represented by analysis at the local and regional scale. The national scale impacts are agglomerative and hence not subject to a separate assessment in this document.

### 7.2.5. Assessment Scenario

The assessment scenarios that have been considered within this assessment are as follows:

- Scenario 1: Existing Baseline
- Scenario 2: Existing Baseline + Proposed Development
- Scenario 3: Existing Baseline + Proposed Development + Cumulative Schemes

These scenarios apply to both the construction and completed development stages.

### 7.2.6. Baseline Characterisation Approach

Desk Study

Data was obtained from the following sources to establish the baseline conditions within the study area:

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- 2021 Census data;
- 2011 Census data was used in order to understand commuting patterns and labour market area only. This is because the 2021 Census was undertaken during the COVID-19 pandemic, during which ‘business as usual’ commuting patterns were highly disrupted by Government restrictions on work-related travel. Therefore, we chose to analyse the 2011 Census data relating to location of usual residence and place of work by age;
- English Indices of Multiple Deprivation 2019;
- Labour Market Profile Data;
- Annual Surveys of Hours and Earnings (‘ASHE’); and
- Annual Business Survey (‘ABS’).

## Field Study

No site-specific field study was necessary to inform the baseline conditions for this assessment.

### 7.2.7. Assessment Method

The assessment has been based on the scheme information and planning application drawings presented in ES Chapter 5: Proposed Development and the construction methodology presented in ES Chapter 6: Construction Strategy. In terms of operational employment, the assessment considers both the minimum and maximum quanta of floorspace given the proposed flexibility in land use quantum parameters in the application. This is set out in **Table 7.2.1**. The minimum scenario is based on Illustrative Masterplan Option 1 and the maximum scenario is based on the Parameter Plan submitted for approval.

#### Construction Stage

- Assessment of the temporary employment expected to be generated during the construction phase by using the estimated capital construction cost provided by the Applicant and applying a ratio of the total value of construction work to construction labour as provided in the latest published results of the Annual Business Survey (ABS). The scale of construction employment is a direct function of the overall capital construction costs. To calculate construction phase employment generation, the ratio of total UK annual construction costs compared to total UK annual construction employment as provided in the ABS is applied to the development’s capital construction cost.
- Assessment of additionality to consider the net effects of the proposed development’s construction employment generation once leakage, displacement and multiplier effect has been accounted for, using the Additionality Guide (1). The concept of ‘additionality’ combines the direct and indirect employment effects of a proposal against the baseline position or reference case to identify the overall ‘net’ effect. By undertaking an appraisal of the additional benefits using the adjustment factors as informed by the Additionality Guide, indirect and induced employment levels can be calculated;
- Assessment of temporary generation of Gross Value Added (‘GVA’) arising during the construction phase; and,
- Assessment of impact on the operation of the existing agricultural business and associated employment is considered. The Applicant has advised that the existing agricultural business employs 5No. full-time equivalent employees. This was informed by the Agricultural Land Quality Assessment prepared by Reading Agricultural Consultants dated April 2024 (Volume IV, Appendix 7.1).

#### Completed Development Stage

- Assessment of the permanent employment expected to be generated by the range of proposed uses during the completed development stage has been calculated by applying standard job density ratios as informed by the Employment Density Guide (2);

- For completeness, the assessment includes consideration of the minimum and maximum quanta of employment-generating floorspace proposed in the application (Table 7.2.1 below). However, the reasonable worst-case scenario for socio-economics is the lesser employment-generating scenario at completed development stage (the minimum scenario);
- The proposed Class F.1 / Sui Generis development plot allows for the delivery of a Training Hub and a Transport Hub. The Training Hub component would include a meeting room / office and training room / classroom to provide a specific facility for staff training and upskilling. This is proposed to contribute to the realisation of the assessed local and regional employment impact during the operational development phase, by improving the skills of new employees and providing opportunities for those further from the labour market who require upskilling to access on-site operational employment opportunities. The Transport Hub would include an enclosed waiting room and semi-enclosed cycle shelter, which is intended to improve the attractiveness of using cycling and public transport to access employment opportunities on-site during the operational development phase. The operational impact of the Training Hub and Transport Hub is considered as embedded enhancements or mitigation, rather than being assessed as part of the minimum and maximum scenarios which inform the assessment of direct and indirect employment generation arising from the proposed development.
- Assessment of additionality to consider the net effects of the proposed development’s permanent employment generation once leakage, displacement and multiplier effect have been accounted for, using the Additionality Guide (1);
- Assessment of permanent generation of GVA on an annual basis upon completion; and,
- Assessment of the deadweight in terms of net operational employment, with the loss of the 5No. full-time equivalent jobs and the loss of agricultural activity in terms of estimated net income lost which otherwise would arise from the best and most versatile component of the agricultural land. This was informed by the Agricultural Land Quality Assessment prepared by Reading Agricultural Consultants dated April 2024.

**Table 7.2.1**  
**Completed Development Employment Scenarios**

	Use Class	Density (sqm per Full Time Equivalent)	Gross Internal Area (sqm)
<b>Minimum Scenario</b>	B2 General Industrial	36sqm (GIA)	23,111
	B8 Storage and Distribution (Regional Distribution Centre)	97sqm (GEA)	92,444
<b>Maximum Scenario</b>	B2 General Industrial	36sqm (GIA)	27,000
	B8 Storage and Distribution (Regional Distribution Centre)	97sqm (GEA)	108,000

#### Cumulative Development Stage

- In regard to the cumulative stage, the methodology outlined above has been adopted for those schemes where there is the potential for cumulative effect and quantitative socio-economic information is available within the public domain.

### 7.2.8. Assessment Criteria

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The criteria that will be used to assess if an effect is significant or not, is set out in the subsequent sub-sections. This will be determined by considering the sensitivity of the receptor, magnitude of impact and scale of the effect.

## Receptor Sensitivity Criteria

Table 7.2.2 sets out the scale of sensitivity that has been applied to receptors identified and considered within this assessment.

**Table 7.2.2**  
**Receptor Sensitivity Criteria. Scale of Sensitivity**

Receptor Sensitivity	Criteria
High	Neighbourhood population and economy (especially where there is low resilience). Diseworth and Long Whatton Ward is assessed as the neighbourhood scale for this assessment.  Existing business associated with the existing agricultural use.
Medium	District or regional population and economy (especially where there is medium resilience). North West Leicestershire Local Authority District is assessed as the District scale for this assessment and East Midlands is assessed as the regional scale for this assessment.
Low	National population and economy (especially where there is high resilience).

## Magnitude of Impact Criteria

The assessment has been undertaken based on the description of development contained in Chapters 5 and 6 of this volume of the ES. Table 7.2.3 indicates the scale of impact magnitude that has been used in undertaking the assessment.

**Table 7.2.3**  
**Scale of Impact Magnitude**

Magnitude	Criteria
Large	Substantial effect on receptors and high number of receptors affected: - Over 1,000 net FTE employment opportunities; - Over £50m change p.a. in GVA; - High level of change to wider socio-economic indicators.
Medium	Noticeable effect on receptors and medium number of receptors affected: - Between 100 and 1,000 net FTE employment opportunities; - Between £25 – 50m change p.a. in GVA; - Medium level of change to wider socio-economic indicators.
Low	Hardly perceptible effect on receptors and low number of receptors affected: - Up to 100 net FTE employment opportunities; - £5m - £25m change p.a. in GVA; - Low level of change to wider socio-economic indicators.
Negligible	No apparent effect on receptors and negligible number of receptors affected: - Negligible net FTE employment opportunities; - Below £5m change p.a. in GVA; - Negligible level of change to wider socio-economic indicators.

## Scale of Effect Criteria

The assessment of significance within this Chapter has been based on the scale of effect matrix presented in Table 7.2.4.

**Table 7.2.4**  
**Scale and Significance of Effect.**

Magnitude of Impact	Sensitivity of Receptor		
	High	Medium	Low
Large	Major	Major/Moderate	Minor/ Moderate
Medium	Major/ Moderate	Moderate	Minor/ Moderate
Low	Minor/ Moderate	Moderate/ Minor	Minor
Negligible	Negligible/ Minor	Minor/ Negligible	Negligible

Where the effect is Negligible/Minor or Minor/Moderate, professional judgement will be applied to determine the appropriate scale of effect.

Based on professional judgement, effects of a moderate or major scale are considered significant in EIA terms.

In determining the scale of effect and its significance, consideration has also been given to the duration of the effect, i.e. short term (< 5 years) and medium term (5-10 years) and temporary, or long term (>10 years) and permanent.

The nature of the effect has been described as either adverse or beneficial as follows:

- Beneficial – An advantageous effect to a receptor;
- Adverse – A detrimental effect to a receptor; and
- Neutral – An effect that is on balance both beneficial and adverse.

In some instances, Negligible may be used on its own without a corresponding nature of effect. This is the case when achieving an absolute value or target.

Whether the effect is direct, indirect or secondary has also been considered.

### 7.2.9. Human Health

For socio-economic issues considered in this Chapter, a range of human health benefits are derived from economic participation. The health and wellbeing of users of the application site has been taken into account through the assessment of employment created on-site during both the construction and completed development stages of the proposed development.

### 7.2.10. In-Combination Climate Change Impact (ICCI) Assessment

The consideration of climate change is not relevant to the assessment of socio-economic impacts of the proposed development.

### 7.2.11. Relevant Associated Development

No relevant associated development has been assessed as part of this assessment.

