



**East Pye Solar  
Environmental Statement  
Volume 1: Chapter 14 – Socio-Economics**

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## 14 Socio-Economics

### 14.1 Introduction

- 14.1.1 This chapter of the Environmental Statement (ES) presents the findings of the Environmental Impact Assessment (EIA) of effects on Socio-Economics as a result of the Scheme.
- 14.1.2 This chapter identifies and proposes measures to address the potential impacts and likely significant effects on Socio-Economics, during the construction, operation and maintenance and decommissioning Phases.
- 14.1.3 The information presented within this chapter has been informed by the Scheme information provided in **ES: Chapter 4 Scheme [EN0110014/APP/6.1.4]**.
- 14.1.4 The following aspects have been considered within the Socio-Economics assessment process:
- An assessment of potential effects upon employment during the construction and decommissioning phase of the Scheme;
  - An assessment of potential effects upon the provision of education, skills, training and supply chain opportunities during the construction, operation and maintenance, and decommissioning phases of the Scheme;
  - An assessment of potential effects upon the demand for temporary workers' accommodation during the construction and decommissioning phases of the Scheme; and
  - An assessment of potential effects upon changes to local tourism assets during the construction, operational and decommissioning phases of the Scheme.
- 14.1.5 This Socio-Economics chapter has been prepared by appropriately qualified experts. For further details, refer to the **ES: Appendix 1.2 Statement of Expertise [EN0110014/APP/6.3.1.2]**.
- 14.1.6 A glossary of abbreviations can be found in **ES: Chapter 0 Contents, Glossary and Abbreviations [EN0110014/APP/6.1.0]**.

### 14.2 Consultation

#### Scoping Opinion

- 14.2.1 The Proposed Development has been subject to consultation throughout the DCO preparation period. A request for an EIA Scoping Opinion was sought from the Secretary of State (SoS) through the Planning Inspectorate (PINS)

in January 2025. An EIA Scoping Opinion was adopted by PINS in February 2025 [EN0110014/APP/6.3.2.2].

- 14.2.2 The issues raised in the Scoping Opinion relating to Socio-Economics are summarised and responded to within **Table 14.1** which demonstrates how the matters raised in the Scoping Opinion are addressed in this ES.

**Table 14.1: Relevant Scoping Opinion Comments from Statutory Bodies relating to Socio-Economics**

Consultee and Date	Comment and Scoping Opinion ID No.	How has the comment been addressed in the ES chapter	Location of response in ES Chapter
<b>The Planning Inspectorate, Scoping Opinion, December 2024</b>	PINS was not content to scope out a socio-economic assessment from the ES and requested that an assessment be provided having regard to relevant guidance such as Suffolk County Council (SCC)'s Supplementary Guidance Document 'The Socio-Economic Effects of NSIPs'	This Chapter provides an assessment of the potential for likely significant effects on socio-economic matters. The assessment considers employment, skills and labour market presented within this Chapter and has followed Suffolk County Councils (SCC) supplementary guidance document.	Entire chapter.
<b>Aldburgh Parish Council, Scoping Response, February 2025</b>	Requested impacts on employment, tourism and businesses should be scoped in	Effects on employment and businesses (in terms of supply chain), tourist accommodation and tourist assets are presented in this Chapter.	<b>Section 14.8</b> of this Chapter.
<b>Alpington with Yelverton Parish Council, Scoping Response, February 2025</b>	Concerned that the Scheme will obstruct Public Rights of Way (PRoW) and harm tourism to the area	Effects on PRoW are considered in <b>ES: Chapter 7 Landscape and Visual [EN0110014/APP/6.1.7]</b> and in <b>ES: Chapter 11 Transport and Access [EN0110014/APP/6.1.11]</b> . Effects on employment tourist accommodation and tourist assets are presented in this Chapter.	<b>Section 14.8</b> of this Chapter.
<b>Bergh Apton Parish Council Great Moulton Council, Scoping Response, February 2025</b>	Concerned that PRoW will be affected resulting in the loss of enjoyment.	Effects on PRoW are considered in <b>ES: Chapter 7 Landscape and Visual [EN0110014/APP/6.1.7]</b> and in <b>ES: Chapter 11 Transport and Access [EN0110014/APP/6.1.11]</b> . Effects on employment and businesses (in terms of supply chain), employment tourist accommodation and tourist assets are presented in this Chapter.	<b>Section 14.8</b> of this Chapter.
<b>Brooke Parish Council BEPS – Residents Action Group Shelton and Hardwick Parish Council</b>	Requested socio-economic impacts be scoped in. Specific concern over negative impacts on tourism and local businesses.	Effects on employment and businesses (in terms of supply chain), tourist accommodation and tourist assets are presented in this Chapter.	<b>Section 14.8</b> of this Chapter.

Consultee and Date	Comment and Scoping Opinion ID No.	How has the comment been addressed in the ES chapter	Location of response in ES Chapter
<p><b>Shotesham Parish Council</b>  <b>South Norfolk Council, Scoping Response, February 2025</b></p>			
<p><b>Hempnall Parish Council, Scoping Response, February 2025</b></p>	<p>Requested socio-economic impacts be scoped into the assessment. Specific concern on effects on tourism and reliant businesses, and use of PRow.</p>	<p>Effects on PRow are considered in <b>ES: Chapter 7 Landscape and Visual [EN0110014/APP/6.1.7]</b> and in <b>ES: Chapter 11 Transport and Access [EN0110014/APP/6.1.11]</b>.                      Effects on employment tourist accommodation and tourist assets are presented in this Chapter.</p>	<p><b>Section 14.8</b> of this Chapter.</p>
<p><b>Norfolk County Council, Scoping Response, February 2025</b></p>	<p>Requested socio-economic impacts be scoped in. Specific concern raised with regards to implications on local communities and businesses. Also requests the socio-economic assessment address skill and employment opportunities, impacts on local airstrips including aircraft safety implications arising from glint and glare, implications on the loss of agricultural land and the potential to use the power generated more locally.</p>	<p>Effects on employment and skills are presented in in this Chapter.                      Glint and glare considerations are assessed in <b>ES: Chapter 18 Other Environmental Matters [EN0110014/APP/6.1.18]</b> and <b>ES: Appendix 18.1 Glint and Glare Assessment [EN0110014/APP/6.3.18.1]</b>.                      Agricultural land is considered in <b>ES: Chapter 15 Soils and Agricultural Land [EN0110014/APP/6.1.15]</b>.                      The Scheme will connect into the National Electricity Transmission System.</p>	<p><b>Section 14.8</b> of this Chapter.</p>
<p><b>Suffolk County Council and Mid Suffolk District Council, Scoping Response, February 2025</b></p>	<p>Request that a socio-economic assessment following SCC's Supplementary Guidance Document 'The Socio-Economic Effects of NSIPs' is undertaken.</p>	<p>The assessment of effects on employment, skills and labour market presented within this Chapter has followed SCC's guidance (see section 14.3.15).</p>	<p><b>Section 14.8</b> of this Chapter.</p>

## Statutory Consultation and Preliminary Environmental Information Report (PEIR)

- 14.2.3 Statutory consultation was held between 18<sup>th</sup> June 2025, and 6<sup>th</sup> August 2025. Relevant responses to the PEIR relating to Socio-Economics and how these have been addressed through the ES are set out within **Consultation Report Appendix 10 Section 47 Applicant Response Table [EN0110014/APP/5.11]** and **Consultation Report Appendix 11 Section 42 Applicant Response Table [EN0110014/APP/5.12]**.

## Targeted Consultation

- 14.2.4 A further round of targeted consultation was undertaken between 22 October 2025 and 26 November 2025 following changes to the development boundary area of the Scheme presented in the PEIR and during Stage Two Statutory Consultation. All the changes are documented in full in the **Consultation Report [EN0110014/APP/5.1]**. These changes did not give rise to any materially new or different likely significant environmental effects compared to those reported in the PEIR. How these have been addressed through the ES are set out within **Consultation Report Appendix 10 Section 47 Applicant Response Table [EN0110014/APP/5.11]** and **Consultation Report Appendix 11 Section 42 Applicant Response Table [EN0110014/APP/5.12]**.

## 14.3 Legislation, Planning Policy and Guidance

- 14.3.1 A summary of applicable legislation, planning policy and other guidance documents against which the Scheme has been considered relating to Socio-Economics is set out in **ES: Appendix 2.3 Legislation, Planning Policy and Guidance [EN0110014/APP/6.3.2.3]**.
- 14.3.2 An overview of the legislation, planning policy and guidance against which the Scheme has been considered for the Socio-Economics assessment is set out below.

## Legislation and Regulations

- 14.3.3 The Infrastructure Planning (Environmental Impact Assessment) Regulations 2017 (Ref 14-1) (the “EIA Regulations”) set out the statutory requirements for EIA of NSIPs. The Regulations ensure that likely significant effects of a proposed development on the environment, including socio-economic effects, are appropriately identified, described, and assessed. The EIA process requires that the findings of these assessments are presented within this Environmental Statement to inform the decision-making process under the Planning Act.

## Planning Policy

### National Planning Policy

- 14.3.4 National Policy Statements - National Policy Statements (NPS) set out the primary policy tests against which the application for a Development Consent Order (DCO) for the Scheme has been considered pursuant to section 104 of the Planning Act 2008. Listed below are the details of the elements of NPS considered relevant to the Socio-Economic assessment.
- Overarching NPS for Energy (EN-1) (2025) (Ref 14-2), namely Sections 3.3 and 5.13.
  - NPS for Renewable Energy Infrastructure (EN-3) (2025) (Ref 14-3), namely paragraphs 2.10.61 and 2.6.2.
- 14.3.5 National Planning Policy Framework - The National Planning Policy Framework (NPPF) (Ref 14-4) as revised in December 2024 sets out national planning policies that reflect priorities of the Government for operation of the planning system and the economic, social, and environmental aspects of the development and use of land. The NPPF has a strong emphasis on sustainable development, with a presumption in favour of such development. The NPPF has the potential to be considered important and relevant to the Secretary of State's (SoS) consideration of the Scheme. Chapter 6 and Chapter 8 of the NPPF are of relevance to this chapter.

