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16. Socio-economics

16.1. Introduction

- 16.1.1. This chapter of the Environmental Statement (ES) addresses the potential effects of the construction, operation (including maintenance) and decommissioning of the Proposed Development on employment, local businesses and the local population. The assessment considers:
- the present-day and future baseline socio-economic conditions during construction and at opening of the Proposed Development;
 - the potential effects of the Proposed Development during operation on employment, local businesses and the local population, informed by **Chapters 8-20 (ES Volume I (Application Document Ref. 6.2))** and where appropriate, their supporting Appendices (**ES Volume II (Application Document Ref. 6.3))**; and
 - the potential effects of the eventual decommissioning of the Proposed Development.
- 16.1.2. This chapter is supported by **ES Volume I Chapter 17: Population and Human Health (Application Document Ref. 6.2)**.
- 16.1.3. The cumulative effects associated with the Proposed Development and other committed developments in the vicinity on socio-economics are described in **ES Volume I Chapter 21: Cumulative and Combined Effects (Application Document Ref. 6.2)**.

16.2. Legislation, Planning Policy and Guidance

National Energy Policy

National Policy Statements for energy infrastructure (2023)

- 16.2.1. The National Policy Statement (NPS) for energy infrastructure set out the Government's policy for delivery of major energy infrastructure.
- 16.2.2. The National Policy Statement for Energy (NPS EN-1) (Department of Energy & Climate Change, (DECC) Draft 2025) identifies that "*information on the likely significant environmental, social and economic effects of the development*" should be set out alongside "*how any likely significant negative effects would be avoided, reduced mitigated or compensated for, following the mitigation hierarchy*". Impacts should be assessed at local or regional levels and cumulative effects should also be considered.

16.2.3. Table 16.1 provides a summary of relevant NPS advice regarding the socio-economics and presents an assessment of where matters are assessed within this chapter.

Table 16.1: Summary of relevant NPS advice regarding socio-economics

Summary of NPS	Consideration within the Chapter
NPS EN-1	
Paragraph 4.1.5 requires the Planning Inspectorate (PINS) to take into account of the proposed developments' <i>'potential benefits including its contribution to meeting the need for energy infrastructure, job creation, reduction of geographical disparities, environmental enhancements, and any long-term or wider benefits.</i>	Addressed in Section 16.7
Paragraph 5.13.2 states <i>'Where the project is likely to have socio-economic impacts at local or regional levels, the applicant should undertake and include in their application an assessment of these impacts as part of the ES'.</i>	Addressed in Section 16.7
Paragraph 5.13.4 states: <i>"The applicant's assessment should consider all relevant socio-economic impacts, which may include:</i> <ul style="list-style-type: none"> <i>• The creation of jobs and training opportunities. Applicants may wish to provide information on the sustainability of the jobs created, including where they will help to develop the skills needed for the UK's transition to Net Zero</i> 	Addressed in Section 16.7

Summary of NPS

Consideration within the Chapter

265 For infrastructure in Wales see Wales' Socio-Economic Duty (referenced in the Wales Policy Considerations).

Overarching National Policy Statement for Energy (EN-1)

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- *The contribution to the development of low-carbon industries at the local and regional level as well as nationally*
- *The provision of additional local services and improvements to local infrastructure, including the provision of educational and visitor facilities*
- *Any indirect beneficial impacts for the region hosting the infrastructure, in particular in relation to use of local support services and supply chains*
- *Effects (positive and negative) on tourism and other users of the area impacted*
- *The impact of a changing influx of workers during the different construction, operation and decommissioning phases of the energy infrastructure. This could change the local population dynamics and could alter the demand for services and facilities in the settlements nearest to the construction work (including community facilities and physical infrastructure such as energy, water, transport and waste). There could also be effects on social cohesion depending on how populations and service provision change as a result of the*

Cumulative effects are addressed in **ES Volume I Chapter 21: Cumulative and Combined Effects (Application Document Ref. 6.2)**.

Summary of NPS

Consideration within the Chapter

development

• *Cumulative effects - if development consent were to be granted for a number of*

projects within a region and these were developed in a similar timeframe, there could be some short-term negative effects, for example a potential shortage of

construction workers to meet the needs of other industries and major projects within the region

Paragraph 5.13.5 states that *‘Applicants should describe the existing socio-economic conditions in the areas surrounding the proposed development and should also refer to how the development’s socio-economic impacts correlate with local planning policies’.*

Addressed in Section 16.5

Paragraph 5.13.6 states that *‘Socio-economic impacts may be linked to other impacts, for example the visual impact of a development is considered in Section 5.9 but may also have an impact on tourism and local businesses’.*

Inter-relationships between effects (in this ES termed ‘combined effects’) are described in **ES Volume I Chapter 21: Cumulative and Combined Effects (Application Document Ref. 6.2).**

National Policy Statements for energy infrastructure (2023)

- 16.2.4. In December 2020, the UK Government released the Energy White Paper (EWP) that sets out a 10 point plan to help the UK be at the forefront of Net Zero. The EWP has a strong socio-economic component included, linking to the green industrial revolution. Relevant matters in the EWP to the Proposed Development include:
- establishing the UK as a world leader in the deployment of CCUS and clean hydrogen, supporting up to 60,000 jobs by 2030;

- decarbonising in clusters to enable economies of scale, reducing the unit cost for each tonne of carbon abated, where clusters provide high quality jobs above the UK average wage; and
- ensuring that action now can harness the UK's strengths in engineering, procurement, construction, and management services, with export opportunities from CCUS estimated at £3.6 billion by 2030.

National Planning Policy

National Planning Policy Framework (2023)

- 16.2.5. The National Planning Policy Framework (NPPF) (Ministry of Housing, Communities and Local Government, 2023) does not directly apply to Nationally Significant Infrastructure Projects (NSIP) such as the Proposed Development but may be important and relevant to decision making. The NPPF requires local authorities to set out a clear economic vision and strategy for their area which encourages sustainable economic growth. It states that planning policies should help create the conditions in which businesses can invest, expand and adapt. Paragraph 8 of the NPPF states that to achieve sustainable development and support a competitive economy, the following economic objective should be delivered: *“ensuring that sufficient land of the right types is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure.”*
- 16.2.6. Paragraph 87 of the NPPF states that planning policies should *“recognise and address the specific locational requirements of different sectors. This includes making provision for clusters or networks of knowledge and data-driven, creative or high technology industries; and for storage and distribution operations at a variety of scales and in suitably accessible locations.”*
- 16.2.7. Paragraph 1457 of the NPPF states that *“the planning system should support the transition to a low carbon future in a changing climate... and support renewable and low carbon energy and associated infrastructure.”*

The UK's Draft Integrated National Energy and Climate Plan (2019)

- 16.2.8. In 2019, the UK Government (Department for Business, Energy & Industrial Strategy, 2019) set out the dimensions of the country's 'Energy Union', establishing the direction of energy policy for the country. The five dimensions of the National Energy and Climate Plan (NECP) are:
- decarbonisation;
 - energy efficiency;
 - energy security;

- internal energy market; and
- research, innovation and competitiveness.

Regional Planning Policy

Lincolnshire Strategic Economic Plan

- 16.2.9. Low carbon power generation is addressed in the Lincolnshire Strategic Economic Plan (LSEP) (Greater Lincolnshire LEP, 2016). The focus of the energy part of the LSEP focuses on the off-shore wind power of the Humber Estuary.

Humber Local Energy Strategy

- 16.2.10. The Proposed Development falls in both the Lincolnshire LEP and Hull and East Yorkshire LEP areas. The Hull and East Yorkshire LEP (2020) places a large focus on its low carbon sector around the Humber Estuary.