### 7.2.12. Assumptions / limitations

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In undertaking the socio-economics assessment of the application site and wider surrounding area, there are a number of limitations and constraints affecting the outputs from this work. These include:

- The assessment of effects has been undertaken against the most recent, publicly available data; the progress of emerging data was tracked throughout to ensure an up-to-date assessment is presented. This inherently limits the accuracy of the baseline assessment at the time of writing as it depends on the most recent available data rather than data as of time of writing. The spatial levels have been assessed where the data is available and/or where it is considered most informative based on professional judgement. Where data was not available at the identified levels, alternative spatial data deemed relevant and appropriate was used.
- The assessment has been based on information received from a number of parties including the Applicant, and it is assumed that the information is accurate. The assessment has assumed that the proposed development will be delivered as per the plans and proposals that accompany the application.
- Population assumptions has been based on the Census 2021 data at the relevant spatial levels, as this represents the most up to date data available. The exception to this is the use of Census 2011 data in terms of travel-to-work patterns, as this is considered to be more reflective of business-as-usual travel patterns that the Census 2021 undertaken during the restrictions on movement during the COVID-19 pandemic.
- Construction employment calculations have been based on the calculated construction cost and the advised construction period, which have been provided by the Applicant and it is therefore assumed that this is broadly accurate, noting the outline stage of this application.

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## 7.3. Baseline Conditions

### 7.3.1. Existing Baseline

Table 7.3.1 sets out the existing socio-economics baseline conditions of relevance to the proposed development.

**Table 7.3.1**  
**Baseline Conditions**

Sensitive receptors	Description of Baseline Condition	Sensitivity	Further information
Local Labour Force Demographic Profile – Age and Ethnicity	<p>The 2021 Census shows that at a neighbourhood level, across Lower Super Output Areas ('LSOA') E01025923 and E01025944 Diseworth and Long Whatton Ward, the under 15 year olds represent 14.2% of the resident population, the working age residents (those aged between 15 and 64) account for 60.9% and those aged 65 and over 24.9%.</p> <p>There is a lower proportion of working age residents (60.9%) compared to the District (63.4%), regional (63.6%) and national (64.1%) levels.</p> <p>Approximately 98% of residents at the neighbourhood level report themselves as being White compared with 81% nationally. This indicates that the neighbourhood has a lower degree of ethnic diversity than the District (95.9%) and national (81%) levels and only slightly more ethnic diversity at the regional (85.7%) level.</p>	N/A	N/A
Local Labour Force Demographic Profile – Deprivation	<p>The IMD data shows that the LSOA within Diseworth and Long Whatton are among the 50% least deprived nationally, with an IMD rank of 23,951 (E01025923) and 29,685 (E01025944) (out of a total of 33,755, with 1 being the most deprived). The neighbourhood is therefore amongst the 10 – 30% least deprived LSOAs within England.</p>	Medium	N/A
Local Economic Activity Economic Profile – Qualifications, Employment and Economic Activity	<p>The percentage of adult residents (16 years and older) that are educated to degree level (or above) at the neighbourhood level is 39%, which is higher than both the District level (30%), regional level (29.1%) and national level (33.9%). The education level is higher in the neighbourhood where just 13.9% of adult residents have no formal qualifications, than the local level, where 18.4% have no formal qualifications and 19.5% at the regional level have no qualifications.</p> <p>Economic activity relates to the percentage of the working age population that are either in employment or actively seeking employment, excluding students. The neighbourhood level of economic activity (59.5%) is lower than the local level (61.1%) but higher than the regional (57.5%) and national (58.6%) levels.</p> <p>The average Gross Value Added per filled job in NWLDC was £61,816 in 2023 (current price (smoothed)) which was lower than the UK average of £66,402. This has declined relative to the UK average since 2011, when GVA per filled job was circa. 99.5% of the UK average compared with 93% in 2023.</p> <p>Census 2011 data shows a high degree of in-commuting into NWLDC, with circa. 28% net in-commuting. This indicates that the local labour market is characterised by a substantial number of employees coming from outside of the district.</p> <p>Based on analysis of jobs density using Census 2021 data, it is likely that the degree of in-commuting from outside of the District has increased. Jobs density is defined as the total number of filled jobs within an area divided by the resident population of working age in that area; a job density of 1.0 would mean that there is one job for every resident of working age. Between 2012 – 2022, jobs density in the district increased from 1.05 to 1.17, a change that is in line with the English average but higher than the average England jobs density of 0.88. This is also higher than the regional average, which increased from 0.75 to 0.81 over the same time period.</p>	Medium	N/A
Local Economic Activity Economic Profile – Occupation and Industry	<p>High-skilled occupations include management, professional and technical occupations; mid-skilled occupations include administration, skilled trades and services; and, low-skilled occupations include sales, process and elementary occupations. 2021 Census data shows that a higher percentage of residents (55%) in the neighbourhood work in high-skilled occupations compared to the local (44.5%), regional (41.4%) or national (46.5%) averages. By contrast, 16.9% of neighbourhood residents work in low-skilled occupations compared to 26.3% at the local, 29.2% at the regional and 24.9% at the national level.</p> <p>A significantly higher proportion of local employment comprises manufacturing / transport and storage activities (33.8%) compared with 18.1% of East Midlands jobs and 12.2% of jobs in England.</p>	Medium	N/A

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Sensitive receptors	Description of Baseline Condition	Sensitivity	Further information
Regional Economic Activity Economic Profile – Qualifications, Employment and Economic Activity	<p>5.6% (circa. 4,000) of local residents work in the construction industry, compared with 5.5% at the regional and 4.9% at the national level.</p> <p>Based on the top 10 origin authorities for net inflows in 2011, there is a substantial labour force in these largely adjacent local authorities: with 817,299 residents aged 16+ years in employment, 92,471 of whom working in manufacturing and 51,944 working in transport and storage sectors. All but one (East Staffordshire) are situated in the East Midlands region, indicating the strong potential for new job opportunities in the Proposed Development to be accessible to the economically active labour force within the East Midlands region.</p> <p>At the regional level, the percentage of adult residents (16 years and older) educated to degree level (or above) is 29.1%, which is lower than the local or national averages. A greater proportion have no qualifications (19.5%) compared with the local and national averages. Economic activity is higher in the region (61.1%) than at the local (59.1%) and national (58.6%) levels.</p> <p>The average Gross Value Added per filled job in East Midlands was £56,256 in 2023 (current price (smoothed)) which was lower than the UK average of £66,402. This has not changed relative to the UK average since 2011, when GVA per filled job was circa. 84% of the UK average compared with 84.7% in 2023.</p>	Medium	N/A
Regional Economic Activity Economic Profile – Occupation and Industry	<p>A lower proportion of employment in the region comprises manufacturing / transport and storage activities (18.1%) compared with the District average, and is higher than the England average (12.2%).</p> <p>A higher proportion of residents work in low-skilled occupations (29.2%) compared with 26.3% at the local and 24.9% at the national level. A lower proportion of residents work in high-skilled occupations (41.4%) compared with the local (44.5%) and national (46.4%) averages.</p>	Medium	N/A
Existing Agricultural Land	<p>The application is supported by an Agricultural Land Quality Assessment which assesses the 41.3ha of agricultural land currently on-site. The Assessment considers that circa. 24% of the land can be characterised as Subgrade 3a, (good quality), 75% as Subgrade 3b (moderate quality) and 1% non-agricultural. The Subgrade 3a land comprises circa. 10ha and should be considered as 'best and most versatile' agricultural land (BMV). The Assessment estimates that the economic benefits associated with BMV agricultural land on the site comprises the production of small volumes (up to 90 tonnes) of arable crops, generating a gross margin of up to £10,000 per annum. These benefits are assessed to be small and set within the context of the UK being largely self-sufficient in grains, which are also grown for export.</p>	Low	Technical Appendix 7.1 - Agricultural Land Quality Report dated April 2024
Existing Agricultural Business	<p>The applicant has advised that circa. 5No. full-time equivalent employees are supported by the existing agricultural use.</p>	High	N/A

## 7.4. Potential Impacts

The impacts considered to have the potential to result in significant effects (prior to inclusion of any embedded mitigation and/or enhancement measures) are reported in Table 7.4.1

**Table 7.4.1**  
**Potential significant Impacts**

Stage	Description of Potential Impacts	Adverse/beneficial
Construction	Employment Impact: The proposed development would generate construction employment opportunities, both directly and indirectly. This employment would be temporary.	Beneficial
	Gross Value Added Impact: The proposed development would generate additional Gross Value Added. This enhancement of Gross Value Added would be temporary.	Beneficial
	Impact on Existing Agricultural Land: The proposed development would result in the permanent loss of existing agricultural land in the context of national agricultural land supply of best and most versatile land.	Adverse
	Impact on Existing Agricultural Business: The proposed development would result in the permanent loss of an existing agricultural business and associated employment.	Adverse
Completed Development	Employment Impact: The proposed development would generate operational employment opportunities, both directly and indirectly. The employment would be permanent.	Beneficial
	Gross Value Added Impact: The proposed development would generate additional Gross Value Added. This enhancement of Gross Value Added would be permanent.	Beneficial

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## 7.5. Embedded Mitigation and Enhancement Measures

Embedded enhancement measures of relevance to socio-economics are now included in the proposed development as part of changes to the original proposed development. The proposed development includes a zone within Parcel C (Classes F1 and Sui Generis) to allow for the inclusion of a Training Hub and a Transport Hub. As an outline planning application, design details are not fixed at this stage.

The Training Hub component includes a meeting room / office and training room / classroom to provide a specific facility for staff training and upskilling. This will contribute to the realisation of the assessed local and regional employment impact during the operational development phase, by improving the skills of new employees and providing opportunities for those further from the labour market who require upskilling to access on-site operational employment opportunities.

The Transport Hub component includes a waiting room and semi-enclosed cycle shelter, which is intended to improve the attractiveness of using public transport to access employment opportunities on-site during the operational development phase. This is proposed to contribute to the realisation of the assessed local and regional employment impact during the completed development phase, by improving the accessibility of on-site operational employment opportunities. This is considered to enhance assessed operational employment impacts during the completed development phase.

## 7.6. Assessment of Effects (including Embedded Mitigation)

### 7.6.1. Construction Stage

The assessment of the likely socio-economics effects of the proposed development during the construction stage (including embedded mitigation) is set out in Table 7.6.1.