### Local Planning Policy

- 14.3.6 The Scheme is located within the administrative areas of Norfolk County Council (NCC) and South Norfolk Council (SNC) who are the host authorities. Local planning plan policies which are relevant to Socio-Economics and have informed the Socio-Economic assessment are listed below:
- Better Together, for Norfolk. Norfolk County Council Strategy (2021-2025) (Ref 14-5)
  - Local Growth Plan: Norfolk Economic Strategy 2024-2029 (2025) (Ref 14-6)
  - Greater Norwich Local Plan (Adopted in 2024) (Ref 14-7)
  - South Norfolk Council's Strategic Plan 2024-2028 (Ref 14-8)

### Other Guidance

- 14.3.7 The assessment has been carried out in accordance with the following additional guidance documents:

- The Socio-Economic Effects of NSIPs (2025) (Ref 14-9) - sets out a methodology for the assessment of the skills, workforce and supply chain requirements for major infrastructure projects.
- The Additionality Guide (2014) (Ref 14-10) – provides guidance on how to assess the additional impact or additionality of local economic growth interventions.
- The Green Book: Appraisal and Evaluation in Central Government (2022) (Ref 14-11) – provides guidance on how to appraise projects and clarify the social or public – welfare costs, benefits and trade-offs.

## 14.4 Assessment Assumptions and Limitations

14.4.1 The Socio-Economic assessment has considered the following assumptions:

- There is no specific guidance available which establishes a methodology for assessing the likely significant socio-economic effects of a solar farm. Therefore, the approach to the socio-economic assessment is based on professional judgement, previous experience, and good practice. It is informed by the planning policy requirements set out within the NPS EN-1 which identifies the potential beneficial and adverse socio-economic impacts that should be considered as a result of energy developments.
- The construction workforce numbers reported in this assessment are sourced from the transport assessment presented in **ES: Appendix 11.1 Transport Assessment [EN0110014/APP/6.3.11.1]**.

14.4.2 The Socio-Economic assessment has considered the following limitations:

- Existing baseline conditions presented in this Chapter have endeavoured to reflect the position at the time of writing. The existing baseline conditions are obtained from desk-based research, using the most up-to-date data available at the time of writing. Each data source has methodological limitations related to data collection and surveys only represent the socio-economic context at a specific point in time. The year to which the baseline represents is clearly stated.
- Wider socio-economic effects, such as leakage or displacement, are difficult to quantify due to limitations in data and the context-specific nature of these impacts. While the Additionality Guide and Green Book provide a structured framework for considering such effects, it often requires the application of professional judgement, particularly where local evidence is limited or where impacts extend beyond the immediate study area. In these instances, assumptions and reasoning have been made transparently and are clearly explained in the relevant sections of the assessment.

## 14.5 Assessment Methodology

14.5.1 This section sets out the scope and methodology for the assessment of the impacts of the Scheme on Socio-Economics.

### Sources of Information

14.5.2 The following sources of information that have been consulted in the preparation of this chapter:

- Office for National Statistics (ONS), 2021 Census (Ref 14-12);
- ONS, Mid-Year Population Estimates (Ref 14-13);
- ONS, Annual Population Survey (APS) (Ref 14-14);
- ONS, Business Register and Employment Survey (BRES) (Ref 14-15);
- ONS, Annual Survey of Hours and Earnings (ASHE) (Ref 14-16);
- ONS, Job Density (Ref 14-17);
- Oxford Economics, Forecast Databanks (Ref 14-18);
- Costar (Ref 14-19); and
- Visit Britain (Ref 14-20).

### Study Area

14.5.3 Socio-economic impacts and effects can occur and be experienced in different ways at different spatial levels, and the significance can vary between areas. For this reason, multiple study areas are used within the socio-economic assessment to represent a range of spatial levels from the hyper local to regional level.

14.5.4 Professional judgement has been used to select the appropriate socio-economic study areas which are considered to retain relevance and proportionality to the assessment encompassing the scale of construction and operation activities. **Table 14.2** and **Figure 14.1**

**[EN0110014/APP/6.2.14.1]** outlines the study areas used within this assessment, either as direct study areas or geographical comparators.

**Table 14.2: Socio-Economic Study Areas**

Study Area	Definition
<b>The Order Limits</b>	The maximum extent of land anticipated to be acquired and/or used for the construction, operation and maintenance and decommissioning phases of the Scheme.
<b>Local Area</b>	The Local Area comprises of the following Lower Layer Super Output Areas (LSOAs) which surround the Order Limits: <ul style="list-style-type: none"> <li>- South Norfolk 006A</li> <li>- South Norfolk 006B</li> <li>- South Norfolk 009F</li> <li>- South Norfolk 009G</li> <li>- South Norfolk 011D</li> <li>- South Norfolk 011E</li> <li>- South Norfolk 011F</li> <li>- South Norfolk 012A</li> <li>- South Norfolk 012D</li> <li>- South Norfolk 012E</li> <li>- South Norfolk 013A</li> <li>- South Norfolk 014C</li> </ul>
<b>Local Authority</b>	South Norfolk District Council which is the host authority
<b>County</b>	Norfolk County Council in which South Norfolk District Council is located and also the neighbouring county of Suffolk County Council
<b>Regional</b>	The East of England region
<b>National</b>	England

## Potential Impacts

14.5.5 Embedded mitigation measures being incorporated into the design and construction of the Scheme are set out in **Section 14.7** below. Prior to the implementation of any mitigation (embedded or additional), the Scheme has the potential to affect (beneficially or adversely), during the construction, operation and maintenance, and decommissioning phases in the following ways:

- Supporting employment directly and indirectly through the supply chain;
- Provision of education, skills and training, upskilling the labour force;
- The availability of temporary accommodation; and
- The local tourism economy.

## Impact Assessment Methodology

- 14.5.6 The Socio-Economic assessment follows the approach to undertaking EIA as explained in **ES: Chapter 2 EIA Methodology [EN0110014/APP/6.1.2]**. The methodology for attributing sensitivity of receptors, magnitude of impacts and the significance of effects in relation to Socio-Economics is described further below in this chapter of the ES.
- 14.5.7 There is no specific guidance available which establishes a methodology for assessing the likely significant socio-economic effects of a solar farm. Therefore, the approach to the socio-economic assessment is based on professional judgement, previous experience and good practice. It is informed by the planning policy requirements set out within the NPS EN-1, which identifies the potential beneficial and adverse socio-economic impacts that should be considered as a result of energy developments.

## Sensitivity of Receptor

- 14.5.8 The sensitivity of likely impacted receptors, defined depending on the vulnerability, recoverability and value/importance of the receptor, to potential effects arising from the Scheme, is assessed in line with the below, as detailed in **Table 14.3**.

**Table 14.3: Sensitivity Criteria of Identified Receptors**

Sensitivity	Description
<b>High</b>	Receptor is likely to experience direct and significant socio-economic challenges with fundamental change to present characteristics. Accorded a high priority in local, regional, or national economic regeneration policy. Receptor is of regional or national importance.
<b>Medium</b>	Receptor is likely to experience some socio-economic challenges, which may be indirect, but will materially change its present characteristics. Change relating to receptor has medium priority in local, regional, and national economic and regeneration policy.
<b>Low</b>	Minor socio-economic challenges relating to receptor resulting in non-material changes to baseline conditions. Receptor is accorded a low priority in local, regional, and national economic and regeneration policy. Receptor is of low importance.
<b>Negligible</b>	Receptor is able to absorb change without any alteration to its status or function and is of no importance to the local, regional or national economy.

- 14.5.9 Based on the criteria set out in **Table 14.3** the sensitivities of identified socio-economic receptors are shown below in **Table 14.4**.

**Table 14.4: Sensitivity of Identified Receptor**

Sensitivity	Identified Receptor
<b>High</b>	<b>Skills and the Labour Market.</b> Despite residents in South Norfolk generally working in higher skilled occupations, qualification levels appear to be lower than the national average. Also, over half of the workforce originate from outside of the area, indicating a mismatch between employment and skill levels required in the area
<b>Medium</b>	<b>Jobs and Employment.</b> Employment levels are higher in South Norfolk, yet lower in Norfolk, than the regional and national averages. Nonetheless, employment levels are able to absorb change without fundamentally changing its present characteristic
	<b>Tourism Industry.</b> There are a number of tourist attractions local to the Site and tourism visits generate significant expenditure contributing to the local economy. However, the tourism industry appears to be of higher importance to Norfolk as a whole than South Norfolk and therefore there is some ability for the receptor to absorb some change without fundamentally changing its present characteristic
<b>Low</b>	<b>Temporary Accommodation Market.</b> There are a range of temporary accommodation options within South Norfolk, ranging from rooms in hotels, B&Bs and AirBnBs, for which there is availability
<b>Negligible</b>	N/A

## Magnitude of Impact

14.5.10 The categorisation of the magnitude of impact takes into account the following factors:

- Extent
- Duration
- Frequency; and
- Reversibility

14.5.11 The magnitude of impact is the level of change caused by the Scheme and is defined in **Table 14.5**.

**Table 14.5: Criteria for Determining Magnitude of Impact**

Magnitude of Impact	Description
<b>High</b>	Adverse: The total loss or major reduction to key elements/features of the baseline conditions, such that the post-Scheme characteristics will be fundamentally changed. For employment this is assessed as being more than or equal to 10% change. For other receptors a qualitative approach is applied using professional judgement as to the extent the baseline position will be changed.
	Beneficial: Major enhancement or substantial improvement to key elements/features of the baseline conditions, such that the post-Scheme characteristics will be fundamentally changed. For employment this is assessed

Magnitude of Impact	Description
	as being more than or equal to 10% change. For other receptors a qualitative approach is applied using professional judgement as to the extent the baseline position will be changed.
<b>Medium</b>	Adverse: The loss or reduction to key elements/features of the baseline conditions, such that the post-Scheme characteristics will be materially changed. For employment this is assessed as being change of between 5% and 9.9%. For other receptors a qualitative approach is applied using professional judgement as to the extent the baseline position will be changed.
	Beneficial: The improvement to key elements/features of the baseline conditions, such that the post-Scheme characteristics will be materially changed. For employment this is assessed as being change of between 5% and 9.9%. For other receptors a qualitative approach is applied using professional judgement as to the extent the baseline position will be changed.
<b>Low</b>	Adverse: A minor loss from the baseline condition. A change arising from the loss will be discernible/detectable but not material. The post-Scheme characteristics of the baseline condition will be similar to pre-Scheme conditions. For employment this is assessed as being change of between 0.1% and 4.9%. For other receptors a qualitative approach is applied using professional judgement as to the extent the baseline position will be changed.
	Beneficial: A minor improvement from the baseline condition. A change arising from the alteration will be discernible/detectable but not material. The post-Scheme characteristics of the baseline condition will be similar to pre-Scheme conditions. For employment this is assessed as being change of between 0.1% and 4.9%. For other receptors a qualitative approach is applied using professional judgement as to the extent the baseline position will be changed.
<b>Negligible</b>	Adverse: Very little loss or no change from baseline conditions. The change will be barely distinguishable and approximates to a non-change situation. For employment this is assessed as being change of less than 0.1%. For other receptors a qualitative approach is applied using professional judgement as to the extent the baseline position will be changed.
	Beneficial: Very little improvement or no change from baseline conditions. The change will be barely distinguishable and approximates to a non-change situation. For employment this is assessed as being change of less than 0.1%. For other receptors a qualitative approach is applied using professional judgement as to the extent the baseline position will be changed.