Local Development Plan Policy

- 16.2.11. The Site lies entirely within the administrative area of North Lincolnshire Council (NLC). The statutory development plan for the area currently comprises the following documents:
- North Lincolnshire Local Development Framework Core Strategy (NLC, 2011a) - adopted June 2011;
 - North Lincolnshire Local Development Framework Housing and Employment Land Allocations (NLC, 2016) - adopted March 2016; and
 - Saved Policies of the North Lincolnshire Local Plan (Local Development Frameworks Government Office for Yorkshire and The Humber, 2007) - adopted May 2003, saved September 2007.

North Lincolnshire Local Development Framework

- 16.2.12. The Core Strategy which sets out the long-term vision for North Lincolnshire and provides a blueprint for managing growth and development in the area up to 2026.

Emerging Local Plan

- 16.2.13. NLC are at an advanced stage of adopting a new Local Plan to 2036. The new Local Plan was submitted to the Planning Inspectorate in November 2022, but examination hearings are yet to take place.
- 16.2.14. The emerging Local Plan recognises that North Lincolnshire is at the heart of the 'Humber Energy Estuary' and has a unique location as one of the

United Kingdom's main international trade gateways. North Lincolnshire is recognised as a leader in the following sectors: advanced engineering; chemicals and petro-chemicals; food and drink; metals; and ports, freight and logistics, renewable and tourism sectors are also growing.

- 16.2.15. The Spatial Vision states that the economy will be strong and diverse; part of an energy corridor stretching east to west, (encompassing energy production and consumption, steel and process engineering, chemicals and associated logistics) and a food belt corridor from north to south (encompasses growing, logistics, processing and research and development).

Marine and Coastal Access Act (2009)

- 16.2.16. The MCAA sets out the legislative framework for the application of Marine Plans to relevant planning decisions in the UK Marine Area. Specifically, decisions affected by marine policy documents include 'the determination of any application [...] for authorisation of the doing of any act which affects or might affect the whole or any part of the UK marine area' (Section 58, MCAA).
- 16.2.17. Although the Proposed Development does not include works within part of the UK marine area (i.e. the Tidal River Trent), the Proposed Development does include the use of an existing river berth (Railway Wharf) for waterborne transport offloading during construction and the existing Keadby Power Station water discharge outfall in the River, so the MPS is relevant. In this instance, as prescribed by the MCAA, the published Eastern Marine Plan is the appropriate marine policy document.

Other Guidance

- 16.2.18. Planning for Renewable Energy Development Supplementary Planning Document (SPD), North Lincolnshire Council (November 2011)
- 16.2.19. The SPD was created to reflect North Lincolnshire's leading role in energy creation in the UK, with the area producing around 7% of the country's electricity requirement. The SPD does not include plans for a development at the Keadby Power Station site but does reflect the need for renewable energy developments in North Lincolnshire.
- 16.2.20. The socio-economic assessment presented in this Chapter is based upon a range of relevant guidance. This includes:
- Research to Improve the Assessment of Additionality (Department for Business, Innovation and Skills (now BEIS), 2009);

- The Green Book: Central Government Guidance on Appraisal and Evaluation (HM Treasury, 2022);
- The Magenta Book: Guidance for evaluation (HM Treasury, 2020); and
- Additionality Guide (Fourth Edition) (Homes and Communities Agency, 2014).

16.3. Assessment Methodology and Significance Criteria

- 16.3.1. This assessment considers the role of the Proposed Development in the generation of direct and indirect employment opportunities at the local and regional level.

Consultation

- 16.3.2. The consultation undertaken with statutory consultees to inform this Chapter, including a summary of comments raised via the formal Scoping Opinion (**Appendix 1B (ES Volume II, Application Document Ref. 6.3)**) and in response to the formal statutory consultation and other pre-application engagement is summarised in Table 16.2.

Table 16.2: Consultation Responses

Consultee or Organisation approached	Date and nature of consultation	Summary of consultee response	How comments have been addressed in this chapter
Planning Inspectorate	June 2024 (Scoping Opinion)	The anticipated maximum number of workers at the peak of construction should be made clear, with the impact on available temporary rented accommodation demand and affordability because of this considered.	<p>The impact on the private rented sector has been included in the assessment.</p> <p>The Housing Needs Assessment has been reviewed and its findings referenced in Section 16.7 of this Chapter.</p> <p>Max workers at peak of construction is outlined in section 16.7.3.</p>
		Potential disruption on the local and strategic road networks and PRow should be considered as part of the socio-economic assessment methodology.	<p>The impact on PRow has been included in the assessment in section 16.7.4. The impact of disruption to local and strategic road networks has been assessed in ES Volume I Chapter 10: Traffic and Transport (Application Document Ref. 6.2).</p>
		Where professional judgement is used as stated in the Scoping Report, this should be expanded upon in the ES and supported	<p>Throughout the chapter, decisions have been reached based on evidence which is presented/ explained within the text.</p>

Consultee or Organisation approached	Date and nature of consultation	Summary of consultee response	How comments have been addressed in this chapter
		with evidence on how decisions have been reached.	
		The ES should set out whether the characteristics of the Proposed Development are likely to have any significant effects on crime and safety and provide justification if it is proposed to scope this matter out. The ES should explain how any required security measures are secured .	This has not been assessed due to (a.) The Outline CEMP (Application Document Ref. 7.4) covering crime and safety risks during construction (b.) The current operation of the Keadby site nearby with current acceptable crime and safety management, which will not have a significant impact on employment.
North Lincolnshire Council	February 2025 (Statutory Consultation)	No comments in relations to the socio-economic assessment.	N/A
North Lincolnshire Council	May 2025 (Targeted Consultation)	No comments in relations to the socio-economic assessment.	N/A

Extent of Study Area

- 16.3.3. Office for National Statistics (ONS) statistical geographies have been used to define the study area for the socio-economic assessment as described below. The Direct Impact Area has been taken to be Local Super Output Areas (LSOA) that the Site falls into. The Wider Impact Area has been taken to be the 2011 Travel to Work Area (TTWA) that the Site falls into, using 2021 LSOAs.
- 16.3.4. There are 34,753 LSOA across England and Wales with a minimum population of 1,000 and a maximum population of 3,000.
- 16.3.5. The Site falls within the NLC Local Authority areas. The LSOA that the Site lies within is North Lincolnshire 006C (E01013247), a boundary of which is shown in Plate 16.1 below:

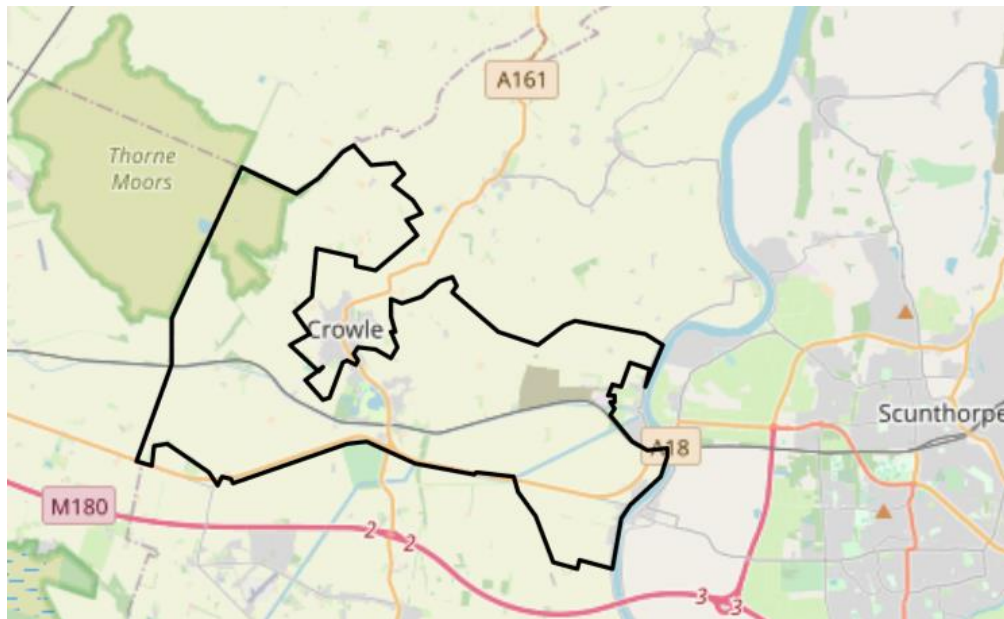


Plate 16.1 Map of Direct Impact Area (LSOA North Lincolnshire 006C – E01013247)

- 16.3.6. The Site falls within the Scunthorpe TTWA which has been used as the wider impact area for the Proposed Development. The boundary of the Scunthorpe TTWA is shown in Plate 16.2 below.