**Table 7.6.1**  
**Construction Stage Assessment**

Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information
<b>Local Labour Force</b>	Medium	<p><b>Generation of Temporary Construction Employment</b></p> <p>Construction employment is important as it represents part of the continual supply of work that construction firms, and local tradesmen, rely upon. Without such schemes, construction and related employment activities can be substantially reduced. The scale of construction employment is a direct function of the scale and type of construction project being undertaken, which in turn is reflected in the overall capital construction costs. Thus, it is generally accepted that the scale of employment is a direct function of the overall capital construction costs.</p> <p>Based on the estimated construction costs for the minimum development scenarios, the Proposed Development would support circa. 1,860No. person-years of temporary construction employment over the course of the 33-month construction programme. This is estimated to support the equivalent of circa. 186No. full-time construction opportunities, assuming 10 person-years of construction employment equates to 1 FTE job in line with the convention that 10 years of construction employment equates to one job. This estimate is based on the HCA benchmark of £1m of construction spend supporting 10.7 person-years of construction employment for a 'new private industrial' development typology<sup>1</sup>. This broadly equates to 94No. gross FTE construction employment opportunities annually.</p> <p><b>Leakage</b></p> <p>The scale of construction employment is a direct function of the scale and type of construction project being undertaken, which is reflected in the overall capital construction costs. Given the sub-regional scale of the construction labour market, construction employment is not likely to have a significant local impact. Given the temporary and specialist nature of various construction activities, a moderate-high degree of leakage is expected given the regional scale of the construction labour market: it is assumed that 50% of benefits would be retained within the district. This has been informed by the slightly above average level of construction employment within the district and region compared to the national (England) level.</p> <p><b>Displacement</b></p> <p>Displacement takes into account the proportion of development outputs accounted for by reduced outputs elsewhere. In respect of construction, this may result in competition for construction staff that could result in delays and increased costs. Whilst there is an above-average representation of construction employees at the local and regional levels, there is a substantial pipeline of similar employment-led construction projects within the East Midlands Freeport area.</p>	Low	Minor / Moderate Beneficial (Not Significant)	Yes	N/A

<sup>1</sup> Homes and Communities Agency (2015) Calculating Cost per Job Practice Note 3rd Edition.

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Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information																		
		<p>It is therefore assumed that displacement would be moderate at the local level given the potential to reduce construction labour supply locally: i.e. 50% of construction jobs would be displaced.</p> <p><b>Multiplier</b> The construction supply chain is likely to involve a moderate degree of linkages at the local and regional levels, involving a national supply chain for this large-scale and specialist project. Therefore, a medium composite multiplier capturing indirect and induced effects has been assumed: - Local (neighbourhood level): 1.1</p> <p><b>Table 7.6.1.1</b> <b>Additionality Assessment – Annual Construction Employment over Construction Duration</b></p> <table border="1"> <thead> <tr> <th>Additionality Steps</th> <th>Additionality Application</th> </tr> </thead> <tbody> <tr> <td>Gross direct construction employment</td> <td>186</td> </tr> <tr> <td>Subtract deadweight (existing 5No. FTE supported by the existing agricultural business)</td> <td>181</td> </tr> <tr> <td>Estimated leakage</td> <td>91</td> </tr> <tr> <td>Gross direct construction employment to target area</td> <td>91</td> </tr> <tr> <td>Less displacement</td> <td>45</td> </tr> <tr> <td>Net direct construction employment to target area</td> <td>45</td> </tr> <tr> <td>Plus multiplier effects</td> <td>5</td> </tr> <tr> <td>Net construction employment to target area</td> <td>50No.</td> </tr> </tbody> </table> <p>It is estimated that the proposed development would support the equivalent of 50No. FTE net temporary construction jobs at the regional level throughout the duration of the construction period, or broadly equivalent to circa. 25No. per year at the local level.</p> <p>Therefore, it is considered that the proposed development will result in a temporary Minor / Moderate Beneficial effect for employment during the construction phase at the District level.</p>	Additionality Steps	Additionality Application	Gross direct construction employment	186	Subtract deadweight (existing 5No. FTE supported by the existing agricultural business)	181	Estimated leakage	91	Gross direct construction employment to target area	91	Less displacement	45	Net direct construction employment to target area	45	Plus multiplier effects	5	Net construction employment to target area	50No.				
Additionality Steps	Additionality Application																							
Gross direct construction employment	186																							
Subtract deadweight (existing 5No. FTE supported by the existing agricultural business)	181																							
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Less displacement	45																							
Net direct construction employment to target area	45																							
Plus multiplier effects	5																							
Net construction employment to target area	50No.																							
<b>Local Economic Activity</b>	Medium	<p><b>Generation of Temporary Gross Value Added</b></p> <p>Gross Value Added ('GVA') is an indicator of wealth creation, measuring the contribution to the economy of economic activity associated with the construction of the proposed development.</p> <p>This assessment is based on the applicant's estimated construction costs for the minimum land use quantum scenario, which totals £174 million. In the absence of GVA per filled job data for the construction sector in North West Leicestershire, the North West Leicestershire GVA per filled job of £64,728 (2023 value of £61,816 based on 2023 data, adjusted to 2025 values using GDP deflators) has been used to derive the estimated GVA arising from the gross construction costs based on the estimated number of FTE positions supported during the construction period.</p> <p>Based on the estimated gross direct construction employment, the estimated temporary gross construction GVA is circa. £120 million during the course of the construction programme.</p> <p>Therefore, it is considered that the proposed development will result in a temporary Moderate Beneficial effect on GVA during the construction phase at the local level.</p>	Medium	Moderate Beneficial (Significant)	No	N/A																		

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Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information																		
<b>Regional Labour Force</b>	Medium	<p><b>Generation of Temporary Construction Employment</b> This assessment is based on the applicant’s estimated construction costs for the minimum land use quantum scenario, which totals £174 million.</p> <p><i>Leakage</i> The scale of construction employment is a direct function of the scale and type of construction project being undertaken, which is reflected in the overall capital construction costs. Given the sub-regional scale of the construction labour market, construction employment is not likely to have a significant local impact. Given the temporary and specialist nature of various construction activities, a moderate degree of leakage is expected given the regional scale of the construction labour market: it is assumed that 75% of benefits would be retained within the region. This has been informed by the slightly above average level of construction employment within the district and region compared to the national (England) level.</p> <p><i>Displacement</i> Displacement takes into account the proportion of development outputs accounted for by reduced outputs elsewhere. In respect of construction, this may result in competition for construction staff that could result in delays and increased costs. Whilst there is an above-average representation of construction employees at the local and regional levels, there is a substantial pipeline of similar employment-led construction projects within the East Midlands Freeport area. It is therefore assumed that displacement would be low at the regional level given the potential to reduce construction labour supply locally: i.e. 25% of construction jobs would be displaced.</p> <p><i>Multiplier</i> The construction supply chain is likely to involve a moderate degree of linkages at the regional level, involving a national supply chain for this large-scale and specialist project. Therefore, a medium composite multiplier capturing indirect and induced effects has been assumed: – Regional: 1.5</p> <p><b>Table 7.6.1.2</b> <b>Additionality Assessment – Annual Construction Employment over Construction Duration</b></p> <table border="1"> <thead> <tr> <th>Additionality Steps</th> <th>Additionality Application</th> </tr> </thead> <tbody> <tr> <td>Gross direct construction employment</td> <td>186</td> </tr> <tr> <td>Subtract deadweight (existing 5No. FTE supported by the existing agricultural business)</td> <td>181</td> </tr> <tr> <td>Estimated leakage</td> <td>45</td> </tr> <tr> <td>Gross direct construction employment to target area</td> <td>136</td> </tr> <tr> <td>Less displacement</td> <td>34</td> </tr> <tr> <td>Net direct construction employment to target area</td> <td>102</td> </tr> <tr> <td>Plus multiplier effects</td> <td>51</td> </tr> <tr> <td>Net construction employment to target area</td> <td><b>153</b></td> </tr> </tbody> </table> <p>It is estimated that the proposed development would support the equivalent of 153No. FTE net temporary construction jobs at the regional level throughout the duration of the construction period, or broadly equivalent to 77No. per year.</p> <p>Therefore, it is considered that the proposed development will result in a temporary Medium Beneficial effect for employment during the construction phase at the regional level.</p>	Additionality Steps	Additionality Application	Gross direct construction employment	186	Subtract deadweight (existing 5No. FTE supported by the existing agricultural business)	181	Estimated leakage	45	Gross direct construction employment to target area	136	Less displacement	34	Net direct construction employment to target area	102	Plus multiplier effects	51	Net construction employment to target area	<b>153</b>	Medium	Moderate Beneficial (Significant)	Yes	N/A
Additionality Steps	Additionality Application																							
Gross direct construction employment	186																							
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Net construction employment to target area	<b>153</b>																							