## Categorising Scale of Effect

14.5.12 The scale of effect that the Scheme may have on an impacted receptor will be influenced by a combination of the sensitivity of the identified receptor and the magnitude of impact.

14.5.13 There are four categories demonstrating the scale of effect:

- Negligible;
- Minor;
- Moderate; and
- Major.

**Table 14.6: Scale of Effect**

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

14.5.14 The nature of effects are defined as either: beneficial or adverse.

14.5.15 Effects that are assessed to be Moderate or Major beneficial or adverse are deemed to be significant in EIA terms. Effects that are Minor or Negligible in scale are considered to be not significant in EIA terms. Where effects are established as significantly adverse, appropriate additional mitigation measures have been identified to inform the assessment of likely residual effects.

## 14.6 Baseline Conditions

### The Order Limits

14.6.1 The Scheme is located within the administrative areas of Norfolk County Council (NCC) and South Norfolk Council (SNC) who are the host authorities. A full description of the Order Limits is provided in **ES: Chapter 3 The Order Limits [EN0110014/APP/6.1.3]**.

### Existing Baseline

14.6.2 The existing baseline conditions are derived from a desk-top study of the information sources outlined earlier in this chapter. Baseline conditions are presented for the study areas set out in **Table 14.2** subject to data availability.

### Resident Population

14.6.3 There are approximately 16,600 people (Ref 14-13) living in the Local Area to the Order Limits accounting for 11% of the total population of South Norfolk. **Table 14.7** presents the age profile of the resident population.

**Table 14.7: Resident Population by Age Group**

Age	Local Area	South Norfolk	Norfolk	Suffolk	East of England	England
0 - 15	15%	17%	16%	17%	19%	18%
16 - 19	4%	4%	4%	4%	4%	5%
20 - 29	8%	9%	11%	10%	11%	13%
30 - 49	20%	24%	23%	24%	26%	26%
50 - 64	25%	21%	21%	21%	19%	19%
65 - 74	14%	12%	12%	12%	10%	9%
75+	15%	13%	13%	13%	10%	9%
<b>All Ages</b>	16,600	148,400	940,400	786,200	6,576,300	58,620,100

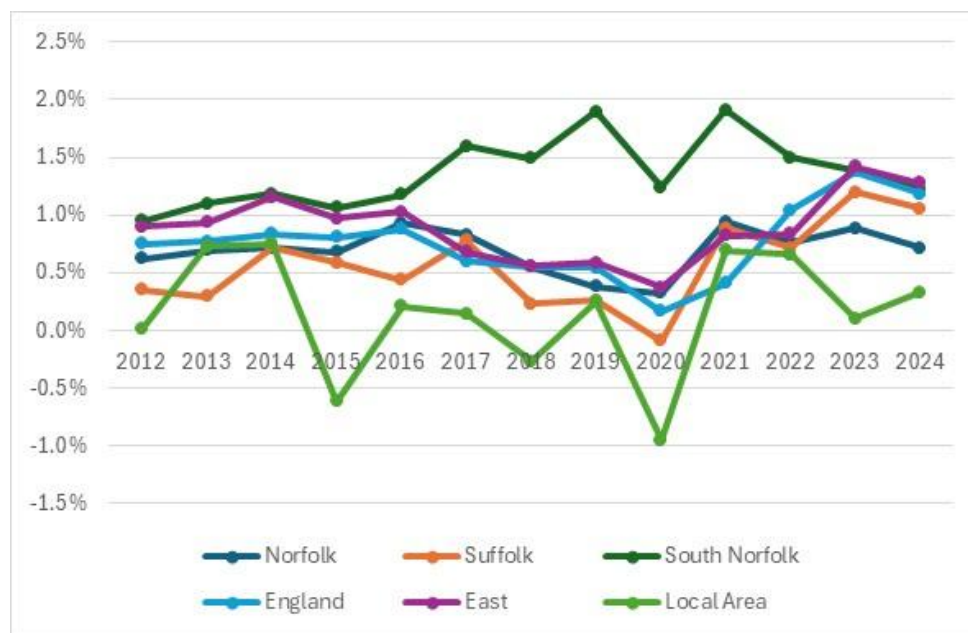
Source: ONS 2024 Mid-year population Estimates (Ref 14-13) [downloaded from NOMIS on 28/11/2025]

14.6.4 The Local Area, South Norfolk, Norfolk and Suffolk have an older population profile, in comparison to the East of England and England, with a higher proportion of the resident population aged 65+ and a lower proportion of working age (16 to 64 years).

### Historic Resident Population Change

14.6.5 **Figure 14.1** shows the population change from 2012 to 2024. Most of the study areas experienced steady positive growth, generally between 0.5% and 1.5%, with England and East of England remaining relatively stable throughout. Norfolk and Suffolk have shown moderate growth with slight dips around 2016–2017, while South Norfolk and the Local Area display more volatility, including sharp declines in 2016 and 2021 and peaks in 2018 and 2020. In recent years, all areas converge near 1% growth, indicating a more consistent pattern across the study areas.

**Figure 14.1: Population Change (2012-2024)**



Source: ONS Annual Mid-year population Estimates (Ref 14-13)

### Resident Economic Activity

- 14.6.6 APS data for the year July 2024 through June 2025 (Ref 14-21) provides information on the work status of the working aged population (16-64 years). Data is not available for the Local Area.
- 14.6.7 The economic activity rate for South Norfolk was 85% (66,800 people). This means that 85% of the working aged population were either in work or searching for work and therefore are considered as part of the workforce. This figure is higher than all comparator areas.
- 14.6.8 The economic activity rate for Norfolk was 81.3% during this period and for Suffolk the figure is very similar at 81.6%, while the figures for East of England and England were 81.6% and 79.1%, respectively.

### Unemployment

- 14.6.9 The APS data (Ref 14-14) shows that South Norfolk has an unemployment rate of 6.4%, which is considerably higher than all other comparators. Suffolk has an unemployment rate of 2.3%, while Norfolk, the East of England and England have unemployment rates of 4.1%, 3.6% and 4.2%, respectively.

### Employment

- 14.6.10 APS data (Ref 14-14) shows that of the 78,600 working aged residents in South Norfolk, 62,600 were in employment, giving an employment rate of 79.6%. This is a higher rate of employment than in Norfolk but lower than Suffolk, which stand at 77.9% and 79.8% respectively. At the regional and

national levels, the employment rate was 78.7% and 75.8%, respectively, indicating that South Norfolk has a healthy rate of employment, above the national level, Norfolk and the regional average.

### Job Density

14.6.11 Jobs density data (Ref 14-17) for the year 2023 identifies that South Norfolk is a net exporter of labour, meaning that there are more residents aged 16 to 64 years than there are jobs. The jobs density for South Norfolk is 0.77 meaning that there are 0.77 jobs for every resident of working age. The jobs density for Norfolk is higher at 0.82 and for Suffolk it is even higher at 0.88. The East of England has a job density of 0.84, while the national average is 0.87. Data for the Local Area is not available.

### Commuting Profile

14.6.12 The 2021 Census (Ref 14-22Ref 14-12) identifies that of those people living in South Norfolk who are in employment, 46% also work in South Norfolk (excluding people who work from home). This means 54% of South Norfolk's resident workforce, commute out of the district to work. Population workplace destinations include Norwich (20%), Breckland (8%), East Suffolk (7%), Broadland (7%), Mid Suffolk (4%) and Other (8%).

14.6.13 The data set also identifies that of those people working in South Norfolk (excluding those who work from home), 43% also live in South Norfolk, meaning that 57% of people who work in South Norfolk live outside of the district. Those areas contributing a large proportion of South Norfolk's workforce include: Norwich (19%), Breckland (12%), Broadland (11%) and East Suffolk (5%).

### Resident Skills and Qualifications

14.6.14 The 2021 Census provides data on the highest qualification levels obtained by residents aged 16+ (Ref 14-12). **Table 14.8** summarises the qualification profile for each of the Study Areas and demonstrates that the Local Area and South Norfolk have a lower proportion of residents with no formal qualifications than the other comparator areas. **Table 14.9** provides a definition for each qualification level.

14.6.15 For Level 1 and entry-level qualifications, the Local Area stands at 10.2%, close to South Norfolk's 10.1%, Suffolks' 11.2% and East of England 10.8%. However, it is above the national average.

14.6.16 Conversely, the proportion of 16+ residents with degree level qualifications or higher (Level 4) is greater in South Norfolk than in the wider county and region, but below the national average. The Local Area is above the counties however below the regional and national averages.

14.6.17 Combined, those with level two and three qualifications comprise 33.3% of the 16+ residents of the Local Area. For South Norfolk and Norfolk its 32.3%, while Suffolk, regionally and nationally the averages are slightly lower.

**Table 14.8: Highest Qualification Level of Residents aged 16+**

Qualifications	Local Area	South Norfolk	Norfolk	Suffolk	East of England	England
No qualifications	16.7%	17.1%	20.4%	19.7%	18.1%	18.1%
Level 1 and entry level qualifications	10.2%	10.1%	11.2%	11.2%	10.8%	9.7%
Level 2 qualifications	15.7%	15.0%	14.8%	14.7%	14.4%	13.3%
Apprenticeship	6.1%	6.0%	6.4%	6.5%	5.5%	5.3%
Level 3 qualifications	17.6%	17.3%	17.5%	16.8%	16.8%	16.9%
Level 4 qualifications or above	31.2%	32.0%	26.7%	28.1%	31.6%	33.9%
Other qualifications	2.5%	2.5%	3%	3.0%	2.8%	2.8%
<b>Total 16+ population</b>	13,780	117,219	767,096	630,359	5,148,281	46,006,955

Source: 2021 Census (Ref 14-12) (Table TS067)

**Table 14.9: Description of Educational Levels**

Educational Attainment	Description
Level 1 and entry level qualifications	1 to 4 GCSEs grade A* to C, Any GCSEs at other grades, O levels or CSEs (any grades), 1 AS level, NVQ level 1, Foundation GNVQ, Basic or Essential Skills.
Level 2 qualifications	5 or more GCSEs (A* to C or 9 to 4), O levels (passes), CSEs (grade 1), School Certification, 1 A level, 2 to 3 AS levels, VCEs, Intermediate or Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First or General Diploma, RSA Diploma.
Level 3 qualifications	2 or more A levels or VCEs, 4 or more AS levels, Higher School Certificate, Progression or Advanced Diploma, Welsh Baccalaureate Advance Diploma, NVQ level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma.
Level 4 qualifications or above	Degree (BA, BSc), higher degree (MA, PhD, PGCE), NVQ level 4 to 5, HNC, HND, RSA Higher Diploma, BTEC Higher level, professional qualifications (for example, teaching, nursing, accountancy).
Other qualifications	Vocational or work-related qualifications, other qualifications achieved in England or Wales, qualifications achieved outside England or Wales (equivalent not stated or unknown).