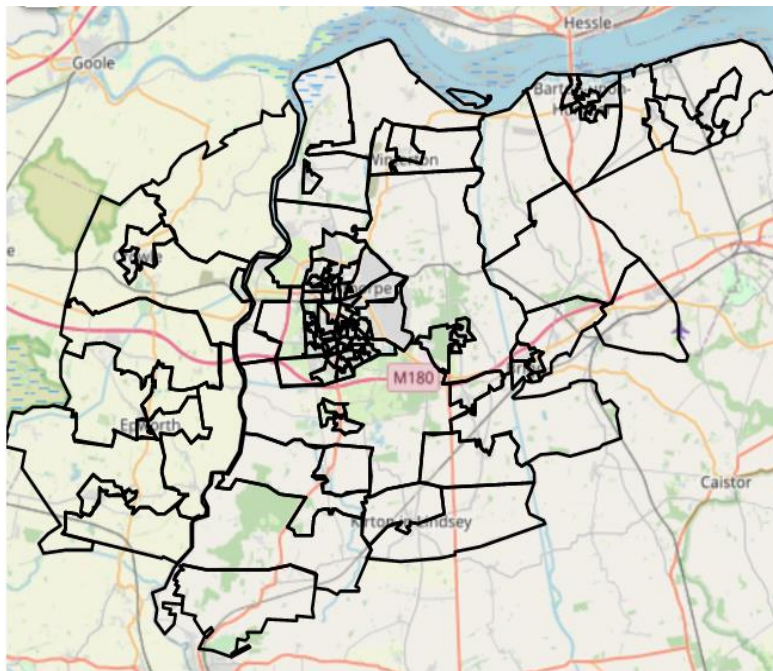


Plate 16.2 Map of LSOA in Scunthorpe TTWA

- 16.3.7. As well as understanding the socio-economic conditions surrounding the Site (as per the LSOA analysis), the socio-economic assessment also takes into account the principal labour market catchment area, or the TTWA. TTWA contain at least 75% of the area's workforce that both live and work in the area. TTWA have populations of at least 3,500 people. The Site falls within the Scunthorpe TTWA, which has been used as the Wider Impact Area for the Proposed Development.
- 16.3.8. Section 16.5 summarises the receptors that will be affected during construction, operation (including maintenance) and decommissioning of the Proposed Development.

Assessment Methods

- 16.3.9. Where possible, socio-economic impacts have been appraised against relevant national standards, such as those provided by HM Treasury, the Department for Business, Energy and Industrial Strategy, and Homes England. Where relevant standards do not exist, professional experience and expert judgement have been applied.
- 16.3.10. The socio-economic assessment determines the:
- sensitivity of receptors;
 - magnitude of impacts; and

- the consequent significance of effects.

Assessment of Value (Sensitivity)

- 16.3.11. The sensitivity of socio-economic receptors is assessed as high, medium, low or very low. The socio-economic receptors include those who will potentially benefit from employment generation (either directly, indirectly or induced (secondary impacts, for example due to construction workers spending money at local businesses)). The sensitivity of these receptors is considered to be high due to the availability of labour and skills in the local area required for the Proposed Development based on the criteria and definitions presented in Table 16.3.

Table 16.3: Criteria for assessing socio-economic receptor sensitivity

Level of Sensitivity	Description
High	There are limited/ no comparable and accessible alternatives that exist within the relevant catchment area; and/ or receptors have limited ability to absorb the change; and/or receptors are generally travelling from greater distances (nationally) to use the facility; and/ or there are higher numbers utilising the facility; and/ or identified as a high priority in published policy and strategy.
Medium	There are limited comparable and accessible alternatives within the relevant catchment area; and/ or receptors have limited ability to absorb the change; and/ or or receptors are generally travelling from relatively far distances (regionally) to use the facility; and/ or there are moderate numbers utilising the facility; and/ or identified at a sub-regional and/ or local level as policy/ strategy priorities.
Low	Receptors are able to relatively easily absorb the change; and/ or there are some comparable and accessible alternatives that exist within the relevant catchment area; and/ or receptors are mainly travelling from nearby (local/ within the study area) to use the facility; and/ or there are low numbers utilising the facility; and/ or referenced in policy and strategy but do not accord a high priority.
Very Low	Receptors are able to relatively easily absorb the change; and/ or there are many comparable and accessible alternatives that exist within the relevant catchment area; and/ or receptors are travelling from nearby (local/ within the study area) to use the facility; and/ or there are low numbers utilising the facility.

16.3.12. Section 16.5: Baseline Conditions summarises the receptors that will be affected during construction and operation of the Proposed Development.

Magnitude of Impacts

16.3.13. The magnitude of the impacts of the Proposed Development is assessed as being high, medium, low, or very low as shown in Table 16.4. This is determined by:

- extent of change – the absolute number of people affected and the size of area in which effects will be experienced (i.e. the level of change to baseline conditions including the proportion of the existing workforce); and
- scale of the impact – more weight is given to permanent changes than to short-term, temporary ones, where temporary and short-term impacts are considered to be those associated with the construction works (an early works phase, including the Mabey Bridge replacement, would be undertaken over a circa 6 month period followed by construction activities for the main works phase which are assumed to be completed within approximately three years, followed by commissioning), and medium to long-term impacts are those associated with the operation of the Proposed Development (estimated at 25 years).

Table 16.4: Criteria for Assessing Impact Magnitude

Magnitude	Description
High	A major adverse/ beneficial impact on employment creation or the well-being of receptors and/ or constitutes a long-term change to baseline conditions (i.e. it would be likely to continue and effectively be permanent and irreversible).
Medium	A moderate adverse/ beneficial impact on employment creation or the well-being of receptors and/ or constitutes a medium-term change to baseline conditions.
Low	A minor adverse/ beneficial impact on employment creation or the well-being of receptors constitutes a short-term change to baseline conditions.
Very Low	A slight or no adverse/ beneficial impact on employment creation and/ or constitutes a very short-term/ temporary change to baseline conditions.

Classification of Effects

- 16.3.14. The scale, permanence and significance of identified effects has been assessed relative to the baseline scenario. The assessment covers relevant direct, indirect and induced impacts of the construction, operation and decommissioning of the Proposed Development.
- 16.3.15. The effects of the Proposed Development are defined as either:
- beneficial – an advantageous or beneficial effect on an impact area;
 - negligible – an imperceptible effect on an impact area; or
 - adverse – a disadvantageous or negative effect on an impact area.

Table 16.5: Classification of Effects on Socio-Economics

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

- 16.3.16. Where an effect is assessed as being beneficial or adverse, the effect has been classified as minor, moderate, major or negligible. The assessment of significance is informed by the sensitivity of the receptor and the magnitude of impact as set out in Table 16.5. For the purposes of this assessment, 'significant' effects are those identified as being moderate or major (adverse or beneficial). Effects identified as being negligible or minor are 'not significant.'