# 7 Socio-Economics

Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information
<b>Regional Economic Activity</b>	Medium	<p><b>Generation of Temporary Gross Value Added</b></p> <p>Gross Value Added ('GVA') is an indicator of wealth creation, measuring the contribution to the economy of economic activity associated with the construction of the proposed development.</p> <p>This assessment is based on the applicant's estimated construction costs for the minimum land use quantum scenario, which totals £174 million. In the absence of GVA per filled job data for the construction sector in North West Leicestershire, the North West Leicestershire GVA per filled job of £64,728 (2023 value of £61,816 based on 2023 data, adjusted to 2025 values using GDP deflators) has been used to derive the estimated GVA arising from the gross construction costs based on the estimated number of FTE positions supported during the construction period.</p> <p>Based on the estimated gross direct construction employment, the estimated temporary gross construction GVA is circa. £120 million per annum during the course of the construction programme.</p> <p>Therefore, it is considered that the proposed development will result in a temporary Moderate Beneficial effect on GVA during the construction phase at the regional level.</p>	Medium	Moderate Beneficial (Significant)	No	N/A
<b>Existing Agricultural Land (National Scale)</b>	Low	<p>The construction phase will result in the total loss of circa. 10 hectares of good quality (Subgrade 3a) and 31ha of moderate quality (Subgrade 3b) agricultural land, in terms of it being taken entirely out of its existing arable use.</p> <p>The Agricultural Land Quality report prepared by Reading Agricultural Consultants dated April 2024 states that the good quality land is normally expected to yield approximately 90 tonnes of milling wheat or 60 tonnes of malting barley per annum. The loss of this productive capacity should be assessed in the context in the UK being largely self-sufficient in grains, with estimates of the 2023 harvest in England being 12.8m tonnes of wheat and 4.8m tonnes of barley. The loss of the productive capacity is therefore considered to be de minimis in the context of England's national grain growing capacity and accordingly, the magnitude of impact is considered to be Low.</p> <p>However, in the context of the national availability of best and most versatile agricultural land (Grades 1 – 3a) and moderate quality (Subgrade 3b) agricultural land, it is not considered that it would result in a substantial proportion of agricultural activity, and the loss of gross margin of £10,000 annually arising from the Subgrade 3a land is considered de minimis.</p> <p>Therefore, it is considered that the proposed development will result in a permanent Minor Adverse effect on the existing agricultural land when considered at a national scale during the construction phase.</p>	Low	Minor Adverse (Not Significant)	No	N/A
<b>Existing Agricultural Business</b>	High	<p>The construction phase will result in the loss to 5No. FTE currently supported by the agricultural land within the application site. Whilst the impact would be high in terms of the individual agricultural business ceasing to be able to operate, the scale of employment supported is very small and therefore the magnitude of impact is considered to be Low.</p> <p>Therefore, it is considered that the proposed development will result in a permanent Minor / Moderate Adverse effect on the existing agricultural business during the construction phase.</p>	Low	Minor / Moderate Adverse (Not Significant)	No	N/A

## 7.6.2. Completed Development Stage

The assessment of the likely socio-economics effects of the proposed development during the completed development stage (including embedded mitigation) is set out in Table 7.6.2.

# 7 Socio-Economics

**Table 7.6.2**  
**Completed Development Stage Assessment**

Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information
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<b>Local Labour Force</b>	Medium	<p><b>Generation of New Permanent Operational Employment</b></p> <p>There are currently 5No. jobs on-site associated with the existing agricultural tenancies which would be lost through the proposed development. There is potential for up to 135,000sqm GIA floorspace to be brought forward, comprising Use Class B2 (General Industrial), B8 (Storage and Distribution) and E(g)(i) (ancillary (integral) office) uses. In the Illustrative Masterplan - Option 1 Scenario (based on illustrative drawing ref: 25-060-SGP-MP-ZZ-DR-A-001010), the proposed development would comprise up to 115,536sqm Use Class B2 (General Industrial), B8 (Storage and Distribution) and E(g)(i) (ancillary (integral) office) uses. As set out in <b>Table 7.2.1</b> above, both a minimum and maximum employment generation scenario have been assessed to provide a range. To avoid overstating the potential beneficial employment effects, this assessment has been based on a worst-case by assuming that the employment density of the ancillary (integral) office floorspace will have the same employment density (as informed by the Employment Densities Guide (2) and the Prologis 2023 Report (3)) as the main planning use (i.e. Use Class B2 or B8).</p>	Medium	Moderate Beneficial (Significant)	Yes	N/A
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Based on the figures provided by the Applicant and the standard employment densities for the proposed Use Class uses, the proposed development would create an estimated gross 1,643– 1,919 FTE jobs. **Table 7.6.2.1** below presents the assumed floorspace and Use Classes used to estimate the operational employment impact.

**Table 7.6.2.1**  
**Proposed Development Gross Direct Employment**

Employment Use Class	Density (sqm per Full Time Equivalent)	Minimum Employment Scenario GIA (sqm)	Minimum FTE supported	Maximum Employment Scenario GIA (sqm)	Maximum FTE supported
B2 General Industrial	36sqm (GIA)	23,111	642	27,000	750
B8 Storage and Distribution (Prologis 2023 Report density as estimated in 2022)	97sqm (GEA)	92,444	1,001	108,000	1,169
<b>Total</b>		115,556	<b>1,643</b>	135,000	<b>1,919</b>

**Generation of Net Direct and Indirect Permanent Operational Employment**

To ascertain the net direct and indirect operational employment benefits to the target area of the District, an additionality assessment has been undertaken. The three adjustment factors applied to understand employment arising from the construction stage (leakage, displacement, and multiplier) differ from those to be applied for indirect and induced operational employment opportunities.

**Leakage**

A **moderate** degree of leakage (50%) has been applied at the local level to reflect the local degree of in-commuting, high jobs density, relatively tight labour market conditions characterised by lower-than-average unemployment and high quality transport connectivity. This represents a worst-case scenario, given the potential for employment generation at the proposed development to stimulate future housing development and associated inward migration to co-locate with the significant cluster of employment opportunities at East Midlands Freeport. The inclusion of the proposed Training Hub and Transport Hub as a embedded enhancement measure will contribute to the realisation of the assessed local level impact by improving the skills of new employees and providing opportunities for those further from the labour market who require upskilling to access on-site operational employment opportunities. This would mitigate leakage of benefits at the local scale and would enhance the beneficial impact.

**Displacement**

There is potential for displacement, given the attractiveness of the high quality employment and employment premises likely to be supported by the proposed development. However, it is recognised that the East Midlands Freeport permits local authorities the discretion to apply additional tests for new business rate relief (i.e. withhold in part or entirely) in order to avoid or not incentivise displacement of existing business activity from outside of the Freeport, as set out in the Government’s guidance on *Freeports*

# 7 Socio-Economics

Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information																															
		<p><i>business rates relief: local authority guidance</i><sup>2</sup>. Given that this policy framework to disincentivise displacement is in place, a <b>low</b> degree of displacement (25%) to reflect the discouragement of employers to relocate from elsewhere inside the district. The potential for employees to switch jobs from existing employers remains, given the tightness of local labour market.</p> <p><b>Multiplier</b> The supply chain is likely to involve a high degree of linkages at the local and regional levels. Whilst occupiers are not known at this stage, it is likely that the Class B2 component of the Proposed Development will attract manufacturing/ advanced manufacturing occupiers comprising a mixture of new and existing expanded businesses with associated local, regional, and national supply chains. The proposed Class B8 component of the Proposed Development will attract logistics occupiers who form part of local, regional, and national supply chains. The Site benefits from its adjacency to critical transport and logistics infrastructure, such as East Midlands Airport and East Midlands Gateway SRFI, as well as the Strategic Road Network, and the Proposed Development will contribute positively to clustering of related activities within the wider East Midlands Freeport area. Therefore, a <b>high</b> composite multiplier capturing indirect and induced effects has been assumed at the local level (1.1).</p> <p><b>Table 7.6.2.2</b> below sets out the additionality assessment in respect of net operational employment supported by the completed development, estimated at between <b>676 – 790No.</b> net additional operational jobs at the local level.</p> <p><b>Table 7.6.2.2</b> <b>Additionality Assessment – Net Annual Completed Development Employment over Operation Duration (Local Level)</b></p> <table border="1"> <thead> <tr> <th rowspan="2">Additionality Steps</th> <th colspan="2">Additionality Application</th> </tr> <tr> <th>Minimum Employment Scenario</th> <th>Maximum Employment Scenario</th> </tr> </thead> <tbody> <tr> <td>Gross direct operational employment</td> <td>1,643</td> <td>1,919</td> </tr> <tr> <td>Deadweight (employment associated with existing agricultural land)</td> <td>5</td> <td>5</td> </tr> <tr> <td>Gross direct operational employment minus deadweight</td> <td>1,638</td> <td>1,914</td> </tr> <tr> <td>Estimated leakage</td> <td>819</td> <td>957</td> </tr> <tr> <td>Gross direct employment to target area (NWLDC)</td> <td>819</td> <td>957</td> </tr> <tr> <td>Less displacement</td> <td>205</td> <td>239</td> </tr> <tr> <td>Net direct operational employment to target area</td> <td>614</td> <td>718</td> </tr> <tr> <td>Plus multiplier effects</td> <td>61</td> <td>72</td> </tr> <tr> <td>Net operational employment to target area</td> <td><b>676No.</b></td> <td><b>790No.</b></td> </tr> </tbody> </table>	Additionality Steps	Additionality Application		Minimum Employment Scenario	Maximum Employment Scenario	Gross direct operational employment	1,643	1,919	Deadweight (employment associated with existing agricultural land)	5	5	Gross direct operational employment minus deadweight	1,638	1,914	Estimated leakage	819	957	Gross direct employment to target area (NWLDC)	819	957	Less displacement	205	239	Net direct operational employment to target area	614	718	Plus multiplier effects	61	72	Net operational employment to target area	<b>676No.</b>	<b>790No.</b>			
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<sup>2</sup> Department for Levelling Up, Housing and Communities (2024) *Freeports business rates relief: local authority guidance*. Available on: <https://www.gov.uk/government/publications/freeports-business-rates-relief-local-authority-guidance/freeports-business-rates-relief-local-authority-guidance>. Accessed on: 15 May 2024.