14.6.18 The occupational profile of residents aged 16+ years in employment according to the 2021 Census (Ref 14-12) is shown in **Table 14.10**. The Local Area and South Norfolk have a slightly higher proportion of residents

employed in higher skilled occupations, including managers, directors and senior officials. Those in professional occupations, are similarly high, however regional and national averages appear to be quite similar. In contrast, the Local Area and South Norfolk have a lower proportion of residents working in lower skilled occupations such as elementary occupations and process, plant and machine operatives.

**Table 14.10: Occupational Profile of Residents**

Occupation	Local Area	South Norfolk	Norfolk	Suffolk	East of England	England
<b>Managers, directors, and senior officials</b>	15.2%	13.9%	11.9%	12.6%	13.7%	12.9%
<b>Professional occupations</b>	18.9%	21.2%	16.6%	16.7%	19.6%	20.3%
<b>Associate professional and technical occupations</b>	12.0%	13.0%	11.8%	13.1%	13.3%	13.3%
<b>Administrative and secretarial occupations</b>	9.7%	9.5%	9.0%	9.4%	9.8%	9.3%
<b>Skilled trades occupations</b>	14.4%	12.1%	12.7%	12.2%	10.7%	10.2%
<b>Caring, leisure, and other service occupations</b>	8.9%	9.2%	10.6%	10.1%	9.1%	9.3%
<b>Sales and customer service occupations</b>	6.6%	6.7%	8.1%	7.6%	7.0%	7.5%
<b>Process, plant, and machine operatives</b>	6.1%	6.1%	8.0%	7.7%	6.9%	6.9%
<b>Elementary occupations</b>	8.1%	8.3%	11.2%	10.6%	9.9%	10.5%
<b>Total</b>	<b>8,718</b>	<b>67,749</b>	<b>413,717</b>	<b>355,992</b>	<b>3,028,641</b>	<b>26,405,214</b>

Source: 2021 Census (Ref 14-12) Table TS063

## Wages

14.6.19 **Table 14.11** presents data from the Annual Survey of Hours and Earnings (ASHE) on median gross weekly pay (Ref 14-16) for full time and part time work of residents in South Norfolk, Norfolk, Suffolk, the East of England and England for 2025. Data for the Local Area is not available. **Table 14.12** presents the equivalent data but for people working in each of these areas.

**Table 14.11: Resident Median Gross Weekly Pay 2025**

	Total	Full Time	Part Time
<b>South Norfolk</b>	£573.20	£742.50	£322.90
<b>Norfolk</b>	£566.90	£709.20	£271.00
<b>Suffolk</b>	£587.50	£709.80	£271.00
<b>East of England</b>	£625.90	£766.60	£264.10
<b>England</b>	£649.80	£770.70	£278.00

Source: ASHE (Ref 14-16) - Resident Analysis, Median Gross Weekly Pay [downloaded from NOMIS on 01/12/2025]

**Table 14.12: Workplace Median Gross Weekly Pay 2025**

	Total	Full Time	Part Time
<b>South Norfolk</b>	£635.20	£767.30	£272.90
<b>Norfolk</b>	£589.00	£719.40	£274.60
<b>Suffolk</b>	£609.90	£728.50	£273.30
<b>East of England</b>	£670.80	£804.90	£273.20
<b>England</b>	£648.40	£769.50	£278.30

Source: ASHE (Ref 14-16) - Resident Analysis, Median Gross Weekly Pay [downloaded from NOMIS on 01/12/2025]

14.6.20 Residents of South Norfolk have higher wages than those in Norfolk and Suffolk. However, the regional and national levels are both slightly higher than South Norfolk in total. While those in full time roles in South Norfolk earn more than those in full time roles in Norfolk or Suffolk. They earn less in comparison to the regional and national level.

14.6.21 Full time workers at the regional level earned more at £804.90 per week and £769.50 nationally per week. For those in part time roles, pay is very similar across the board. The national average stands out as the highest at £278.30, while all comparator areas are below this value. South Norfolk in particular, has the lowest part time weekly pay at £272.90.

14.6.22 Wages of a person living in South Norfolk are higher than those of a person working in South Norfolk (£635.20 versus £573.20). This is true only for full time workers. Part time workers experience the opposite effect. The situation is similar in Norfolk, Suffolk and the East of England, only here higher resident pay applies across full time and part time workers.

### Business Sector Workforce

14.6.23 **Table 14.13** presents data from the BRES for 2024 (Ref 14-15) on employment by broad industrial sector. The industry accounting for the greatest proportion of employment in the Local Area is the construction industry (17%), while the health sector accounts for 12% of employment. In South Norfolk it is the health sector which accounts for the highest proportion of employment (28%). While the health sector is a prominent industry of employment in all areas, its size is much more substantial in South Norfolk than in the comparator areas. The second most prominent industrial sector of employment in South Norfolk is the manufacturing sector, accounting for 8% of employment in the area. The Local Area, Norfolk and Suffolk all stand at 9%, and the East region and England both stand at 7%.

14.6.24 The construction sector accounts for 17% of employment in the Local Area: significantly higher than for South Norfolk, Norfolk and Suffolk (all 6% respectively), the East of England (7%) and England (5%).

14.6.25 Similarly, the Local Area has a higher proportion of employment in the agriculture, forestry & fishing sector than the comparator areas. The sector

accounts for 5% of employment in the Local Area, but only 4% of employment in both Norfolk and South Norfolk. In Suffolk it accounts for 3% while regionally and nationally it's just 1%.

**Table 14.13: Industry of Employment, 2024**

	Local Area	South Norfolk	Norfolk	Suffolk	East of England	England
<b>Agriculture, forestry &amp; fishing</b>	5%	4%	4%	3%	1%	1%
<b>Mining, quarrying &amp; utilities</b>	1%	2%	1%	2%	1%	1%
<b>Manufacturing</b>	9%	8%	9%	9%	7%	7%
<b>Construction</b>	17%	6%	6%	6%	7%	5%
<b>Motor trades</b>	4%	2%	2%	3%	2%	2%
<b>Wholesale</b>	5%	3%	3%	3%	4%	4%
<b>Retail</b>	7%	7%	10%	9%	8%	8%
<b>Transport &amp; storage</b>	1%	2%	3%	7%	6%	5%
<b>Accommodation &amp; food services</b>	5%	6%	9%	8%	7%	8%
<b>Information &amp; communication</b>	1%	2%	2%	3%	3%	5%
<b>Financial &amp; insurance</b>	1%	1%	3%	2%	2%	3%
<b>Property</b>	10%	2%	2%	2%	2%	2%
<b>Professional, scientific &amp; technical</b>	7%	6%	6%	5%	9%	10%
<b>Business administration &amp; support services</b>	5%	6%	7%	11%	12%	9%
<b>Public administration &amp; defence</b>	1%	4%	5%	4%	4%	4%
<b>Education</b>	7%	7%	8%	8%	9%	8%
<b>Health</b>	12%	28%	16%	12%	12%	13%
<b>Arts, entertainment, recreation &amp; other services</b>	3%	3%	4%	5%	4%	4%
<b>Total</b>	<b>4,350</b>	<b>61,750</b>	<b>391,500</b>	<b>352,000</b>	<b>2,987,000</b>	<b>28,415,000</b>

Source: BRES 2024 (Figures have been rounded and may not sum)

### Tourism Industry

14.6.26 **Table 14.14** utilises BRES data (Ref 14-15) to show that in 2024 there were 2,580 people within South Norfolk employed within the tourism industry, representing 4.2% of total employment in South Norfolk. This level is comparable to the proportion of people employed within the tourism industry at the regional level (4.7%). The tourism industry appears to be of higher importance to Norfolk and Suffolk, with 6.1% and 5.9% of the county's employed population working within the tourism industry.

**Table 14.14: People Employed within the Tourism Industry, 2024**

Standard Industrial Classification	Local Area	South Norfolk	Norfolk	Suffolk	East	England
<b>55100: Hotels and similar accommodation</b>	30	700	4,500	3,500	22,500	300,500
<b>55300: Camping grounds, recreational vehicle parks and trailer parks</b>	0	35	3,000	600	5,500	35,000
<b>56101: Licensed restaurants</b>	25	350	5,000	4,000	39,000	452,500
<b>56102: Unlicensed restaurants and cafes</b>	50	950	5,500	3,750	34,500	349,500
<b>56103: Take away food shops and mobile food stands</b>	20	250	2,375	2,000	18,000	197,000
<b>56210: Event catering activities</b>	20	140	950	1,000	10,000	120,000
<b>56301: Licensed clubs</b>	0	70	800	550	4,750	53,000
<b>93130: Fitness facilities</b>	0	70	400	325	4,500	45,500
<b>93199: Other sports activities (not including activities of racehorse owners)</b>	0	15	550	1,000	3,000	39,500
<b>Total Tourism Employment</b>	<b>145</b>	<b>2,580</b>	<b>23,075</b>	<b>16,725</b>	<b>141,750</b>	<b>1,592,500</b>
<b>Tourism as % of All Industry Employment</b>	<b>3.3%</b>	<b>4.2%</b>	<b>6.1%</b>	<b>5.9%</b>	<b>4.7%</b>	<b>5.6%</b>

Source: BRES (Ref 14-15)

14.6.27 In the Local Area in 2024 there were 145 people employed within the tourism industry, representing 3.3% of total employment in the Local Area. This level is considerably below all comparators. Almost 50% of those employed in the Local Area’s tourism industry work in restaurants, half of which are unlicensed, representing 20% of the tourism workforce in the Local Area.

14.6.28 In South Norfolk more than 50% of those employed in the tourism industry work in restaurants, the majority of which are unlicensed, representing 37% of South Norfolk’s tourism workforce. This is significantly higher than for any of the comparator areas. Those who work in unlicensed restaurants represent 22% (Suffolk) and 24% (Norfolk) of tourism employment at the county and regional level, and 22% at the national level.