Sources of Information

- 16.3.17. The following ONS datasets have been reviewed to inform the assessment:
- Census of Population (2021)
 - Indices of Multiple Deprivation (2019)

16.4. Use of The Rochdale Envelope

- 16.4.1. In order to ensure a robust assessment of the likely significance of the environmental effects of the Proposed Development, the EIA is being undertaken adopting the principles of the 'Rochdale Envelope' approach in line with The Planning Inspectorate's Advice Note 9 (The Planning Inspectorate, 2018). This involves assessing the maximum (or where relevant, minimum) parameters for the elements where flexibility needs to be retained (building dimensions or operational modes for example).
- 16.4.2. The Rochdale Envelope (i.e. the maximum or relevant minimum parameters for the Proposed Development and in particular its main buildings and structures) does not affect this assessment because technological changes in the design of the Proposed Development and variations in building size or layout within the defined parameters set out in **ES Volume I Chapter 4: The Proposed Development (Application Document Ref. 6.2)** are not likely to change socio-economic impacts.

16.5. Baseline Conditions

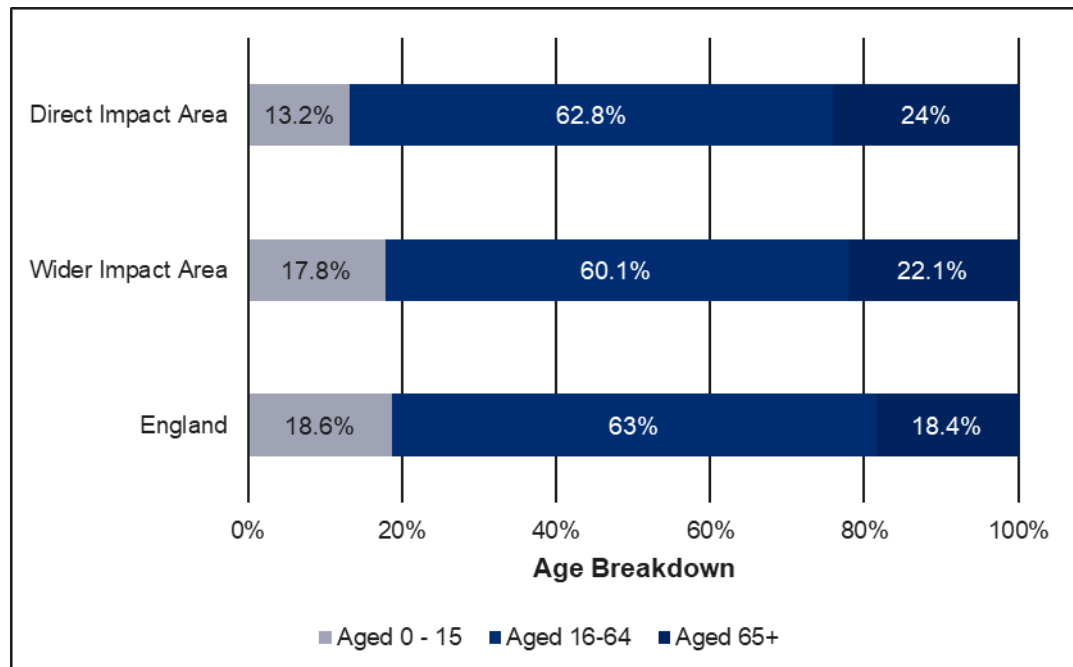
- 16.5.1. This section outlines the socio-economic baseline conditions in the Direct Impact Area, Wider Impact Area and England. As set out in Section 16.3, the Direct Impact Area comprises of the LSOA that the Site falls into. The Wider Impact Area is comprised of Scunthorpe TTWA.
- 16.5.2. The local labour market in the Wider Impact Area is the main receptor in the assessment for employment effects. The baseline conditions help to determine the impact of employment generated by the Proposed Development, and the impact of the Proposed Development on tourism and other local businesses. The impact is mostly influenced by the size of the labour market and whether it has the relevant skills, occupations and sector strengths to access employment opportunities.

Existing Baseline

Demographic Profile

- 16.5.3. The 2011 Census data shows that the Direct Impact Area had a population of 1,696 while the Wider Impact Area had a population of 170,823 (ONS, 2021). Plate 16.3 shows that the Direct Impact Area had a slightly smaller proportion of young people (13.2% aged 0 to 15) than the Wider Impact Area (17.8%) and England (18.6%). The Direct Impact Area had a slightly higher proportion of working age population (62.8% aged 16 to 64) compared to the Wider Impact Area (60.1%) but slightly lower than England (63%). The

Direct Impact Area had a higher proportion of older residents (24% aged 65+) than the Wider Impact Area (22.1%) and England (18.4%).

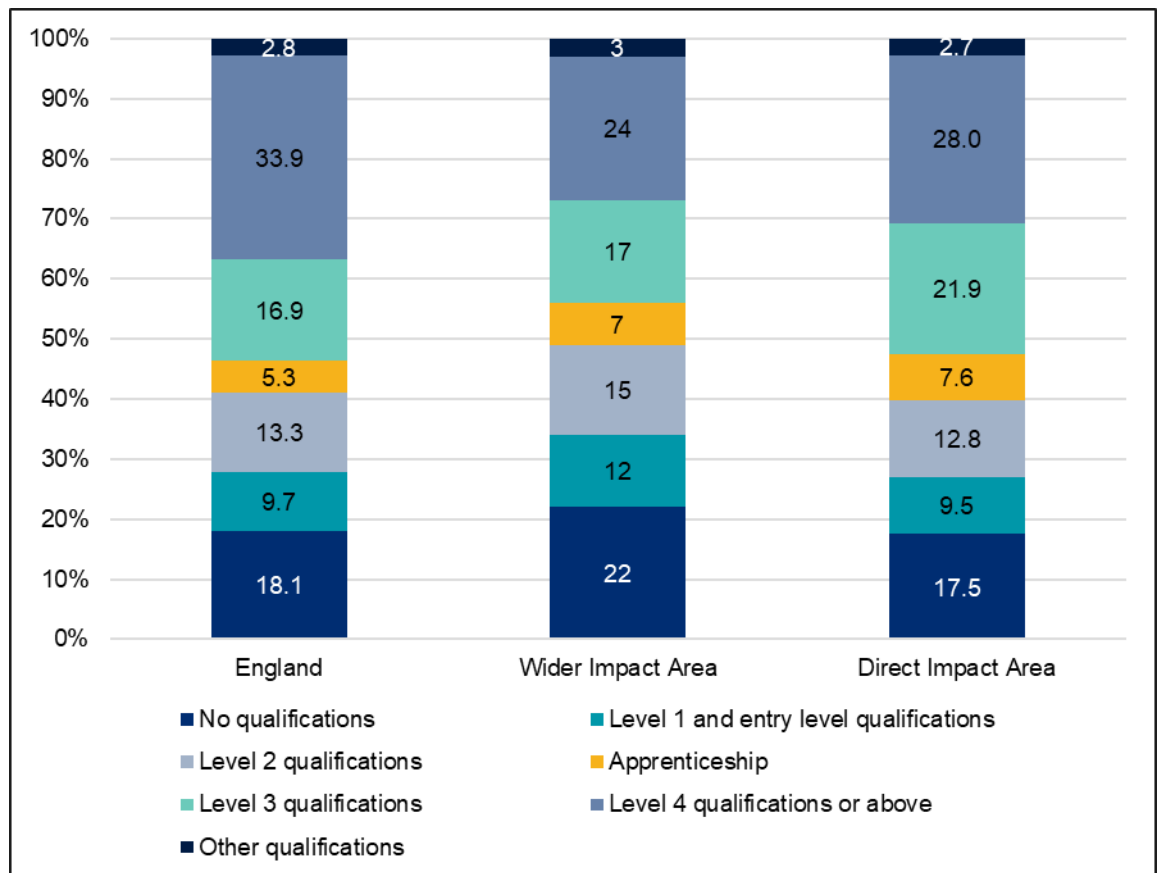


Source: Census 2021, ONS

Plate 16.3 Age Breakdown of Population

Skills

- 16.5.4. Qualifications levels differ noticeably between each of the geographies (see Plate 16.4). In the Direct Impact Area, 9.5% of residents were qualified to NVQ 1, this is lower than both the Wider Impact Area (12%) but comparable to England (9.7%).
- 16.5.5. Just under a fifth (17.5%) of residents in the Direct Impact Area had no qualifications. This is slightly lower than the Wider Impact Area (22.%) but comparable to England (18.1%). Similarly, there is a slightly lower level of those residents qualified to NVQ 2 in the Direct Impact Area (12.8%) compared to the Wider Impact Area (15%) and England (13.3%). The proportion with NVQ 4 qualifications is 24% in the Wider Impact Area, rising to 28% in the Direct Impact Area, compared to 33.9% in England.