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Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information
		Therefore, it is considered that the proposed development would result in a medium magnitude of impact and a Moderate Beneficial effect for employment during the operational stage at a local level.				
<b>Local Economic Activity</b>	Medium	<p><b>Generation of Permanent Gross Value Added</b></p> <p>Gross Value Added ('GVA') is an indicator of wealth creation, measuring the contribution to the economy of economic activity associated with the operation of the completed development.</p> <p>This assessment is based on the estimated gross direct employment associated with the minimum land use quantum scenario, which totals 1,643No. FTE. In the absence of GVA per filled job data for the manufacturing / transport and storage sectors in North West Leicestershire, the North West Leicestershire GVA per filled job of £64,728 (2023 value of £61,816 based on 2023 data, adjusted to 2025 values using GDP deflators) has been used to derive the estimated annual GVA contribution arising from the gross direct employment opportunities. The annual gross contribution to GVA from operational employment is estimated at approximately £106m per annum.</p> <p>Therefore, it is considered that the proposed development would result in a large magnitude of impact and a Major / Moderate Beneficial effect for employment during the operational stage at a local level.</p>	Large	Major / Moderate Beneficial (Significant)	No	N/A
<b>Regional Labour Force</b>	Medium	<p><b>Generation of New Permanent Operational Employment</b></p> <p>The completed development would support between 1,643– 1,919No. gross new permanent operational employment opportunities.</p> <p><b>Leakage</b> A <b>low</b> degree of leakage (10%) has been applied to reflect the higher-than-average proportion of resident employment in transportation and storage and manufacturing sectors and the relative size of this potential labour pool. Whilst there is a high degree of in-commuting into NWLDC from other local authority districts (circa. 28% net in-commuting), which indicates that operational job creation would leak outside of the local area, the vast majority of inflows are from other local authority districts within the East Midlands region; only one of the top ten inflows is from outside of the East Midlands region (East Staffordshire District) according to the 2011 Census data on location of usual residence and place of work. It is therefore considered that leakage of employment opportunities to labour outside of the East Midlands region will be low. The inclusion of the proposed Training Hub and Transport Hub as embedded mitigation will contribute to the realisation of the assessed regional level impact by improving the skills of new employees and providing opportunities for those further from the labour market who require upskilling to access on-site operational employment opportunities. This would mitigate leakage of benefits at the regional scale and enhance beneficial impact.</p> <p><b>Displacement</b> A <b>low</b> degree of displacement (25%) has been applied to reflect the scale of logistics and manufacturing activities within the East Midlands regional economy, the current shortage of high quality manufacturing and logistics floorspace within Leicestershire in particular relative to demand and recent market take-up and potential for inward investment specifically arising from the opportunity presented by East Midlands Freeport and existing freight interchange capability offer by East Midlands Airport and East Midlands Gateway Strategic Rail Freight Interchange (SRFI).</p> <p><b>Multiplier</b> The supply chain is likely to involve a high degree of linkages at the local and regional levels. Whilst occupiers are not known at this stage, it is likely that the Class B2 component of the Proposed Development will attract manufacturing/ advanced manufacturing occupiers comprising a mixture of new and existing expanded businesses with associated local, regional, and national supply chains. The proposed Class B8 component of the Proposed Development will attract logistics occupiers who form part of local, regional, and national supply chains. The Site benefits from its adjacency to critical transport and logistics infrastructure, such as East Midlands Airport and East Midlands Gateway SRFI, as well as the Strategic Road Network, and the Proposed Development will contribute positively to clustering of related activities within the wider East Midlands Freeport area. Therefore, a <b>high</b> composite multiplier capturing indirect and induced effects has been assumed at the regional level (1.5).</p>	Large	Major / Moderate Beneficial (Significant)	Yes	N/A

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Receptor(s) affected	Receptor Sensitivity	Description of Impact	Magnitude of Impact	Scale of Effect and Significance	Additional Mitigation proposed?	Further information																																
		<p><b>Table 7.6.2.3</b> below sets out the additionality assessment in respect of net operational employment supported by the completed development, estimated at between <b>1,658 – 1,938 No.</b> net additional operational jobs at the regional (East Midlands) level.</p> <p><b>Table 7.6.2.3</b>  <b>Additionality Assessment – Net Annual Completed Development Employment over Operation Duration (Regional Level)</b></p> <table border="1"> <thead> <tr> <th rowspan="2">Additionality Steps</th> <th colspan="2">Additionality Application</th> </tr> <tr> <th>Minimum Employment Scenario</th> <th>Maximum Employment Scenario</th> </tr> </thead> <tbody> <tr> <td>Gross direct operational employment</td> <td>1,643</td> <td>1,919</td> </tr> <tr> <td>Deadweight (employment associated with existing agricultural land)</td> <td>5</td> <td>5</td> </tr> <tr> <td>Gross direct operational employment minus deadweight</td> <td>1,638</td> <td>1,914</td> </tr> <tr> <td>Estimated leakage</td> <td>164</td> <td>191</td> </tr> <tr> <td>Gross direct employment to target area (Region)</td> <td>1,474</td> <td>1,723</td> </tr> <tr> <td>Less displacement</td> <td>368</td> <td>431</td> </tr> <tr> <td>Net direct operational employment to target area</td> <td>1,105</td> <td>1,292</td> </tr> <tr> <td>Plus multiplier effects</td> <td>553</td> <td>646</td> </tr> <tr> <td>Net operational employment to target area</td> <td><b>1,658</b></td> <td><b>1,938</b></td> </tr> </tbody> </table>	Additionality Steps	Additionality Application		Minimum Employment Scenario	Maximum Employment Scenario	Gross direct operational employment	1,643	1,919	Deadweight (employment associated with existing agricultural land)	5	5	Gross direct operational employment minus deadweight	1,638	1,914	Estimated leakage	164	191	Gross direct employment to target area (Region)	1,474	1,723	Less displacement	368	431	Net direct operational employment to target area	1,105	1,292	Plus multiplier effects	553	646	Net operational employment to target area	<b>1,658</b>	<b>1,938</b>				
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		<p>Therefore, it is considered that the proposed development will result in a Large magnitude of impact and a Major/Moderate Beneficial effect for employment during the completed development stage at the regional level.</p>																																				
<b>Regional Economic Activity</b>	Medium	<p><b>Generation of Permanent Gross Value Added</b></p> <p>Gross Value Added ('GVA') is an indicator of wealth creation, measuring the contribution to the economy of economic activity associated with the operation of the completed development.</p> <p>This assessment is based on the estimated gross direct employment associated with the minimum land use quantum scenario, which totals 1,658No. FTE. In the absence of GVA per filled job data for the manufacturing / transport and storage sectors in East Midlands, the East Midlands GVA per filled job of £58,906 (2023 value of £56,256 based on 2023 data, adjusted to 2025 values using GDP deflators) has been used to derive the estimated annual GVA contribution arising from the gross direct employment opportunities. The annual gross contribution to GVA from operational employment is estimated at approximately £106m per annum.</p> <p>Therefore, it is considered that the proposed development would result in a large magnitude of impact and a Major / Moderate Beneficial effect for employment during the operational stage at a regional level.</p>	Large	Major / Moderate Beneficial (Significant)	No	N/A																																

## 7.7. Additional Mitigation & Enhancement Measures

# 7 Socio-Economics

Table 7.7.1 identifies the additional mitigation and enhancement measures that have been proposed in order to address the effects identified in Section 7.6, as well as the effectiveness of those measures, and how they would be secured. Possible enhancement measures have also been identified where relevant.

**Table 7.7.1  
Proposed Mitigation & Enhancement Measures**

Stage	Receptor(s) affected	Possible effect being mitigated	Mitigation / enhancement measure	How secured / trigger	Further information
Construction	Local and Regional Labour Force	Enhancement of construction phase employment effect.	Generation of construction employment – in addition to the benefit of direct employment of up to 50No. employees (net) from the local and 153No. employees at the regional level during the two-year construction programme, there would be those who would benefit from skills training, residential employment opportunities and secondary effects.  The contractor would be required to work with local education and training centres, and industry bodies, to provide apprenticeships and training opportunities, particularly for those in the NEET category (not in employment, education, or training). Given the duration of the construction phase, the proposed development offers opportunity for training.	Planning condition / Section 106 Agreement	N/A
Construction	Local and Regional Economic Activity	Enhancement of Gross Value Added.	None required.	N/A	N/A
Construction	Existing Agricultural Land	Total loss of existing agricultural land.	None required.	N/A	N/A
Construction	Existing Agricultural Business	Total loss of existing agricultural business.	None required.	N/A	N/A
Completed Development	Local and Regional Labour Force	Enhancement of completed development phase employment effect.	None required.	N/A	N/A
Completed Development	Local and Regional Economic Activity	Enhancement of Gross Value Added.	None required.	N/A	N/A

## 7.8. Residual Effects

Table 7.8.1 provides a tabulated summary of the outcomes of the socio-economics assessment of the proposed development.

**Table 7.8.1  
Residual Effects**

Stage	Receptor (Sensitivity)	Description of Residual Effect and Any Additional Mitigation	Magnitude Post-Mitigation	Scale of Effect and Significance	ADV / BEN	ST / MT / LT	D / IND	P / T	R / IRR
Key: ADV/BEN= Adverse/Beneficial; ST/MT/LT = Short-term/Medium-term/Long-term; D/IND = Direct/Indirect; P/T = Permanent/Temporary; R/IRR = Reversible/Irreversible									
Construction	Local Labour Force (Medium)	Generation of Construction Employment – Employment Skills Training Plan	Low	Minor – Moderate (Not Significant)	BEN	ST	D & IND	T	IRR
Construction	Local Economic Activity (Medium)	N/A	Medium	Moderate (Significant)	BEN	ST	D	T	IRR
Construction	Regional Labour Force (Medium)	Generation of Construction Employment – Employment Skills Training Plan	Medium	Moderate (Significant)	BEN	ST	D & IND	T	IRR
Construction	Regional Economic Activity (Medium)	Generation of Gross GVA	Medium	Moderate (Significant)	BEN	ST	D	T	IRR

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Stage	Receptor (Sensitivity)	Description of Residual Effect and Any Additional Mitigation	Magnitude Post-Mitigation	Scale of Effect and Significance	ADV / BEN	ST / MT / LT	D / IND	P / T	R / IRR
Key: ADV/BEN= Adverse/Beneficial; ST/MT/LT = Short-term/Medium-term/Long-term; D/IND = Direct/Indirect; P/T = Permanent/Temporary; R/IRR = Reversible/Irreversible									
Construction	Existing Agricultural Land (Low)	Loss of Existing Agricultural Land	Low	Minor (Not Significant)	ADV	LT	D	P	IRR
Construction	Existing Agricultural Business (High)	Loss of Existing Agricultural Business	Low	Minor – Moderate (Not Significant)	ADV	LT	D	P	IRR
Completed Development	Local Labour Force (Medium)	Generation of Operational Employment	Medium	Moderate (Significant)	BEN	LT	D & IND	P	IRR
Completed Development	Local Economic Activity (Medium)	Generation of Gross GVA	Large	Major – Moderate (Significant)	BEN	LT	D	P	IRR
Completed Development	Regional Labour Force (Medium)	Generation of Operational Employment	Large	Major – Moderate (Significant)	BEN	LT	D & IND	P	IRR
Completed Development	Regional Economic Activity (Medium)	Generation of Gross GVA	Large	Major – Moderate (Significant)	BEN	LT	D	P	IRR

## 7.9. Socio-Economics: Inter-Development Cumulative Effects

The assessment of inter-project cumulative effects has been undertaken, as follows:

- An assessment of the effects of the proposed development and other cumulative schemes as identified in ES Chapter 2: EIA Methodology which were agreed with NWLDC through the EIA Scoping process and subsequently updated to reflect updates to cumulative schemes.