14.6.29 At almost 30% of South Norfolk’s tourism employment, hotels and similar accommodation represent a significant proportion of those employed in South Norfolk’s tourism sector. The Local Area on the other hand has no employment in this area. The percentage is 20% for Norfolk, 21% for Suffolk, 16% for the East of England and 19% for England.

14.6.30 ONS data (Ref 14-23) shows that in 2024 there were 350 establishments in South Norfolk in the accommodation and food services industry, representing 5% of all businesses.

14.6.31 There are a number of tourist attractions located near to the Order Limits including but not limited to:

- Seething Observatory (Ref 14-24) to the east of Sub-Site 10B;
- 93<sup>rd</sup> Bomb Group Museum (Ref 14-25) at Hardwick Airfield and a Historical Landmark (National Trust) (Ref 14-26) to the south of Site 3;
- Norfolk Gliding Club (Ref 14-27) at Tibenham Airfield to the west of Sub-Site 1A;
- The Norfolk Tank Museum (Ref 14-28) in Forncett St Peter to the west of Sub-Site 4A;
- Forncett Industrial Steam Museum (Ref 14-29) to the west of Sub-Site 4A;
- A Campsite (Ref 14-30) to the north-west of Sub-Site 7A;
- A Campsite (Ref 14-33) to the north-east of Sub-Site 8B; and
- Red House Farm Bed & Breakfast (Ref 14-34) to the south of Sub-Site 2A.

14.6.32 Data published by Visit Britain (Ref 14-20) identifies that there were 36.9 million tourism day visits to Norfolk in 2017-2019 (three-year average) of which 2.76 million (7.5%) were to South Norfolk. The expenditure associated with these tourism day visits totalled £84 million in South Norfolk and £998 million in Norfolk. In addition, over the same period (2017-2019) there were 2.95 million overnight tourism stays in Norfolk, of which 790,000 (2.7%) were in South Norfolk. The expenditure associated with these overnight stays totalled £653 million in Norfolk and £11 million in South Norfolk.

### Temporary Accommodation

14.6.33 Data from CoStar (Ref 14-19) shows that of February 2025 there were 22 establishments providing temporary accommodation within South Norfolk, with a combined inventory of 596 rooms. Inventory has remained at this level since April 2021.

14.6.34 Over a 12-month period to February 2025, the occupancy rate for these rooms has reached 78.3%. This means that over the 12-month period, 22.7% of temporary accommodation rooms have been unoccupied. With an inventory of 596 rooms, this equates to 129 rooms unoccupied. This number is likely to change seasonally, being higher in the colder months and lower during the peak tourism season.

14.6.35 The CoStar data also provides information on the revenue generated by these establishments. Over the 12-month period through February 2025, revenue reached £14,775,948, equating to £24,791.86 per room on average. Given the occupancy rate of 78.3%, on average each room was occupied for 286 days of the year. This gives an average price of £86.75 per room per night.

14.6.36 Comparing this to wider areas, the average price per room in Norfolk and Suffolk is £92.89, for the East of England region this is £85.80 and for the UK as a whole it is £108.68.

14.6.37 CoStar data shows establishments with more than one room only and therefore does not include rooms and properties available as single listings. Data from Airbtics (Ref 14-31) shows that over a 1-year period to April 2025, there was a median of 557 active listings on AirBnB in South Norfolk. This aligns with ONS data (Ref 14-32) on short term lets, which shows that in Q4 2023 there were 560 hosts in South Norfolk. The average nightly rate of the AirBnB listings in South Norfolk was £106 per listing. The 557 listings encompassed 1,009 rooms and the average occupancy rate over the 12 months to April 2025 was 60%, which equates to 605 rooms unoccupied.

14.6.38 The average number of available rooms in temporary accommodation within South Norfolk over a 12-month period is therefore estimated at 734, which includes the 129 unoccupied rooms within local accommodation establishments and the 605 unoccupied rooms available across listings on AirBnb demonstrating that temporary accommodation is in supply, available and affordable in South Norfolk.

### Local Economy

14.6.39 The size of the local economy can be measured by using Gross Value Added (GVA), comparing values and proportions in South Norfolk with that of comparators. GVA data is not available for the Local Area.

14.6.40 GVA data published by Oxford Economics (Ref 14-18) identifies that average GVA per annum across South Norfolk (2019 and 2023) was £3,461 million. This equates to an average GVA per worker of £51,675 per annum, which is lower than the value across Norfolk at £55,471, Suffolk at £58,122, the East of England region at £60,952 and the national average at £63,181 per annum.

14.6.41 **Table 14.15** summarises average GVA (total and per worker) across all industries and the equivalent data specifically for the construction and tourism sector.

**Table 14.15: Average GVA Per Annum (2019-2023)**

Industry	South Norfolk		Norfolk	Suffolk	East of England	England
	Total GVA	GVA per Worker	GVA per Worker	GVA per Worker	GVA per Worker	GVA per Worker
<b>Construction</b>	£314.3m	£60,120	£57,299	£128,582	£70,273	£61,836
<b>Tourism*</b>	£99.5m	£20,152	£21,024	£22,486	£25,972	£26,391
<b>All Industries</b>	£3,461m	£51,675	£55,471	£58,122	£60,952	£63,181

Note: \* Tourism industry defined as accommodation and food services, and arts, entertainment, and recreation combined

14.6.42 Average GVA per worker for the construction industry is £60,120 per annum in South Norfolk, higher than across Norfolk at £57,299, but lower than Suffolk (£128,582) and the regional and national averages of £70,273 and £61,836 per worker per annum, respectively.

14.6.43 The tourism sector in South Norfolk generates a lower average GVA per worker (£20,152) compared to Norfolk (£21,024), Suffolk (£22,486) and the regional and national averages (£25,972 compared to £26,391), and the value per worker is one of the lowest of all sectors.

## Future Baseline

14.6.44 This section considers changes to the baseline conditions described above, as far as changes can be established, that might occur in the absence of the Scheme coming forward during the time period over which the Scheme would be in place. The future baseline scenarios are set out in **ES Chapter 2: EIA Methodology [EN0110014/APP/6.1.2]**.

### Future Resident Population Size and Growth

14.6.45 **Table 14.16** shows that South Norfolk is projected to grow much faster than the surrounding areas and the national average. Starting at 150,200 residents in 2024, its population is expected to rise by 8.8% to 163,300 by 2030. In comparison, Norfolk grows by 4.0% over the same period, Suffolk by 3.2%, and the East of England by 3.3%. England sees only a 2.8% increase. This means South Norfolk’s growth rate is more than double that of Norfolk and nearly three times the national average, highlighting it as a significant hotspot for population expansion in the region. Population projections are not available for the Local Area.

**Table 14.16: Resident Population Size and Projected Growth**

Year	South Norfolk		Norfolk		Suffolk		East of England		England	
	Number	Growth from 2024	Number	Growth from 2024	Number	Growth from 2024	Number	Growth from 2024	Number	Growth from 2024
<b>2024</b>	150,153	-	946,221	-	780,812	-	6,545,346	-	58,568,221	-
<b>2028</b>	159,319	6.1%	971,756	2.7%	797,588	2.1%	6,690,612	2.2%	59,630,433	1.8%
<b>2029</b>	161,369	7.5%	978,079	3.4%	801,822	2.7%	6,727,170	2.8%	59,913,757	2.3%
<b>2030</b>	163,347	8.8%	984,333	4.0%	806,032	3.2%	6,763,907	3.3%	60,202,253	2.8%

Source: ONS 2022 based Subnational population projections

### Future Resident Economic Activity (Growth from 2024)

14.6.46 **Table 14.17** shows that South Norfolk is expected to experience a slight decline in employment activity relative to 2024, with changes of -0.4% in 2028 and -0.3% in both 2029 and 2030. At the same time, unemployment activity initially rises sharply by 15% in 2028 compared to 2024 but then falls significantly to 6.2% above the baseline by 2030. In contrast, Norfolk and Suffolk both see steady increases in employment rates from 2024, reaching 5.2% and 6% higher by 2030, while their unemployment rates decline more gradually. **Table 14.18** shows that the East of England and England overall show consistent improvements, with employment rates up by 1.8% and 6.5% respectively by 2030, and unemployment rates dropping substantially, even turning negative in the East of England by 2029 and 2030, meaning unemployment is lower than in 2024.

14.6.47 In short, South Norfolk stands out because employment growth remains negative compared to 2024, yet unemployment improves dramatically after an initial spike, unlike other areas where both employment and unemployment move in a positive direction together.

**Table 14.17: Forecast Change (%) in Employment and Unemployment Rates from 2024**

Year	South Norfolk		Norfolk		Suffolk	
	Employed	Unemployed	Employed	Unemployed	Employed	Unemployed
2028	-0.4%	15%	3.4%	19.7%	4.0%	14.0%
2029	-0.3%	8.8%	4.4%	13.1%	5.1%	6.6%
2030	-0.3%	6.2%	5.2%	11.0%	6.0%	3.7%

Source: Oxford Economics (Ref 14-18)

**Table 14.18: Forecast Change (%) in Employment and Unemployment Rates from 2024 (%): Regional and National**

Year	East of England		England	
	Employed	Unemployed	Employed	Unemployed
2028	0.9%	6.3%	4.3%	11.6%
2029	1.5%	-2.6%	5.5%	4.8%
2030	1.8%	-6.9%	6.5%	2.1%

Source: Oxford Economics (Ref 14-18)

### Future GVA

14.6.48 South Norfolk’s construction GVA is projected to rise from £394.8m in 2028 to £412.9m by 2030, while GVA per worker increases from £70,631 to £71,189 as seen in **Table 14.19**. That places South Norfolk’s productivity above England’s average (£69,662 in 2030) and Norfolk (£67,127), but still below Suffolk, which is notably higher at £86,645, and marginally below the East of England (£82,720). In short, South Norfolk outperforms the county

and national averages on construction productivity and grows steadily in total GVA, yet it trails Suffolk and the wider regional productivity level.

**Table 14.19: Future Construction GVA (2028-2030)**

Construction	South Norfolk		Norfolk	Suffolk	East of England	England
	Total GVA	GVA per Worker	GVA per Worker	GVA per Worker	GVA per Worker	GVA per Worker
<b>2028</b>	£394.8m	£70,631	£66,634	£85,954	£82,088	£69,141
<b>2029</b>	£404.1m	£70,905	£66,831	£86,203	£82,320	£69,330
<b>2030</b>	£412.9m	£71,189	£67,127	£86,645	£82,720	£69,662

Source: Oxford Economics (Ref 14-18)

14.6.49 South Norfolk’s tourism GVA is projected to grow steadily from £117.4m in 2028 to £121.7m by 2030. GVA per worker also rises slightly from £22,402 to £22,822 over the same period. This places South Norfolk slightly ahead of Norfolk, which reaches £22,148 per worker by 2030, but behind Suffolk (£23,622), the East of England (£25,753), and England overall (£28,154) as seen in **Table 14.20**.