Source: Census 2021, ONS

Plate 16.4 Qualification levels

16.5.6. Qualification level descriptions set out below:

- Level 1 and entry level qualifications: Introductory vocational courses, GCSE Foundation level
- Level 2 qualifications: Intermediate vocational courses, GCSE grades 4-9
- Level 3 qualifications: Advanced vocational courses, A-levels
- Level 4 qualifications or above: Undergraduate level course

Deprivation

16.5.7. The Site is within the LSOA North Lincolnshire 006C. This LSOA ranks 20,122 out of 32,844 LSOAs, placing it in the 40% least deprived neighbourhoods in England. The neighbouring LSOA, covering Keadby village, features in the 30% most deprived neighbourhoods in the country, illustrating the disparity between the areas. There is a similar picture in the

nearby town of Scunthorpe, where multiple LSOAs fall in the top 10% of deprived areas in the country (*Multiple Indices of deprivation, 2019, ONS*).

- 16.5.8. The North Lincolnshire district is an area highly affected by deprivation. North Lincolnshire ranks 120 out of 317 Local Authorities, placing it in the top 40% of deprived Local Authority areas. It is in the top 25% of most deprived authorities for the 'Education, Skills and Training' domain, and top third of authorities for the 'Employment', 'Health', 'Crime' and 'Income' domains.

Employment

- 16.5.9. Table 16.6 shows that the largest employment sector in the Direct Impact Area is Wholesale and retail trade (in line with all three of the geographical areas), but it is slightly lower in the Direct Impact Area (16.2%) than the Wider Impact Area (17.2%). Other key employment sectors within the Direct Impact Area include manufacturing (11%) which is lower compared to the Wider Impact Area (17.3%) and higher than in England (7.3%); and construction (12.8%) which is higher than in the Wider Impact Area (8.4%) and in England (8.7%).
- 16.5.10. 'Agriculture, forestry and fishing' is a larger employment sector in the Direct Impact Area (4.6%) than both the Wider Impact Area (1.8%) and England (0.8%). Although the proportion of the population employed in service-based industries in the Direct Impact Area is lower than England, it is comparable to the Wider Impact Area. This is evident in the 'Financial and insurance activities' sector which employs 1.4% of the Direct Impact Area and 1.1% of the Wider Impact Area. There are fewer people employed in serviced-based sectors in the Direct Impact Area than in England. This is shown in the 'Information and communication' sector that employs 1.8% of people in the Direct Impact Area compared to 4.7% in England.

Table 16.6: Employment by Sector

Sectors	Direct Impact Area	Wider Impact Area	England
Agriculture, forestry and fishing	4.6	1.8	0.8%
Mining and quarrying	0.2	0.4	0.2%
Manufacturing	11	17.3	7.3%
Electricity, gas, steam and air conditioning supply	1.3	0.8	0.6%

Sectors	Direct Impact Area	Wider Impact Area	England
Water supply; sewerage, waste management and remediation activities	1.8	0.8	0.7%
Construction	12.8	8.4	8.7%
Wholesale and retail trade; repair of motor vehicles and motorcycles	16.2	17.2	15%
Transport and storage	6.9	6.5	5.0%
Accommodation and food service activities	3.3	4.4	4.9%
Information and communication	1.8	1.6	4.7%
Financial and insurance activities	1.4	1.1	3.8%
Real estate activities	0.8	1.0	1.6%
Professional, scientific and technical activities	5.3	3.3	6.7%
Administrative and support service activities	4.9	4.4	5.3%
Public administration and defence; compulsory social security	5.6	5.1	5.8%
Education	9.3	8.1	9.9%
Human health and social work activities	10.8	14.4	14.6%
Other	2.1	3.5	4.6%

Source: Census 2021, ONS

Economic Activity

- 16.5.11. As shown in Table 16.7, more residents are economically active in the Direct Impact Area (58.6%) than the Wider Impact Area (55.9%) but are the same as in England (58.6%) (862 people). There is a comparable proportion of the Direct Impact Area (34.5%) that are in full-time employment than in the Wider Impact Area (34.1%) and England (34.3%). 11.1% of the Direct Impact Area

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were self-employed, this is higher than both the Wider Impact Area (7.0%) and England (9.5%).

- 16.5.12. The level of unemployment in the Direct Impact Area (1.6%) is slightly lower than both the Wider Impact Area (2.6%) and England (2.9%).

Table 16.7: Economic Activity

Economic Activity	Direct Impact Area		Wider Impact Area		England	
	Number	%	Number	%	Number	%
In employment	838	56.9	74,856	53.3	25,632,523	55.7
<i>Employee: Part-time</i>	166	11.3	17,109	12.2	5,475,751	11.9
<i>Employee: Full-time</i>	508	34.5	47,970	34.1	15,766,743	34.3
<i>Self-employed</i>	164	11.1	9,777	7.0	4,390,029	9.5
Economically active: Unemployed	24	1.6	3,622	2.6	1,312,729	2.9
Economically active: Full-time student	21	1.4	2,501	1.8	1,056,250	2.3
Total	862	58.6	78,478	55.9	26,945,252	58.6

Source: Census 2021, ONS

- 16.5.13. Table 16.8 shows the economic inactivity rates for all of the three chosen geographies. There is a lower proportion of those in the Direct Impact Area (40.0%) that are economically inactive than the Wider Impact Area (42.4%) but not in England (39.1%). Retirees make up the largest proportion of those economically inactive in all three areas. In the Direct Impact Area, 28.2% are retired, this is comparable to the Wider Impact Area (27.2%) but higher than England whose proportion of those retired is 21.5%. Table 16.8 breaks down the economic activity for each of the areas.

Table 16.8: Economic Inactivity

Economic Inactivity	Direct Impact Area		Wider Impact Area		England	
	Number	%	Number	%	Number	%
Retired	415	28.2	38,201	27.2	9,882,054	21.5
Student (including full-time students)	35	2.4	4,735	3.4	2,595,453	5.6
Looking after home or family	52	3.5	6,334	4.5	2,207,738	4.8
Long-term sick or disabled	50	3.4	6,525	4.6	1,874,300	4.1
Other	37	2.5	3,731	2.7	1,445,910	3.1
Total	589	40.0	59,526	42.4	18,005,455	39.1

Source: Census 2021, ONS

- 16.5.14. There are some noticeable differences in the workforce occupation profile between the different geographical areas. The largest proportion of the population in the Direct Impact Area is employed in 'professional occupations' (17.5%). This is larger than the Wider Impact Area (13.8%) but lower than England (20.3%). The second largest occupation is 'Managers, directors and senior officials' which makes up 16.4% of the Direct Impact Area. This is higher than the Wider Impact Area (10.9%) and England (12.9%). There are also more 'Skilled trades occupations' in the Direct Impact Area (15.5%) compared to the Wider Impact Area (12.1%) and England (10.2%).
- 16.5.15. There are significantly fewer residents occupied in 'Sales and customer service occupations' in the Direct Impact Area, with only 6.3% compared to 7.9% and 7.5% for the Wider Impact Area and England respectively.