### 7.9.1. Cumulative Schemes

The assessment of the inter-development cumulative effects for those schemes agreed with NWLDC through the EIA Scoping process broadly takes place over two stages, the first of which is screening. The screening exercise undertaken for the cumulative schemes identified in Chapter 2: EIA Methodology of this volume of the ES, is included in Table 7.9.1. Those identified to have the potential to result in cumulative effects with the proposed development have been assessed in Table 7.9.2.

#### Screening of Cumulative Schemes

The schemes identified in Table 7.9.1 and as set out in ES Chapter 2: EIA Methodology have been reviewed to determine the potential for them to result in cumulative effects with the proposed development.

**Table 7.9.1**  
**Socio-Economics Inter-development Cumulative Effects Assessment: Cumulative Scheme Screening**

Cumulative scheme	Scheme Description	Potential for cumulative effects?	Considered within assessment?
22/01116/FULM Land Between A453 and M1 J23A Ashby Road Kegworth	Erection of 4no. E(g)/B2/B8 units including access, parking, service yard, landscaping and associated works. The proposed three buildings will provide around 3,927sqm of Class E(g) (office, research and development and industrial), B2 (general industrial) and B8 (storage and distribution) space, with associated infrastructure works, car and bicycle parking and hard and soft landscaping.	No – according to the application document, the scheme would support 40No. gross permanent operational FTE during its completed development phase. The proposed development is still pending determination at time of writing, and it is therefore assumed that there may be some overlap in the construction stage of this scheme and the proposed development. The scale and type of development is assumed to not generate substantial amounts of construction and completed development phase employment and therefore it is not considered that there would be potential for cumulative effects with the proposed development.	No

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Cumulative scheme	Scheme Description	Potential for cumulative effects?	Considered within assessment?
23/01712/FULM Donington Park Service Area Junction 23A Ashby Road Castle Donington Derby DE74 2TN	The construction of a ground-mounted solar farm with a generation capacity of 9MW.	No – the scale and type of development is assumed to not generate substantial amounts of demolition / construction and completed development phase employment and therefore it is not considered that there would be potential for cumulative effects with the proposed development.	No
18/02227/FULM as amended by 22/01939/VCUM EM Point Finger Farm Site J23A M1 Castle Donington	Erection of 3No. office buildings (Class B1(a) and (b)).	Yes – according to the application documentation, the scheme comprises 6,523 sqm of gross new internal floorspace and would support 450No. gross permanent operational FTE during its completed development phase. No information is provided in respect of the estimated construction employment. Given that the proposed office typology differs from the proposed industrial and logistics typology, it is assumed that there would not be potential for cumulative effects during the construction phase. However, it is considered there would be potential for cumulative effects during the completed development phase.	Yes (completed development phase only)
23/00680/FUL International Passenger Terminal Beverley Road East Midlands Airport Castle Donington Derby	Proposed extension to passenger terminal security hall and associated alterations.	No – the scheme proposes a gross new internal floorspace of 385 sqm. Information on job creation is not provided. The scale and type of development is assumed to not generate substantial amounts of construction and completed development phase employment and therefore it is not considered that there would be potential for cumulative effects with the proposed development.	No
14/00541/FULM, 19/00878/REMM, 19/01757/FULM Site Adjacent Computer Centre and Junction 24 Derby Road Kegworth DE74 2DF	Development of up to 150 dwellings.	Yes – the scheme would increase local labour supply by accommodating additional residents of working age during the completed development phase. It is understood that construction has not yet commenced. The residential typology of construction would not necessarily involve the same pool of labour associated with the delivery of the industrial and logistics typology comprising the proposed development.	Yes
12/00323/OUTM, 16/00394/REMM Land adjoining 90 Ashby Road, Kegworth	Development of up to 110 dwellings.	Yes – the scheme would increase local labour supply by accommodating additional residents of working age during the completed development phase. The residential typology of construction would not necessarily involve the same pool of labour associated with the delivery of the industrial and logistics typology comprising the proposed development.	Yes
21/00869/FULM Plot 3, East Midlands Distribution Centre, Castle Donington, DE74 2HL	Construction of 2no. Class B8 units with ancillary office accommodation.	Yes – according to the application document, the scheme comprises 2,566 sqm of gross new internal B1 (a) floorspace and 41,005 sqm of gross new internal B8 floorspace. Information on job creation is not provided. Based on the HCA Employment Densities Guide for B1 office (13sqm per FTE) and B8 regional distribution centre (77sqm per FTE), the estimated gross permanent operational FTE opportunities supported during the completed development phase would be circa. 726No.	Yes (construction and completed development phase)
22/00054/FULM Plot 4, East Midlands Distribution Centre, Castle Donington, DE74 2HL	Construction of a B8 storage and distribution facility with ancillary office accommodation.	Yes – according to the application documentation, the scheme comprises 1,646 sqm of gross new internal B1 (a) floorspace and 30,196 sqm of gross new internal B8 floorspace. Information on job creation is not provided. Based on the HCA Employment Densities Guide for former B1 office (13sqm per FTE) and B8 regional distribution centre (77sqm per FTE), the estimated gross permanent operational FTE opportunities supported during the completed development phase would be circa. 411No.	Yes (construction and completed development phase)
P/07/2740/2 Land at Holywell Park Ashby Road Loughborough Leicestershire	Erection of a science and enterprise park.	Yes – according to the application documentation, the scheme comprises 43,000 sqm of gross new internal floorspace and would support 2,000No. gross FTE permanent operational FTE opportunities during the completed development phase. The site is already under construction, and it is therefore assumed that there would be no cumulative construction stage effects arising.	Yes (completed development phase only)
P/13/1833/2 Land at West of Loughborough, Leicestershire Known as Garendon Park	Outline planning permission for residential development of up to 3,200 dwellings, up to 16ha of employment land of B1/B2/B8, a mixed-use Community Hub of up to 4ha comprising a local convenience unit (2,000sqm), up to 1,000sqm of other A1 / A2/ A3 / B1 / D1 uses, sites for	Yes – according to the application documentation, the scheme would support up to 1,360No. gross operational FTE opportunities during the completed development phase. The site is already under construction, and it is therefore assumed that there would be no cumulative construction stage effects arising.	Yes (completed development phase only)