14.6.50 South Norfolk shows modest growth in both total GVA and productivity per worker, outperforming Norfolk but remaining below regional and national averages, and significantly behind England’s higher productivity levels in tourism.

**Table 14.20: Future Tourism GVA (2028-2030)**

Tourism	South Norfolk		Norfolk	Suffolk	East of England	England
	Total GVA	GVA per Worker	GVA per Worker	GVA per Worker	GVA per Worker	GVA per Worker
<b>2028</b>	£117.4m	£22,402	£21,898	£23,378	£25,479	£27,851
<b>2029</b>	£119.7m	£22,691	£21,992	£23,469	£25,579	£27,963
<b>2030</b>	£121.7m	£22,822	£22,148	£23,622	£25,753	£28,154

Source: Oxford Economics (Ref 14-18)

14.6.51 **Table 14.21** shows South Norfolk’s total GVA across all industries is projected to grow from £4,135m in 2028 to £4,300m by 2030. GVA per worker also rises slightly from £57,369 to £58,291 over the same period. This places South Norfolk below Norfolk (£60,287 in 2030), Suffolk (£64,242), and the East of England (£66,944), and significantly behind England’s average of £68,123.

14.6.52 In short, while South Norfolk sees steady growth in overall GVA, its productivity per worker remains the lowest among the areas compared, trailing both regional and national benchmarks.

**Table 14.21: Future GVA All Industries (2028-2030)**

All Industries	South Norfolk		Norfolk	Suffolk	East of England	England
	Total GVA	GVA per Worker	GVA per Worker	GVA per Worker	GVA per Worker	GVA per Worker
<b>2028</b>	£4135m	£57,369	£59,224	£63,099	£65,868	£66,972
<b>2029</b>	£4218m	£57,801	£59,714	£63,617	£66,349	£67,488
<b>2030</b>	£4300m	£58,291	£60,287	£64,242	£66,944	£68,123

Source: Oxford Economics (Ref 14-18)

14.6.53 Comparing the current GVA data to the future projections, South Norfolk shows some interesting shifts relative to Norfolk, Suffolk, the East of England, and England.

14.6.54 Currently, South Norfolk’s GVA per worker is £60,120 in construction, £20,152 in tourism, and £51,675 across all industries. This places it ahead of Norfolk in only construction, but behind Suffolk, the East of England, and England in all categories.

14.6.55 Looking ahead, South Norfolk’s GVA per worker rises modestly in all sectors: construction moves to £71,189 by 2030, tourism to £22,822, and all industries to £58,291. While this is positive growth, the gap with regional and national averages remains. By 2030, South Norfolk still trails England’s all-industry figure of £68,123 and the East of England’s £66,944. Suffolk continues to lead in construction and tourism productivity, while South Norfolk maintains only a slight edge over Norfolk.

14.6.56 South Norfolk improves its GVA per worker across all sectors but does not close the productivity gap with Suffolk, the East of England, or England. Its relative position remains similar. It is stronger than Norfolk but weaker than regional and national benchmarks, suggesting incremental progress rather than a major shift in competitiveness.

## 14.7 Embedded Mitigation

14.7.1 Likely environmental effects have been, or will be, avoided, minimised, mitigated or reduced through design measures and/or management of the Scheme, as outlined in this section. Proposed environmental enhancements are also described where relevant.

14.7.2 The following embedded mitigation measures have been incorporated into the Scheme’s design.

### Embedded Construction Phase Mitigation

14.7.3 The following embedded mitigation measures have been incorporated into the Scheme’s design for the construction phase:

- During the construction phase, the Applicant will implement employment and skills measures designed to maximise local benefits from the Scheme. These will include the creation of apprenticeship and trainee opportunities, targeted engagement with local education providers and STEM organisations, and collaboration with council initiatives. The Applicant will seek to source services from local contractors and sub-contractors where feasible and advertise jobs through local channels. These measures will be coordinated with South Norfolk District Council and other local partners as set out in the **Outline Employment, Skills and Supply Chain Strategy [EN0110014/APP/7.10]**.

## Embedded Operation and Maintenance Phase Mitigation

14.7.4 The following embedded mitigation measures have been incorporated into the Scheme's design for the operation and maintenance phase:

- During the operation and maintenance phase, the Applicant will embed initiatives to sustain long-term skills development and other benefits to the community. This will include exploring opportunities to work with schools, colleges, and local authorities to deliver targeted outreach activities focused on renewable energy and STEM careers, which may include offering site visits for schools and colleges, and structured work placement opportunities. These measures will be coordinated with South District Norfolk Council and other local partners as set out in the **Outline Employment, Skills and Supply Chain Strategy [EN0110014/APP/7.10]**.

## Embedded Decommissioning Phase Mitigation

14.7.5 The decommissioning of the Scheme is likely to generate impacts upon socio-economic receptors that are of a similar but no greater magnitude than those anticipated to be generated during construction. As such, embedded mitigation measures set out for construction are also applicable to decommissioning and are to be implemented as set out in the **Outline DEMP [EN0110014/APP/7.3]**.

## 14.8 Assessment of Likely Effects

- 14.8.1 This section of the Socio-Economic chapter identifies and characterises potential impacts arising during the construction, operation and maintenance, and decommissioning phases of the Scheme.
- 14.8.2 Taking into account the embedded mitigation measures as detailed in **Section 14.7**, the potential for the likely effects of the Scheme on Socio-Economic receptors was assessed using the methodology as detailed in **Section 14.5** of this chapter. In the sections below, effects during the

construction, operation and maintenance, and decommissioning phases of the Scheme are assessed for Socio-Economic receptors scoped into the ES chapter.

- 14.8.3 Any additional mitigation required to reduce these effects is then set out in **Section 14.9** below. Thereafter, an assessment is made of the significance of any residual effects after all mitigation measures have been accounted for.

## Construction Phase

### Jobs, Employment, and the Supply Chain

- 14.8.4 The Scheme will create direct, indirect and induced jobs during the construction phase:
- Direct jobs are those supported by the Scheme activities within the Order Limits;
  - Indirect jobs are those supported by the Scheme's supply chain; and
  - Induced jobs are those supported by expenditure in the relevant area created by the Scheme's workers.

### Direct Jobs

- 14.8.5 The construction phase of the Scheme is anticipated to commence in 2028 for a period of approximately 24 months. It is estimated that the construction phase would support an average of 278 workers per day, which is equivalent to 233 full-time equivalent (FTE) jobs. The estimated on-site workforce is expected to peak at approximately 720 workers, equivalent to 604 FTE jobs.
- 14.8.6 A review of employment-related baseline conditions identified that the construction industry accounted for: 5.9% of all employment in South Norfolk (equivalent to 3,500 jobs); 5.3% of all employment in Norfolk (equivalent to 22,000 jobs); and 6% of all employment in the East of England region (equivalent to 188,000 jobs). The peak construction workforce of 720 workers from the construction of the Scheme represents:
- 20.6% of the workplace-based construction workforce in South Norfolk;
  - 3.3% of the workplace-based construction workforce in Norfolk; and
  - 0.4% of the workplace-based construction workforce in the East of England region.
- 14.8.7 To consider the net direct impact, displacement must be considered. Displacement measures the extent to which jobs supported are offset by reductions in employment elsewhere in the study areas. The construction

workforce is highly mobile, moving to where there is work or between construction projects as demand requires. The Norfolk Local Growth Plan: Norfolk Economic Strategy 2024-2029 highlights challenges in the construction labour market due to a lack of core skills in the sector, particularly for green technology adaptation. Given this, a medium level of displacement is applied, considered to be 50% in the Additionality Guide (Ref 14-10).

- 14.8.8 Applying a displacement rate of 50%, it is estimated that there will be approximately 360 net direct jobs created during the construction phase. This provides a +10.3% uplift in construction employment in South Norfolk; +1.6% uplift to construction employment in Norfolk; and +0.2% uplift to construction employment in the East of England region.

#### Indirect and Induced Jobs

- 14.8.9 The indirect and induced impact of the construction workers to other sectors is generated through supply chain (indirect) and worker expenditure (induced). A multiplier is used to capture this economic activity associated with additional local income and local supplier purchases. The scale of multiplier effects varies by intervention, industry and geography. The HM Treasury Green Book (Ref 14-11) (“Green Book”) provides place-based (i.e. sub-UK) employment multiplier by employment category.
- 14.8.10 The Green Book’s ‘central’ multiplier for the high-tech tradeable sector of 1.9 is used as the employment multiplier to calculate the indirect effect of the Scheme on the supply chain as it is the closest sector to the activities associated with the Scheme included in the Green Book.
- 14.8.11 Applying the 1.9 employment multiplier to the 360 net direct jobs supported over the construction phase, it is estimated that there will be 684 net indirect and induced jobs supported during the construction phase. The indirect and induced jobs will not be confined to the construction sector. The Scheme would support a diverse and multi-faceted supply chain across a range of industrial sectors.
- 14.8.12 A range of supply chain opportunities for local businesses will be supported through construction phase activities. The Scheme would seek to source materials and components from the local supply chain as a first option, where possible. To maximise the effects of local economic benefits created by the Scheme and stimulate economic activity within South Norfolk, the Applicant would aim to create partnerships between local suppliers and manufacturers, where possible. Further detail is provided in the **Outline Employment, Skills and Supply Chain Strategy [EN0110014/APP/7.10]**.

#### Local Jobs

- 14.8.13 Leakage refers to the number of jobs that will be taken by workers outside the defined study areas. It is anticipated that a number of the construction

jobs will be taken by people living outside South Norfolk, particularly specialised solar PV professionals.