- 16.5.16. Plate 16.5 displays the breakdown of the categories. There is also a slightly lower proportion of those in 'Elementary occupations' than both the Wider Impact Area (13.4%) and England (10.5%).

Source: Census 2021, ONS

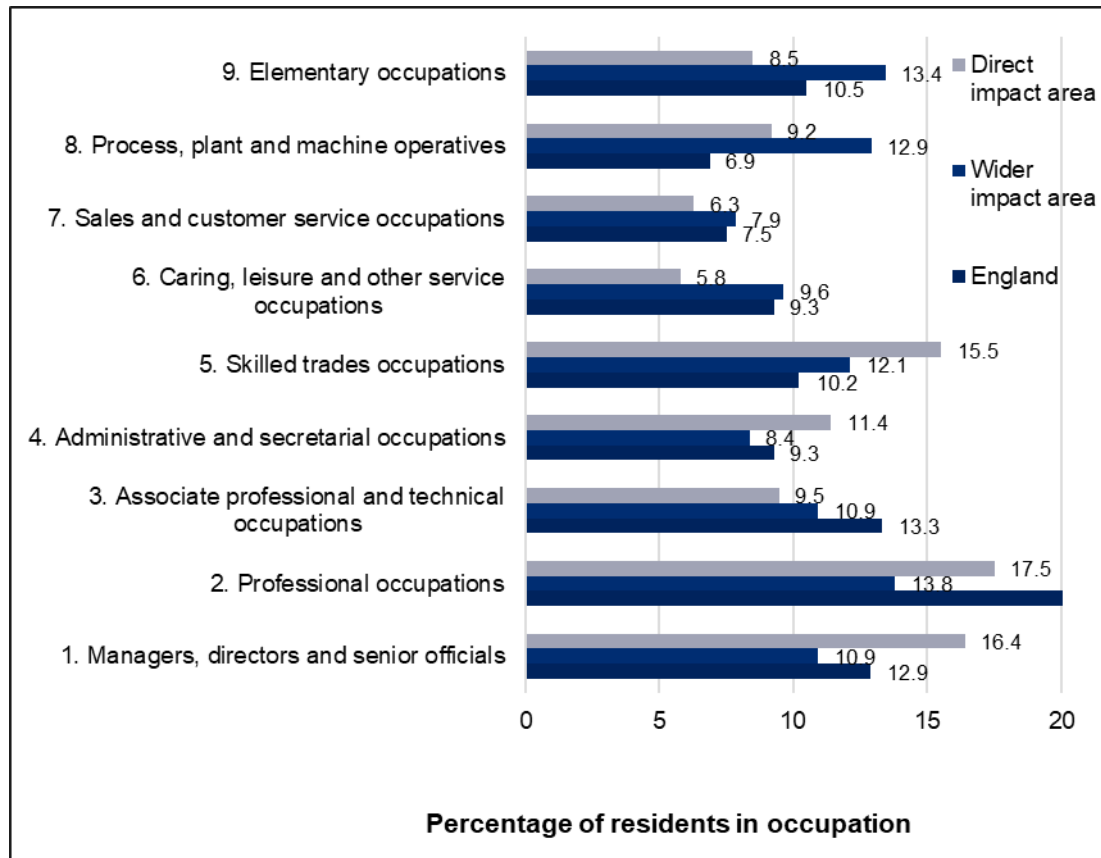


Plate 16.5 Workforce Occupations

Community Facilities

- 16.5.17. There are no settlements that fall within the Site boundary. The closest residents to the Site are located in the village of Keadby, approximately 1km east of the Main Site at its closest point. This residential area is located close to the existing Keadby Power Station site, approximately 150m west of the Keadby 1 Power Station site boundary. The nearest town is Scunthorpe, located over 4km from the Site.
- 16.5.18. Althorpe and Keadby Primary School is located approximately 0.5km to the south-east of the Proposed Development. The Gunness and Burringham Church of England Primary School is located 1.0km to the south-east of the Proposed Development. The closest secondary school is The Axholme Academy, located 3.0km to the north-west of the Proposed Development.

Local Businesses

- 16.5.19. The Proposed Development is located adjacent to the existing Keadby 1 and Keadby 2 Power Stations. After the existing power stations, the largest business close to the Proposed Development is Keadby Port, which is adjacent to the Site boundary. PD Ports operates Keadby Port, an inland port on the River Trent with canal connectivity. The port handles commodities including steel, forest products, dry bulks and pallets in warehousing at the site. The port is accessed from the North Sea via the Humber Estuary.

Future Baseline

- 16.5.20. This section outlines the future socio-economic baseline conditions in the Direct Impact Area, Wider Impact Area and England. The future baseline conditions help to identify any changes anticipated in the baseline conditions in the absence of the Proposed Development.
- 16.5.21. **ES Volume I Chapter 2: Assessment Methodology (Application Document Ref. 6.2)** describes the future baseline assumptions for Keadby 1 Power Station which began commercial operation in 1996. It is recognised that Keadby 1 and Keadby 2 Power Stations will run in conjunction with the Proposed Development and therefore future baselines take into account the operation of all three power stations. In the longer term future baseline, it is recognised that decommissioning of Keadby 1 Power Station could take place, but the timing of this is unknown at this time.
- 16.5.22. Construction of Keadby 2 Power Station by the Applicant's Engineering, Procurement and Construction (EPC) contractor Siemens Energy commenced in April 2019, with the plant entering commercial operation in March of 2023. The Applicant has published 'Powering Progress – Exploring the socio-economic impacts of Keadby 2 Power Station' (SSE Thermal, Siemens Energy, 2020) outlining the socio-economic impact of the Keadby 2 Power Station development. The socio-economic effects associated with the development could result in an economic impact of over £1.2bn to the UK economy over its lifetime, with around one-third of this investment spent locally.

16.6. Development Design and Impact Avoidance

- 16.6.1. Impact avoidance measures have been identified within **ES Volume I Chapters 8 – 20 (Application Document Ref. 6.2)** and associated Appendices (**ES Volume II, Application Document Ref. 6.3**) to avoid, minimise or reduce potential adverse environmental effects. Project-wide

development design and impact avoidance is discussed further in **ES Volume I Chapter 4: The Proposed Development Chapter 5: Construction Programme and Management and Chapter 6: Consideration of Alternatives (Application Document 6.2).**

- 16.6.2. At present, SSE attends careers fairs locally, working to emphasise the routes into employment such as apprenticeship, graduate programmes, and career changes. This will continue through development, construction and operation of the Proposed Development. SSE is involved in WIME (Women in Manufacturing and Engineering) careers sessions locally and across the Humber region. There is an existing commitment to advertise any positions available for the Keadby Power Station site at a local level in the first instance to ensure local people are given ample opportunity to apply.
- 16.6.3. As part of their commitment to inspiring the future generation, SSE engages regularly with local schools and colleges. SSE is currently working with the local primary schools including Keadby and Althorpe Primary, to educate young people about what happens at the Keadby Power Station site, wider energy production and career opportunities. SSE also sponsors a tutor group at Engineering North Lincolnshire University Technical College (UTC) and works with local secondary schools to provide education and information on careers and future technology. SSE also works with St Hugh's which is a local special educational needs (SEN) school in Scunthorpe. This work will continue for the duration of the Proposed Development and further, to ensure that young people are given information on the uses of hydrogen, its part in a net zero economy, future career opportunities on site and within a hydrogen economy.
- 16.6.4. In addition, SSE work with the Parish Councils to identify any active community groups or initiatives in the local area that it would benefit from the support of SSE staff through the commitment to volunteer days. SSE has frequent engagement with local community groups, some of these have been for a tour of the Keadby Power Station site, learning about the current operational assets as well as potential future technology and development, as well as routes into careers at site.
- 16.6.5. No further specific design development or impact avoidance measures for socio-economics have been identified in this assessment.