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Cumulative scheme	Scheme Description	Potential for cumulative effects?	Considered within assessment?
	gypsy, travellers and travelling showpeople, 2 primary schools.		
15/00015/FULM, 17/00366/VCM Land at Sawley Crossroads, Sawley, SE72 2HP	Construction of regional distribution centre and associated development approved under planning permission ref: 15/00015/FULM without complying with Condition 5 so as to allow for an amended building design and siting, amended external storage areas, car park and drainage.	Yes – the scheme comprises 60,000 sqm of gross new internal floorspace. According to the application documentation, it would support 325No. temporary construction FTE opportunities over a 18-month construction period, 400No. gross permanent FTE opportunities during the completed development phase. It is understood that the site is fully constructed and it is therefore assumed that there would be no cumulative construction stage effects arising.	Yes (completed development phase only)
Sawley Interchange Tamworth Road Sawley Nottingham Planning Reference: 24/01200/FULM 24/00582/EIA	Development of the site to provide unit for employment purposes within use classes B2 / B8 with ancillary offices, car parking, landscaping, service yard areas, ancillary structures and associated works including changes to ground levels and formation of new attenuation basin.	Yes – the scheme comprises 59,910 sqm of gross new internal Class B2/B8 floorspace. According to the application documentation, it would support 780No. gross permanent FTE opportunities during the completed development phase. No information is provided in respect of temporary construction phase.	Yes
18/01115/FUL as amended by 19/01823/NMA Site of Former Sawley Crossroads Service Station	Erection of 5No. industrial units (Class B1c) and associated car parking.	No – the scheme comprises 448.4 sqm of gross new internal B1 (c) floorspace. According to the application documentation, it would support 20No. gross FTE and 10No. part-time FTE opportunities during the completed development phase. The scale and type of development is assumed to not generate substantial amounts of construction and completed development phase employment and therefore it is not considered that there would be potential for cumulative effects with the proposed development.	No
09/01226/OUTM; 16/00465/VCUM Land North and South of Park Lane, Castle Donington	Residential development of up to 985 dwellings, 6.07ha of employment uses (B1: 7,613sqm, B2/B8: 24,546sqm), new primary school, a public house (Use Class A4).	Yes – the residential component of the scheme would increase local labour supply by accommodating additional residents of working age. The site is already under construction and it is therefore assumed that there would be no cumulative construction stage effects arising. According to the application documentation, the employment-led component of the scheme would support 1,055No. gross permanent FTE opportunities once completed.	Yes (completed development phase only)
20/00316/FULM Land at Netherfields Lane, Sawley 22/00954/REMM 24/00575/VCIM	Demolition of existing structures and the erection of a new building to accommodate up to 78,967sqm of storage and distribution (B8) and ancillary office (B1) floorspace.	Yes – according to the application document, during its demolition / construction phase, the scheme would support 1,955No. gross temporary construction FTE opportunities and support 1,109No. permanent FTE opportunities. It is assumed that the proposed development has not yet commenced construction and it is therefore assumed that there may be some overlap in the construction stage of this scheme and the proposed development.	Yes (construction phase and completed development phase)
Land South of Donington Park and East Midlands Airport, Isley Woodhouse 23/01697/EAS 25/00865/OUTM	Outline application with all matters except part access reserved for a new settlement of up to 4,250 new houses, including employment space with ancillary offices, a local centre and two neighbourhood centres, a new secondary school and two new primary schools, residential institutions, hotels, demolition of existing structures, with associated infrastructure, including strategic highway improvements, drainage, ground modelling, landscaping, open space, sports facilities with changing and parking facilities, and access (including the realignment of the A453).	Yes – the scheme comprises up to 4,250 new homes and up to 23,000sqm employment floorspace. According to the application documentation, during its demolition / construction phase, the scheme would support around 548No. gross temporary construction FTE opportunities and support 1,504No. permanent FTE opportunities. It is assumed that there may be some overlap in the construction stage of this scheme and the proposed development. The scheme would increase local labour supply by accommodating additional residents of working age during the completed development phase. The largely residential typology of construction would not necessarily involve the same pool of labour associated with the delivery of the industrial and logistics typology comprising the proposed development.	Yes (construction phase and completed development phase)
East Midlands Gateway Development Ashby Road Castle Donington	Erection of natural gas refuelling station together with ancillary buildings within associated access, service and yard areas and landscaping within Zone B of the East Midlands Gateway Development	No – according to the application documentation, the proposed development will not directly support any employment during its operation. The type and scale of development is assumed to not generate substantial amounts of construction and completed development phase employment and therefore it is not considered that there would be potential for cumulative effects with the proposed development.	No

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Cumulative scheme	Scheme Description	Potential for cumulative effects?	Considered within assessment?
Planning Reference: 19/01404/FULM			
Plot 12 East Midlands Gateway Development Ashby Road Castle Donington Planning Reference: 20/00718/FULM	Construction of B8 warehouse together with ancillary buildings and associated access, parking, service and yard areas and landscaping	No – this is understood to be fully constructed and operational and it is therefore assumed that there would be no cumulative construction or completed development phase effects arising.	No
Zone C East Midlands Gateway Development Castle Donington Planning Reference: 19/00779/FULM as amended by 23/00128/VCUM	Erection of Rail Terminal Building (Use Class B1) with associated access, parking, service and yard areas and landscaping, within Zone C of the East Midlands Gateway development	No – this is understood to be fully constructed and operational and it is therefore assumed that there would be no cumulative construction or completed development phase effects arising.	No
Zone C East Midlands Gateway Development Castle Donington Planning Reference: 18/01527/FULM	Container storage area with containers stored up to 15 metres high (5 containers) together with rail terminal lighting columns at 25 metres high	No – this is understood to be fully constructed and operational and it is therefore assumed that there would be no cumulative construction or completed development phase effects arising.	No
Zone C East Midlands Gateway Development Castle Donington Planning Reference: 22/00867/FULM	Container storage area with containers stored at up to 15 metres high (5 containers) together with rail terminal lighting columns at up to 25 metres high.	No – this is understood to be fully constructed and operational and it is therefore assumed that there would be no cumulative construction or completed development phase effects arising.	No
Ratcliffe-on-Soar EMF Tax Site (including Planning Reference: 22/01339/LDO)	A 273-hectare industrial and manufacturing redevelopment opportunity. This could include sustainable onsite energy generation and a centre for innovation, bringing together industry and academia to help identify and develop the technologies, solutions and skills needed to help meet the UK's Net Zero commitment.	Yes, according to the application documentation, during its demolition / construction phase, the scheme would support 1,123No. gross temporary construction FTE opportunities and support 10,567No. permanent net FTE opportunities within the East Midlands region. It is assumed that the proposed development has not yet commenced construction and it is therefore assumed that there may be some overlap in the construction stage of this scheme and the proposed development. There is potential for significant beneficial cumulative construction and completed development phase effects.	Yes (construction phase and completed development phase)
Ratcliffe-on-Soar Power Station, Nottingham, Ratcliffe-on-Soar, NG11 0EE Planning Reference: 8/20/01826/CTY	Proposed Development of the East Midlands Energy Re-Generation (EMERGE) Centre (a multifuel Energy Recovery Facility, recovering energy from waste material) and associated infrastructure. Nottingham County Council Reference ES/4154	Yes – according to the application documentation, during its demolition / construction phase, the scheme would support c.300No. gross temporary construction FTE opportunities and there is potential for overlap during the construction phase. In terms of operational employment, it would support 45no. gross FTE jobs which is not considered to be substantial and therefore significant beneficial cumulative completed development phase effects are not considered to arise.	Yes (construction phase only)
East Midlands Intermodal Park (EMIP) Tax Site	Located adjacent to the nationally significant Toyota manufacturing plant, the site has the potential to become one of the next generation of rail connected business parks. The proposed investment would also enable a significant modal shift, from road to rail freight, reducing carbon emissions for businesses within the region.	Yes – however, there is no publicly available information regarding construction timescales or quantum of manufacturing and logistics floorspace proposed, other than the site comprise 173 hectares.	No – due to lack of publicly available information regarding construction times or quantum of manufacturing and

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Cumulative scheme	Scheme Description	Potential for cumulative effects?	Considered within assessment?
	No applications have currently been submitted in relation to this site: East Midlands Intermodal Park   National Infrastructure Planning ( <a href="http://planninginspectorate.gov.uk">planninginspectorate.gov.uk</a> )		logistics floorspace proposed, it is not feasible to assess
Land At Cargo East North Of Beverley Road East Midlands Airport Castle Donington Derby DE74 2SA Planning Reference: 17/01515/FULM	Erection of airport gateway logistics centre including parcel sortation and delivery building (Use Class B8) and associated complexes (including security entrance / exit, welfare, plant and control room building, welfare and office building, maintenance and office building, sprinkler tanks and pump house and disposal room); erection of standalone 2-storey office building (Use Class B1(a)); and provision of other supporting facilities including an entrance guard hut, an external vehicle staging area and employee car park.	No – this is understood to be fully constructed and operational and it is therefore assumed that there would be no cumulative construction or completed development phase effects arising.	No
DHL Cargo Terminal Ashby Road Castle Donington Derby Derby DE74 2SA Planning Reference: 15/00319/FULM	Part demolition of building and structures and redevelopment to provide an extension to the existing warehouse and distribution hub (B8), together with office floorspace (B1a), HGV and van parking, employee and customer car and cycle parking, alterations to the site access, creation of an underpass between the surface car park and the main building entrance for pedestrians, site wide landscaping, drainage and lighting together with ancillary works including plant room and solar panels.	No – this is understood to be fully constructed and operational and it is therefore assumed that there would be no cumulative construction or completed development phase effects arising.	No
East Midlands Airport Beverley Road Castle Donington Derby DE74 2SA Planning Reference: 00/00867/FUL	Extension to runway comprising 30 metres of additional runway to the east and 160 metres of additional runway to the west and associated works	No – this is understood to be fully constructed and operational and it is therefore assumed that there would be no cumulative construction or completed development phase effects arising.	No
M1 Junctions 23a-25 Planning Reference: N/A (Permitted Development)	Smart Motorways Programme	No – this is understood to be fully constructed and operational and it is therefore assumed that there would be no cumulative construction or completed development phase effects arising.	No

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## 7.9.2. Inter-Development Cumulative Effects Assessment

**Table 7.9.2**

**Socio-Economics: Inter-development Cumulative Effects Assessment**

Stage	Receptor	Potential Cumulative effect	Additional Mitigation (if Required)	Cumulative Residual Effect					
				Scale of Effect and Significance	ADV/BEN	ST/MT/LT	D/IND	P/T	R/IRR
Key: ADV/BEN= Adverse/Beneficial; ST/MT/LT = Short-term/Medium-term/Long-term; D/IND = Direct/Indirect; P/T = Permanent/Temporary; R/IRR = Reversible/Irreversible									
Construction Stage	Local Labour Force (Medium)	<p>The relevant cumulative schemes would involve the construction of circa. 1.189m sqm of employment floorspace or 8,695 homes. Excluding schemes which are not considered to have potential for cumulative effects during the construction stage, circa. 1. 189m sqm of employment floorspace is assumed to generate temporary construction employment at the local level which may overlap with the construction programme of the proposed development.</p> <p>This may result in increased displacement and leakage of construction phase employment creation associated with the proposed development and the other developments, given the large scale of development proposed and relatively tight local labour market and employer competition for employees. However, it is considered that the assessment has taken a conservative approach in already assuming a high level of leakage at the local level, and the nature of large-scale industrial and logistics projects is that they involve regional or even national supply chains and employment.</p>	None Required	Moderate (Significant)	BEN	ST	D & IND	T	IRR
Construction Stage	Local Economic Activity (Medium)	<p>The relevant cumulative schemes would involve the generation of additional gross GVA during their temporary construction stage. This would contribute to an enhanced beneficial cumulative effect with the GVA impacts of the proposed development.</p>	None Required	Moderate (Significant)	BEN	ST	D	T	IRR
Construction Stage	Regional Labour Force (Medium)	<p>The relevant cumulative schemes would involve the construction of circa. 1.189m sqm of employment floorspace or 8,695 homes. Excluding schemes which are not considered to have potential for cumulative effects during the construction stage, circa. 1.189m sqm of employment floorspace is assumed to generate temporary construction employment at the local level which may overlap with the construction programme of the proposed development.</p> <p>This may result in increased displacement and leakage of construction phase employment creation associated with the proposed development and the other developments, given the large scale of development proposed and relatively tight local labour market and employer competition for employees. However, it is considered that the assessment has taken a conservative approach in already assuming a medium level of leakage at the regional level, and the nature of large-scale industrial and logistics projects is that they involve regional or even national supply chains and employment.</p>	None Required	Moderate (significant)	BEN	ST	D & IND	T	IRR