- 14.8.14 Leakage factors are typically informed by commuting data. However, due to the specialised nature of large-scale renewable projects, such data is not reflective of the spatial distribution of jobs for such projects, as typically labour is sourced from across the country. There is currently uncertainty around estimating leakage for large-scale renewable energy projects. Reference to socio-economic assessments produced for other large-scale solar DCO projects (including Cottam, West Burton, and Heckington Fen) estimate between 50% to 75% leakage, noting that the size of the study area to which the leakage factor is applied varies considerably.
- 14.8.15 A tiered approach of district, county, and regional effects has been adopted for the assessment of the net employment effects. The indicative spatial distribution of jobs is derived through reference to data on employment in the construction of utility projects sourced from BRES. The data shows that in 2024 there were 40 people employed in this sector in South Norfolk, a further 160 people in the rest of Norfolk and a further 2,260 people in the rest of the East of England. The 40 people employed in this construction sector working in South Norfolk accounts for 6% of the gross direct number of workers supported by the construction of the Scheme (720 workers) and the 160 people from the rest of Norfolk accounts for 22% of the Scheme’s gross direct workers.
- 14.8.16 However, because it is unlikely that all the current workers working in the sector of the construction of utility projects would be available to work on the Scheme, the proportion has been reduced by 50% (comparable to the displacement factor applied). This suggests that 3% of the construction workers of the Scheme could come from South Norfolk, 11% from the rest of Norfolk and 25% from the East of England, which reflects a leakage factor of between 50% and 70% from the regional and local level respectively.
- 14.8.17 **Table 14.22** illustrates that, in total, the construction of the Scheme will support 1,044 net direct and indirect jobs. Of those, 29 are anticipated to be for people living in South Norfolk, 116 elsewhere in Norfolk, 261 in the rest of the East of England, and 638 outside the region.

**Table 14.22: Net Construction Employment Effect of the Scheme (Peak)**

	Total	South Norfolk	Norfolk	East of England	Rest of England
<b>Gross Job Creation</b>	720	20	80	180	440
<b>Displacement (50%)</b>	-360	-10	-40	-90	-220
<b>Net Direct Jobs</b>	360	10	40	90	220
<b>Indirect and Induced (net x 1.9)</b>	684	19	76	171	418
<b>Total net employment (direct and indirect)</b>	<b>1,044</b>	<b>29</b>	<b>116</b>	<b>261</b>	<b>638</b>

- 14.8.18 The jobs supported by the construction of the Scheme will induce an uplift to the local and regional economy through the creation of GVA. Applying an average GVA per worker of £70,273 for the construction sector in the East of England region, it is estimated that the 360 net direct jobs supported by the construction of the Scheme will generate £50.6m in GVA over the 2-year construction period. Applying an average GVA per worker of £63,182 across all industries for England, it is estimated that the 684 net indirect jobs supported by the construction of the Scheme will generate £86.4m in GVA over the 2-year construction period. Taken together, the Scheme is estimated to generate £137m in GVA over the construction phase.
- 14.8.19 The Scheme will also support a range of supply chain opportunities to local businesses through sourcing some materials and components locally, creating partnerships between suppliers, manufacturers and distributors that that will stimulate economic activity within the local area.
- 14.8.20 The procurement of all key equipment, whether by the Applicant or its contractors, will follow standard competitive bidding practices, with final aware decisions based on technical compliance, price and other key onboarding criteria. The equipment required for the key components of the Scheme are detailed in **Table 14.23**.

**Table 14.23: Equipment Requirement of the Scheme**

Solar PV	BESS	Substations
Inverters, Transformers and switchgear to be incorporated in a Conversion Unit or to be standalone equipment	Inverters, Transformers and switchgear to be incorporated in a Conversion Unit or to be standalone equipment	Transformers and switchgear
DC combiner boxes	Electrical Cables (LV, MV)	Electrical Cables (LV, MV)
Electrical Cables (LV, MV)	Battery storage enclosures including battery modules	CCTV
PV Modules and Mounting Structures	CCTV	Perimeter and Palisade Fence
CCTV	Perimeter and Palisade fence	Fibre Chambers
Perimeter Fence		Welfare facilities and control building or container

- 14.8.21 **Table 14.4** identified that employment in South Norfolk, Norfolk and the East of England is considered to be **Medium** sensitivity. **Table 14.24** illustrates the Scheme’s magnitude of impact on construction jobs for each of the Study Areas.

**Table 14.24: Schemes Magnitude of Impact on Construction Jobs (Workplace-based)**

Study Area	Magnitude of Impact	Justification
South Norfolk	High	The 360 net direct jobs supported by the Scheme represents 10.3% of construction employment in South Norfolk as established in the baseline conditions.
Norfolk	Low	The 360 net direct jobs supported by the Scheme represents 1.6% of construction employment in Norfolk as established in the baseline conditions.
East of England	Low	The 360 net direct jobs supported by the Scheme represents 0.2% of construction employment in the region as established in the baseline conditions.

14.8.22 In accordance with the identified sensitivity and magnitude of impact, the construction of the Scheme will have a **Major Beneficial** effect (**Significant in EIA terms**) on workplace-based employment in South Norfolk, a **Minor Beneficial** effect on workplace-based employment in Norfolk and a **Minor Beneficial** effect on workplace-based employment in the East of England region.

14.8.23 In total, it is anticipated that the Scheme will support employment of 1,044 net additional direct and indirect (supply chain) jobs. Of those, 29 are anticipated to be for people living in South Norfolk, 116 across the remainder of Norfolk, 261 in the rest of the East of England, and 638 elsewhere. **Table 14.25** illustrates the Scheme’s magnitude of impact on construction employment for each of the Study Areas.

**Table 14.25: Schemes Magnitude of Impact on Construction Jobs (Resident-based)**

Study Area	Magnitude of Impact	Justification
South Norfolk	Negligible	The 29 net direct and indirect jobs for South Norfolk, represents 0.05% of resident employment (62,600) in South Norfolk as established in the baseline conditions.
Norfolk	Negligible	The 116 net direct and indirect jobs for the rest of Norfolk, represents 0.03% of resident employment (415,000) in Norfolk as established in the baseline conditions.
East of England	Negligible	The 261 net direct and indirect jobs for the rest of the East of England, represents 0.01% of resident employment (3,019,400) in the East of England region as established in the baseline conditions.

14.8.24 In accordance with the identified sensitivity and magnitude of impact, the construction of the Scheme will have a **Negligible** effect on resident-based

employment in South Norfolk, a **Negligible** effect on resident-based employment in Norfolk and a **Negligible** effect on resident-based employment in the East of England region.

### Skills and the Labour Market

- 14.8.25 The construction phase of the Scheme will provide opportunities for upskilling and training. An Engineering, Procurement, and Construction (EPC) contractor who will manage the construction of the Scheme will be appointed by the Applicant. At this stage, no EPC has been procured. However, once they are in place they will be in control of hiring workers, including deciding on the total size of the workforce required, and how many local residents are hired for roles during construction of the Scheme.
- 14.8.26 For the purposes of this assessment, the Applicant has provided an estimated skills overview of direct job opportunities during construction at this early stage, as set out in **Table 14.26**.

**Table 14.26: Job and Skill Requirements to be Supported During the Construction Phase of the Scheme**

Job Role	Responsibility	Skills Required
<b>Site Manager</b>	Oversees the overall site operations, ensuring that construction is completed on time and within budget. Manages subcontractors, safety and quality.	Degree in construction management or engineering. Experience in large-scale infrastructure projects. Strong leadership and communication skills.
<b>Civil Engineering Workers</b>	Prepare the Site, including removal and storage of topsoil, levelling the land, building access roads, digging trenches for cabling, and laying foundations for solar stations and substations.	Ability to operate construction equipment (e.g. excavators, trenchers). Experience in civil works, including concrete and structural work.
<b>Mechanical Workers</b>	Install mounting structures, frames, and panels. Ensure that mechanical systems are properly secured and aligned.	Experience with solar installation techniques.
<b>Electrical Workers</b>	Install and connect solar panels, inverters, and cabling. Test electrical systems and ensure compliance with technical and safety standards.	NVQ Level 3 in electrical installation or equivalent.
<b>Commissioning Engineers</b>	Test and verify the performance of the installed solar system. Identify and fix any technical issues before handover.	Degree in electrical or mechanical engineering. Experience in commissioning large-scale infrastructure projects. Strong problem-solving skills.
<b>Landscaping and Site Restoration Workers</b>	Carry out landscaping and restoration of the site, including planting, erosion control and access road repair.	Experience in landscaping, site restoration, and environmental compliance. Proficiency in operating landscaping equipment.
<b>Health, Safety, and Environment (HSE) Officers</b>	Ensure compliance with health and safety regulations. Conduct site inspections and provide training on safety protocols.	Recognised HSE qualification. Experience in managing safety on large construction sites.

Job Role	Responsibility	Skills Required
<b>Logistics and Procurement Manager</b>	Manage the supply chain, including sourcing and delivering materials and equipment.	Experience in procurement and logistics. Recognised procurement qualification. Strong organisational skills.
<b>Security Personnel</b>	Monitor and protect the site during construction. Manage access control and respond to security incidents.	Experience in security operations. Knowledge of security protocols and emergency response.
<b>General Labourers</b>	Provide support across various site activities, including material handling, assisting trades, and site maintenance.	Experience in construction labouring. CSCS card or equivalent. Ability to follow instructions and work in a team.

14.8.27 During the construction phase of the Scheme, a substantial number of temporary construction employment opportunities across a range of different occupations will be created. The **Outline Employment, Skills and Supply Chain Strategy [EN0110014/APP/7.10]** sets out the construction related education, skills, training and supply chain opportunities to be provided, including apprenticeships, local employment, partnerships with schools and colleges, and site visits.

14.8.28 **Table 14.5** identified that skills and the labour market in South Norfolk, Norfolk and the East of England is considered to be High sensitivity. This has been determined due to baseline conditions identifying that, despite residents generally working in higher skilled occupations, qualification levels appear to be lower than the national average. Also, that over half of the workforce originate from outside of the area, indicating a mismatch between employment and skill levels required in the area.

14.8.29 It is not possible to quantify the construction of the Scheme’s magnitude of impact on skills and the labour market for each of the Study Areas. However, given the Applicant is committed to supporting education and skills development in the local area and has prepared an **Outline Employment, Skills and Supply Chain Strategy [EN0110014/APP/7.10]** to embed opportunities, it is considered that there will be a Medium magnitude of impact.

14.8.30 In accordance with the identified sensitivity and magnitude of impact, the construction of the Scheme will have a **Moderate Beneficial (Significant in EIA terms)** effect on skills in South Norfolk.

### Temporary Accommodation Market

14.8.31 It was identified in the assessment of effects on jobs, employment and the supply chain that 50% (worst-case assumption) of the Scheme’s construction workforce is likely to be sourced from outside the East of England region. These workers may need to temporarily relocate to the local area for the duration of the construction period and therefore may require temporary accommodation. It is anticipated that those construction workers

who already live in the East of England region, will not need to temporarily relocate.