16.7. Likely Impacts and Effects

Effects During the Construction Phase

- 16.7.1. The following section estimates gross construction employment arising from the Proposed Development and then takes into account leakage, displacement and multiplier effects (to assess indirect and induced employment) in order to assess net impacts on the sub-regional and national economies.

Employment

- 16.7.2. As described in **ES Volume I Chapter 5: Construction Programme and Management (Application Document Ref. 6.2)** construction of the Proposed Development could (subject to the necessary consents being granted and an investment decision being made) potentially start in 2027 when it is anticipated the consent would be granted, or up to 2034 in a worst-case scenario. Chapter 5 explains that an initial works phase (circa 9 months) will be followed by a main works phase (approximately 3.5 years) followed by commissioning. During the construction period, employment opportunities will be created as a result of the works. Although these jobs are temporary, they represent a positive economic impact that can be estimated as a function of the scale and type of construction. The direct expenditure involved in the construction phase will lead to increased output generated in the Scunthorpe TTWA economy (the Wider Impact Area).

- 16.7.3. The average number of gross direct construction workers over the approximately four year construction period have been calculated at 478. There is anticipated to be a peak of up to 1,050 workers in months 26 and 27 of construction.

Leakage

- 16.7.4. Leakage effects refer to the proportion of jobs within an Impact Area that are filled by residents living outside the Impact Area (i.e. outside the Wider Impact Area, defined as the Scunthorpe TTWA).
- 16.7.5. Using a 15% leakage figure, in line with the proportion of jobs taken by non-residents of the Scunthorpe TTWA, was considered but this was seen as too low to account for the high skilled construction employment positions assumed to be required on the construction of the Proposed Development.
- 16.7.6. A higher leakage figure has therefore been considered appropriate to account for the construction phase. HM Treasury Additionality Guidance suggests a high rate of leakage of 50%. Therefore 50% discount is applied to the estimated 478 gross jobs created per year and as such it is

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conservatively estimated that 239 people from outside the Scunthorpe TTWA and 239 from within will benefit from working at the Proposed Development each year during the construction period.

Displacement

- 16.7.7. Displacement measures are the extent to which the benefits of a project are offset by reductions of output or employment elsewhere. Any additional demand for labour cannot be treated as a net benefit, as it removes workers from other posts, such as other construction project, and the net benefit is reduced to the extent that this occurs.
- 16.7.8. Overall, it is assumed that due to the flexibility of a typical construction workforce (i.e. it is possible for workers to move from project to project) displacement effects are considered to be low. The Homes and Communities Agency (HCA) Additionality Guide (Homes and Communities Agency, 2014) suggests using 25% as a 'ready reckoner' for low levels of displacement, for example when there are expected to be some displacement effects, although only to a limited extent. Applying this low level of displacement to total gross direct employment results in 120 jobs displaced. This results in net direct employment of 358 jobs per year.

Multiplier Effect

- 16.7.9. In addition to the direct construction employment generated by the Proposed Development itself there will be an increase in local employment arising from indirect and induced effects of the construction activity. Employment growth is anticipated to arise locally through manufacturing services and suppliers to the construction process (indirect or supply linkage multipliers). Additionally, part of the income of the construction workers and suppliers will be spent in the Scunthorpe TTWA, generating further employment (induced or income multipliers).
- 16.7.10. Construction employment is assessed with a multiplier of 1.85¹. Applying this multiplier of 1.85 generates an additional 152.5 indirect and induced jobs in the Scunthorpe TTWA arising from the Proposed Development during the construction period. As well as the jobs taken by residents outside of the TTWA, there will be a total net indirect employment of 305 construction workers.

¹ Input-Output Tables 1998-2014 - Leontief Type 2 Table, Scottish Government. Type II employment multiplier for the construction industry (2014). Standard practice for multipliers for specific industries.

Net Construction Employment

- 16.7.11. Based on the gross construction worker requirements for construction of the Proposed Development and the additionality factors outlined above, 663 net construction jobs would be generated, of which 331.5 are expected to be from the Scunthorpe TTWA. Table 16.9 presents the short-term employment created during construction by the Proposed Development taking leakage, displacement and multiplier effects into account.

Table 16.9: Net Construction Employment in the Scunthorpe TTWA (average no. of workers onsite per year of construction)

	Scunthorpe TTWA	Outside of Scunthorpe TTWA	Total
Gross Direct Employment	239	239	478
Displacement	60	60	120
Net Direct Employment	179	179	358
Net Indirect/ Induced Employment	152.5	152.5	305
Total Net Employment	331.5	331.5	663

Source: Arup calculation (2025)

- 16.7.12. The sensitivity of receptors is considered as high. Taking into account the size of the labour pool of construction workers in the Scunthorpe TTWA (4,500 (ONS, 2018)), the magnitude of impacts is considered to be high. For example, the gross direct employment (in the TTWA) required during the construction phase of the Proposed Development would account for around 15% of the existing construction workforce in the Scunthorpe TTWA, and likely to require high skilled construction workers from outside the area. Therefore, the direct, indirect and induced employment created by the construction phase of the Proposed Development is likely to have a major beneficial short-term (**significant**) effect on the Scunthorpe TTWA's economy.

- 16.7.13. Construction phase effects are assessed on the basis of ten years of construction worker jobs being equal to one Full Time Equivalent (FTE job), as per HM Treasury Guidance. The anticipated construction manpower generated by the Proposed Development is therefore calculated as the equivalent of approximately 80 FTE permanent jobs during the construction period, including the equivalent of 40 FTE permanent jobs in the Scunthorpe TTWA.

Wider Impacts and Effects During the Construction Phase

Temporary Workers Accommodation

- 16.7.14. The construction of the Proposed Development will see increased local demand for accommodation during the construction period comprising temporary bed and breakfast or hotel, or short-term rentals in the private sector. The use of temporary accommodation is expected to have positive impacts on the local economy through the additional demand for accommodation and the subsequent expenditure in the area from this activity.
- 16.7.15. Whilst there will be additional demand for accommodation and an economic boost to the economy as a result of workers relocating to work on the Proposed Development, there may also be an element of adverse effect. There is an impact of increased rent costs (and accommodation) which can impact the local population who rely on the local rental market. It was recognised in the North Lincolnshire Local Housing Needs Assessment (North Lincolnshire Council, September 2019) that there has been a growing use of private rented accommodation within North Lincolnshire. The inflow of construction workers could place additional pressure on the private rented sector.
- 16.7.16. The magnitude has been assessed as low because of the limited leakage anticipated from construction work at the Proposed Development. The sensitivity has been assessed as low because the area's pool of temporary accommodation has capacity, as seen with Yorkshire and Humberside's 77% bed space usage in April 2024², which is comparable to the England rate of 77%³, although there is likely to be a reasonable in-flow of construction workers to the Proposed Development. This pool of accommodation will likely benefit from the medium-term increase in usage. However, there can be adverse effects regarding the increased cost of temporary and rental accommodation on the existing local population and it is acknowledged that

² February 2020 has been used as it was the final months prior to a drop-off in occupancy due to Covid-19 restrictions.

³ England Occupancy Survey - Visit Britain, November 2019

this adverse effect could outweigh the positive beneficial effect. Considering the positives and negatives, it is anticipated that this will result in an overall negligible (**not significant**) effect.

Demographic Effects and Community Disruption

- 16.7.17. A development of this scale and nature may attract construction workers from across the UK in addition to the existing local construction workforce. While in-migration to the local and wider areas of influence for employment opportunities is assumed, principally for the highly skilled or niche construction or supervisory roles, the scale of this is not anticipated to significantly affect the demographic characteristics of the local or wider areas. The sensitivity of this has been assessed as medium due to the ability of the local population and community to generally having a moderate capacity to experience these impacts without incurring a change on their economic well-being.
- 16.7.18. No significant difference from baseline conditions is expected in relation to local services, such as schools or health, during the construction phase, and therefore no additional provision of local services or infrastructure is required. Therefore, the magnitude of impact has been assessed as low. A minor adverse (**not significant**) effect is anticipated on the demographic characteristics of the Local and Wider Impact Areas.