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Stage	Receptor	Potential Cumulative effect	Additional Mitigation (if Required)	Cumulative Residual Effect					
				Scale of Effect and Significance	ADV/BEN	ST/MT/LT	D/IND	P/T	R/IRR
Key: ADV/BEN= Adverse/Beneficial; ST/MT/LT = Short-term/Medium-term/Long-term; D/IND = Direct/Indirect; P/T = Permanent/Temporary; R/IRR = Reversible/Irreversible									
Construction Stage	Regional Economic Activity (Medium)	The relevant cumulative schemes would involve the generation of additional gross GVA during their temporary construction stage. This would contribute to an enhanced beneficial cumulative effect with the GVA impacts of the proposed development.	None Required	Moderate (Significant)	BEN	ST	D	T	IRR
Construction Stage	Existing Agricultural Land (Low)	The relevant cumulative schemes would involve the permanent loss of additional agricultural land and would therefore contribute to an enhanced adverse cumulative effect with the impacts of the proposed development.	None Required	Minor	ADV	LT	D	T	IRR
Construction Stage	Existing Agricultural Business (High)	The relevant cumulative schemes would also result in the loss of the existing agricultural business and therefore not give rise to any cumulative effect with the impacts of the proposed development.	None Required	Minor – Moderate (Not Significant)	ADV	LT	D	T	IRR
Completed Development Stage	Local Labour Force (Medium)	<p>The relevant cumulative schemes would involve the construction of circa. 1.189m sqm of employment floorspace or 8,695 homes.</p> <p>The new homes would increase local labour supply by accommodating additional residents of working age during the completed development phase.</p> <p>The new employment-generating schemes would support up to 20,407No. gross permanent operational FTE opportunities. This may result in increased displacement and leakage of completed phase employment creation associated with the proposed development and the other developments, given the large scale of development proposed and relatively tight local labour market and employer competition for employees. However, it is considered that the assessment has taken a conservative approach in already assuming a high level of leakage at the local level.</p>	None Required	Major (significant)	BEN	LT	D & IND	P	IRR
Completed Development Stage	Local Economic Activity (Medium)	The relevant cumulative schemes would involve the generation of additional gross GVA during their completed development stage. This would contribute to an enhanced beneficial cumulative effect with the GVA impacts of the proposed development.	None Required	Major (Significant)	BEN	ST	D	T	IRR
Completed Development Stage	Regional Labour Force and Economic Activity (Medium)	<p>The relevant cumulative schemes would involve the construction of circa. 1.189m sqm of employment floorspace or 8,695 homes.</p> <p>The new homes would increase regional labour supply by accommodating additional residents of working age during the completed development phase.</p> <p>The new employment-generating schemes would support up to 20,407No. gross permanent operational FTE opportunities. This may</p>	None Required	Major (Significant)	BEN	LT	D & IND	P	IRR

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Stage	Receptor	Potential Cumulative effect	Additional Mitigation (if Required)	Cumulative Residual Effect						
				Scale of Effect and Significance	ADV/BEN	ST/MT/LT	D/IND	P/T	R/IRR	
Key: ADV/BEN= Adverse/Beneficial; ST/MT/LT = Short-term/Medium-term/Long-term; D/IND = Direct/Indirect; P/T = Permanent/Temporary; R/IRR = Reversible/Irreversible										
		result in increased displacement and leakage of completed phase employment creation associated with the proposed development and the other developments, given the large scale of development proposed and relatively tight local labour market and employer competition for employees. However, it is considered that the assessment has taken a conservative approach in already assuming a high level of leakage at the local level.								
Completed Development Stage	Local Economic Activity (Medium)	The relevant cumulative schemes would involve the generation of additional gross GVA during their completed development stage. This would contribute to an enhanced beneficial cumulative effect with the GVA impacts of the proposed development.	None Required	Major (Significant)	BEN	ST	D	T	IRR	

## 7.10. In-Combination Climate Change Effects

As stated earlier in the Chapter, the assessment of In-Combination Climate Change Effects is not applicable to Socio-Economics.

## 7.11. Works Cited

- Homes and Communities Agency (‘HCA’) Additionality Guide (Fourth Edition, 2014)
- HCA Employment Densities Guide (Third Edition, 2015)
- Prologis (2023) Critical Infrastructure: Driving Employment Growth within the UK’s Logistics Sector;
- National Planning Policy Framework (‘NPPF’) published December 2024;
- National Planning Practice Guidance (‘NPPG’)
- North West Leicestershire Local Plan (2021)
- Warehousing and Logistics in Leicester and Leicestershire: Managing Growth and Change (April 2021);
- North West Leicestershire Economic Growth Plan 2022 – 2025
- DBT (2025) Invest 2035: the UK’s Modern Industrial Strategy (published 23 June 2025).

## 7.12. Changes to Original ES Chapter

**Table 7.12.1 Changes to Original ES Chapter**

Section Number / Table Number / Figure Number in Original Chapter	Changes to Original ES Chapter	Reason
7.2.1	Reference to National Planning Policy Framework.	To update reference to latest National Planning Policy Framework dated December 2024.

Section Number / Table Number / Figure Number in Original Chapter	Changes to Original ES Chapter	Reason
7.2.4	Additional text to reflect Chancellor of Exchequer’s announcement regarding national importance of proposed development.	To reflect more detailed consideration as to why national scale impacts have been discounted as a specific scale for assessment and are considered to be best reflected by assessment at the local and national levels.

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Section Number / Table Number / Figure Number in Original Chapter	Changes to Original ES Chapter	Reason
Table 7.2.1	Amendments to minimum and maximum employment scenarios in terms of floorspace and employment density benchmarks.	To reflect revised minimum illustrative masterplan scenario and employee density assumptions for the Proposed Development in respect of Class B8 Storage and Distribution floorspace and to reflect revised minimum scenario floorspace.
Section 7.2.5	Deleted reference to Scenario 3: Existing Baseline + Proposed Development + SEGRO South Scheme and reference to SEGRO South Scheme in Scenario 4.	This ES Update does not include an assessment scenario of the proposed development and land to the south of Hyam's Lane.
Section 7.27	Deleted reference to the SEGRO South Scheme.	It is considered that the SEGRO Scheme is being presented as an alternative to the application proposals comprised in the proposed development. Therefore, there is no cumulative or in combination scenario to assess. As such the SEGRO Scheme is not considered any further in this ES Update.
Table 7.3.1	References to GVA per filled job 2021 in NWLDC, East Midlands region and UK average.	To reflect the latest 2023 GVA per filled job, superseding the 2021 values and to reflect the revised comparison between 2023 GVA per filled job values.
Section 7.5	Additional consideration of embedded mitigation / enhancement measures.	To reflect the provision of embedded enhancement relevant to Socio-Economics in the form of a Training Hub and Transport Hub.
Tables 7.6.1.1 and 7.6.1.2	Amendments to assessed temporary construction employment, GVA, estimated construction costs, GVA per filled job at the local and regional levels.	To reflect revised calculations based on revised construction cost and updated baseline information.
Table 7.6.2.1	Reference to Regional Distribution Centre employment density of 77sqm and previous minimum and maximum FTE supported estimates.	To replace with revised methodology for estimated Class B8 employment density using the Prologis 2023 Report density of 97sqm per FTE.
Table 7.6.2.2	Previous minimum and maximum FTE supported estimates.	As above.
Table 7.6.2.3.	Previous minimum and maximum FTE supported estimates.	As above.
Section 7.9.1 and (previous)Table 7.9.1	Removal of cumulative assessment of the SEGRO South Scheme.	This ES Update does not include an assessment scenario of the proposed development and land to the south of Hyam's Lane.

Section Number / Table Number / Figure Number in Original Chapter	Changes to Original ES Chapter	Reason
Section 7.9.2	Removal of reference to the SEGRO South Scheme.	This ES Update does not include an assessment scenario of the proposed development and land to the south of Hyam's Lane.
Table 7.9.1	Omission of 23/00129/FULM Molehill Farm Road, Ashby Road, Kegworth and addition of 24/01200/FULM / 24/00582/EIA, 24/01200/FULM / 24/00582/EIA, 22/00954/REMM / 24/00575/VCIM, 23/01697/EAS / 25/00865/OUTM, 19/1404/FULM, 20/00718/FULM, 19/00779/FULM / 23/00128/VCUM, 18/1527/FULM, Ratcliff-on-Soar EMF Tax Site, B/20/01826/CTY, East Midlands Intermodal Park Tax Site, 17/01515/FULM, 15/00319/FULM, 00/00867/FUL, M1 Junctions 23a-25.	To reflect updates to list of cumulative schemes since original ES.
Table 7.9.2	Previous estimates of cumulative scheme construction phase jobs supported, operational phase jobs supported, no. of homes to be delivered and quantum of employment floorspace.	To reflect removal of SEGRO South Scheme from cumulative assessment and assessment of additional cumulative schemes.
7.11	Reference to National Planning Policy Framework, DBT (2025) Modern Industrial Strategy, Prologis (2023) Critical Infrastructure: Driving Employment Growth within the UK's Logistics Sector	To reflect updated NPPF (December 2024) and additional documents referred to.