Business Impacts

- 16.7.19. The Proposed Development is not anticipated to directly impact any non-agriculture businesses. There may be a minor positive indirect impact to local hospitality businesses due to the increase in construction workers within the local area, potentially creating an increase in footfall for these businesses. However, due to the low number of average construction workers and local hospitality capacity, this anticipated to have a negligible (**not significant**) effect on local non-agriculture businesses.
- 16.7.20. The temporary haul route passes through the PD Ports yard, but this is already in situ and is not anticipated to cause additional disruption. The boundary for the Site primarily covers the existing Keadby Power Station site.
- 16.7.21. The Water Connection Corridor that extends east from the Main Site interacts with land in the vicinity of existing buildings (for example, buildings on Trent Road). This includes an existing pumping station under ownership of the Applicant, as well as a new pumping station under construction. However no impacts are anticipated to receptors along this corridor as the corridor is only included within the Site boundary to allow for the use of the existing Keadby Power Station underground water discharge pipe. It is predicted that the

overall effect will be negligible adverse (**not significant**), due to a low sensitivity and low impact magnitude.

Skills and Employment

- 16.7.22. Due to the size of the Proposed Development, and the minimum number of approximately 478 (average, across the construction period) gross construction jobs created during the construction phase, the Applicant proposes to provide an employment, skills and training development programme to help local residents and unemployed workers into roles at the Proposed Development. This could lead on to training for roles at the Proposed Development. The skills and employment programme is secured by a Requirement in the **Draft DCO (Application Document Ref. 3.1)**.
- 16.7.23. The sensitivity of the skills and employment receptor is anticipated to be low, and the magnitude is anticipated to be medium. This is anticipated to have a minor beneficial (**not significant**) effect during the construction phase.

Public Rights of Way (PRoW) Impacts

- 16.7.24. No PRoWs will be altered or closed during the construction phase. No perceptible difference from baseline conditions is therefore expected in relation to PRoWs. The impact would be negligible (**not significant**).

Effects During Operation Phase

Employment

- 16.7.25. The Proposed Development will generate long-term jobs once operational. The following analysis estimates gross operational employment arising from the Proposed Development and then takes into account deadweight (existing employment on-site), leakage, displacement and multiplier effects (to assess indirect and induced employment) in order to assess net impacts in the Wider Impact Area (Scunthorpe TTWA) and beyond.
- 16.7.26. During the operational period of the Proposed Development (expected to be at least 25 years), employment would be generated in operative, management and maintenance roles at the Proposed Development. There will be approximately 50 full-time operational roles during the operation phase. There will be up to an additional 200 workers during scheduled outages required for maintenance, anticipated to take place once every two to five years.
- 16.7.27. There is anticipated to be no deadweight loss of employment from the Proposed Development. Deadweight considers what would have happened

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in the absence of investment in the Proposed Development. In this scenario, there would be no positive employment benefits due to the development not going ahead; it is not preventing any planned development on the Site.

- 16.7.28. Leakage has been assumed to be low with the majority of jobs anticipated to be filled by residents of the TTWA. Therefore, a leakage figure of 14% has been used for the operational phase (the leakage of jobs in local TTWA to outside residents), displacement of 25% (the 'low' ready reckoner by the HCA) and a composite multiplier of 1.5 (consistent with previous CCGT projects), it is estimated that the total net employment for the Proposed Development is up to 58 employees. Of these, 50 are anticipated to be from the TTWA, and 8 outside the Scunthorpe TTWA, as presented in Table 16.10.

Table 16.10: Net employment of the Proposed Development in Operation⁴

	Scunthorpe TTWA	Outside of Scunthorpe TTWA	Total
Gross direct employment	43	7	50
Displacement	11	2	13
Net direct employment	32	5	37
Net indirect/induced employment	18	3	21
Total net employment	50	8	58

Source: Arup calculations based on development information and assumptions, built out through Aecom calculations (2025)

- 16.7.29. The magnitude of impact is considered to be medium during the operational phase due to the job creation for the local area. The sensitivity is assessed as low, therefore, the direct, indirect and induced employment created by the operational phase of the Proposed Development is likely to have a minor beneficial long-term (**not significant**) effect.

⁴ Order of magnitude of 1 has been used to round the employment figures.

Wider Effects During the Operation Phase

Community Disruption and Demographic Change

- 16.7.30. Some in-migration for employment opportunities (estimated as 14% leakage of jobs from the Scunthorpe TTWA) is expected for the operation of the Proposed Development, mainly for the highly skilled and/ or niche operational roles or supervisory roles. However, the scale of operational employment is not anticipated to be sufficient to affect the demographic characteristics of the local or wider areas of influence, due to the anticipated low amount of in-migration for operational roles.
- 16.7.31. No perceptible difference from baseline conditions is therefore expected in relation to demand for housing, accommodation, local services, amenity or community disruption. No additional provision of local services or infrastructure is therefore required. This is assessed as a minor adverse (**not-significant**) effect.

Business Impact

- 16.7.32. There are not anticipated to be any impacts on businesses from the operation of the Proposed Development. The businesses in the area are currently located within close proximity to the existing operational Keadby 1 and Keadby 2 Power Stations. It is therefore not anticipated that they would experience any change from their current interaction with the wider Keadby Power Station site. The impact would be negligible (**not significant**).

Effects During Decommissioning

- 16.7.33. As set out in **ES Volume I Chapter 4: Proposed Development (Application Document Ref. 6.2)**, the Proposed Development is expected to operate for a minimum of 25 years. At the end of the expected design life, elements would be assessed for ongoing viability and, only if no longer viable, be decommissioned. It is therefore anticipated that, at the earliest, decommissioning of the Proposed Development would be expected to commence at some point after 2051.
- 16.7.34. There is limited information available at this stage regarding decommissioning methods and timescales. As a worst-case scenario, this would result in similar impacts to the construction phase.
- 16.7.35. The people employed to decommission the Proposed Development would have an effect on the economy by spending their wages in the same way that those employed in the other stages. Overall, the decommissioning phase of the Proposed Development will have a minor (not significant) beneficial effect on employment in the Wider Impact area.

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16.8. Mitigation, Monitoring and Enhancement Measures

- 16.8.1. No significant adverse effects are predicted during the construction, maintenance, operation and decommissioning of the Proposed Development, and as such no specific mitigation is required.
- 16.8.2. No other additional mitigation measures, over and above those stated in the other technical chapters of this **ES Volume I (Application Document Ref. 6.2)**, are required to avoid or minimise the socio-economic effects identified in this Chapter.
- 16.8.3. Due to the size and nature of the Proposed Development, it is anticipated that additional skills and education programmes and events will be provided by the Contractor(s) as mitigation.
- 16.8.4. Other possible mitigation could be considered to benefit local residents. A mechanism for managing stakeholders' questions, concerns, and grievances and provide appropriate conflict resolution processes could be considered to ensure any issues are heard by the developer. This should be addressed with the Community Liaison Group proposed by the Applicant which is secured through a Requirement of the **Draft DCO (Application Document Ref. 3.1)**.
- 16.8.5. No monitoring requirements have been identified as part of the assessment.

16.9. Limitations or Difficulties

- 16.9.1. The socio-economic assessment is based on the available data at the time of writing and has been based on a desk-based study with no site visits undertaken.

16.10. Summary of Likely Significant Residual Effects

- 16.10.1. The creation of construction employment during the construction period is considered to be a beneficial effect of the Proposed Development. An average estimated 663 net jobs during the construction phase of the Proposed Development is considered a major (**significant**) beneficial effect on the local area.
- 16.10.2. No significant adverse effects have been identified.

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