- 14.8.32 It is estimated that 720 workers will be on-Site at the peak of the construction phase. Applying a leakage of 50% to this figure suggests that 360 construction workers may need to seek temporary accommodation during peak construction activity. This is a reasonable worst-case scenario given that potential displacement of workers from other construction projects in the local and regional area is not factored into this calculation.
- 14.8.33 The baseline data shows that there are an estimated 734 available rooms within South Norfolk. This indicates that, in a worst-case scenario where all construction workers require temporary accommodation, there is availability in the temporary accommodation market to accommodate the Scheme's peak construction workforce, whilst still leaving rooms available for the wider market.
- 14.8.34 **Table 14.5** identified that the temporary accommodation market in South Norfolk is considered to be Low sensitivity due to baseline conditions identifying that there are a range of temporary accommodation options within South Norfolk, ranging from rooms in hotels, B&Bs and AirBnBs, for which there is availability.
- 14.8.35 The Scheme will have a Medium magnitude of impact on the temporary accommodation market, because even with accommodating all of the Scheme's peak construction workforce of 360 workers who are estimated to require temporary accommodation, there remains in the region of 374 rooms across South Norfolk's that could be available for the wider market, indicating that the temporary accommodation market receptor is able to absorb some change without fundamentally changing the baseline position.
- 14.8.36 On this basis, the Scheme is considered to have a **Minor Adverse** effect on the temporary accommodation market in South Norfolk during the construction phase.

### Tourism Industry

- 14.8.37 Baseline conditions identified that there are no tourism assets within the Order Limits. The construction phase of the Scheme will not therefore cease access to any tourism assets. However, there are a number of tourist attractions, tourist accommodation providers and PRoW located near to the Order Limits that have the potential to be indirectly adversely affected upon by the Scheme. Indirect effects can relate to a combination of traffic and visual amenity of views effects. These effects are considered in **ES: Chapter 7: Landscape and Visual [EN0110014/APP/6.1.7]** and **ES: Chapter 11 Transport and Access [EN0110014/APP/6.1.11]**.
- 14.8.38 There is the potential for the Scheme to have some disruption to the tourism industry during the construction phase relating to tourism visits to attractions

within immediate proximity of the Order Limits associated with reduced amenity value. Conversely, however, there is the potential for some beneficial effects to the tourism industry to be realised by the Scheme, associated with additional expenditure created by the construction workforce. For example, there is the potential for the Scheme's construction workers to visit restaurants and cafes in the local area, providing additional revenue for these businesses and in turn supporting the local tourism sector. It is therefore anticipated expected that the Scheme will have a Low magnitude of impact on the tourism industry in South Norfolk over the construction phase.

14.8.39 **Table 14.5** identified that the tourism industry in South Norfolk is considered to be Medium sensitivity due to baseline conditions identifying that there are a number of tourist attractions local to the Site and tourism visits generate significant expenditure contributing to the local economy. However, the tourism industry appears to be of higher importance to Norfolk as a whole than South Norfolk and therefore there is some ability for the receptor to absorb some change without fundamentally changing its present characteristic.

14.8.40 In accordance with the identified sensitivity and magnitude of impact, the construction of the Scheme will have a **Minor Adverse** effect on the tourism industry in South Norfolk.

## Operation and Maintenance Phase

### Jobs, Employment, and the Supply Chain

14.8.41 During the operation and maintenance phase of the Scheme there will be periods of maintenance requiring temporary workers. In particular, the full replacement of the solar PV panels is anticipated to happen once (after approximately 40 years) over a maximum period of 24 months. The BESS would likely be replaced up to five times during the operation and maintenance phase. During this replacement period, it is estimated that an average of 129 workers would be supported, with a peak of 240 workers at any one time. Further ad hoc maintenance and replacement of defective Scheme components may be necessary, but these activities are anticipated to only create limited employment opportunities.

14.8.42 A peak replacement scenario, consisting of the replacement of all onsite solar PV panels and BESS once during the Scheme's operational lifetime, over a worst-case 12-month working period, has been assessed as a discrete event. Maintenance and replacement in the form of ad hoc replacement of defective Scheme components has not been assessed separately as the likely effects are anticipated to be minimal and significantly lower than those during the peak replacement scenario.

- 14.8.43 Applying a displacement rate of 50% (as applied during the construction phase) it is estimated that there will be approximately 120 net direct jobs supported during the operation and maintenance phase based on the peak replacement scenario.
- 14.8.44 To maximise the effects of local economic benefits created by the Scheme, and stimulate economic activity within South Norfolk, the Applicant will endeavour to create partnerships between local suppliers and manufacturers during the operation and maintenance phase, where possible. Further detail is provided in the **Outline Employment, Skills and Supply Chain Strategy [EN0110014/APP/7.10]**.
- 14.8.45 **Table 14.5** identified employment in South Norfolk to be of Medium sensitivity due to baseline conditions identifying that employment levels in South Norfolk being higher, yet levels across Norfolk being lower, than the regional and national averages. However, employment is considered able to absorb some change without fundamentally changing its present characteristic.
- 14.8.46 The peak replacement scenario during the operation and maintenance phase will sustain a third of the peak employment levels during the construction phase. For this reason, a Low magnitude of impact is identified. In accordance with the identified sensitivity and magnitude of impact, the Scheme is considered to have a **Minor Beneficial effect** on jobs, employment and supply chain in South Norfolk during the operation and maintenance phase.

### Skills and the Labour Market

- 14.8.47 Operational employment supported by the Scheme would consist of operation and maintenance roles (including technical professions such as electrical engineers and performance managers). The types of skills required to support these roles are outlined in **Table 14.27**.

**Table 14.27: Job and Skill Requirements to be Supported During the Operation and Maintenance Phase of the Scheme**

Job Role	Responsibility	Skills Required
<b>Electrical Engineers</b>	Advise on the mechanical systems and would help to reinstall broken panels and maintain electrical systems required for the Project.	Degree in engineering or related field with an understanding of engineering principles. Understanding of mechanical and electrical engineering principles, ability to use CAD software and familiarity with industry standards.
<b>Performance Managers</b>	Monitor, maintain, and look to optimise the solar power performance. These managers will be responsible for collecting data on various factor to see where improvements can be made, for	Degree in engineering or related field with an understanding of engineering principles. Understanding of mechanical and electrical engineering principles,

Job Role	Responsibility	Skills Required
	example factors would include the system, voltage, and temperature.	ability to use CAD software and familiarity with industry standards.
<b>Landscape Monitoring and Managers</b>	Responsible for monitoring and maintaining the Site. This role involves ensuring the landscape remains in optimal condition and oversees plant health.	Ability and proficiency in operating various equipment and performing basic labouring tasks to maintain the landscape.
<b>CCTV and security</b>	Responsible for protecting the site during the operational phase of the Project. They monitor surveillance systems and control access to site security.	Basic understanding of security practices.

14.8.48 As in the construction phase, jobs supported during the operation and maintenance phase may also support long-term skills development for local residents. Many of the skills that will be developed among local residents will support future career opportunities across the sector.

14.8.49 **Table 14.4** identified that skills and the labour market in South Norfolk, Norfolk and the East of England is considered to be High sensitivity. It is not possible to quantify the Scheme’s magnitude of impact on skills and the labour market. However, the Applicant is committed to supporting education and skills development in the local area. Further detail is provided in the **Outline Employment, Skills and Supply Chain Strategy [EN0110014/APP/7.10]**. It is therefore considered that the peak replacement scenario will create continued opportunities for local skills development providing a Low magnitude of impact, resulting in a **Moderate Beneficial (Significant in EIA terms) effect** on skills in South Norfolk during the operation and maintenance phase.

### Temporary Accommodation Market

14.8.50 The peak replacement scenario estimates that 240 workers will be on-site at any one time. Applying a leakage factor of 50% to this figure (as applied during the construction phase) it is estimated that 120 workers may need to seek temporary accommodation during peak replacement activity of the operation and maintenance phase.

14.8.51 The baseline data shows that there are an estimated 734 available rooms within South Norfolk. This indicates that, in a worst-case scenario where all peak replacement workers require temporary accommodation, there is availability in the temporary accommodation market to accommodate the Scheme’s peak operational workforce, whilst still leaving rooms available for the wider market.

14.8.52 **Table 14.4** identified that the temporary accommodation market in South Norfolk is considered to be Low sensitivity.

14.8.53 The peak operational workforce will create a Low magnitude of impact, because even with accommodating all of the Scheme's peak operational workforce of 120 workers who are estimated to require temporary accommodation, there remains in the region of 612 rooms across South Norfolk's that could be available for the wider market, indicating that the temporary accommodation market receptor is able to absorb some change without fundamentally changing the baseline position

14.8.54 On this basis, the Scheme is considered to have a **Minor Adverse effect** on the temporary accommodation market in South Norfolk during the operation and maintenance phase.

### Tourism Industry

14.8.55 As there are no tourism assets within the Order Limits, the operation and maintenance phase of the Scheme will not cease any tourism assets. However, there are a number of tourist attractions and tourist accommodation providers located near to the Order Limits that have the potential to be indirectly adversely affected by the Scheme.

14.8.56 Indirect effects during the operation and maintenance phase can relate to visual and glint and glare effects. For example, visual amenity of the local area has the potential to be adversely affected, discouraging visitors and thereby impacting on local tourist accommodation providers. There is also the potential for glint and glare from the Scheme. Such indirect effects are considered in **ES: Chapter 7 Landscape and Visual [EN0110014/APP/6.1.7]** and **ES: Chapter 18 Other Environmental Matters [EN0110014/APP/6.1.18]**.

14.8.57 It is expected that the Scheme will have a Low magnitude of impact on the tourism industry in South Norfolk during the operation and maintenance phase. **Table 14.4** identified that the tourism industry in South Norfolk is considered to be Medium sensitivity.

14.8.58 In accordance with the identified sensitivity and magnitude of impact, the Scheme will have a **Minor Adverse effect** on the tourism industry in South Norfolk during the operation and maintenance phase.

### Decommissioning Phase

14.8.59 The decommissioning phase of the Scheme is not anticipated to commence until at least 2091 and is anticipated to take place over a period of 12-24 months. The effects of decommissioning are expected to be similar or of a lesser magnitude than construction effects. The specific method of decommissioning the Scheme at the end of its design life is uncertain at present, as the engineering approaches to the decommissioning would evolve over the design life of the Scheme. This could include leaving the cabling in situ, reducing the activities along the CRCs. The socio-economic

impacts for the decommissioning phase has therefore been assumed to not exceed the impacts set out for the construction phase.

## 14.9 Additional Mitigation Measures

14.9.1 As no significant adverse effects have been identified above for receptors during any phase of the Scheme once embedded mitigation is taken into account, no additional mitigation measures for the Scheme are required.

## 14.10 Residual Effects

14.10.1 As no additional mitigation measures are required, the residual effects remain unchanged to those reported above in the assessment of likely effects.

## 14.11 Cumulative Effects Assessment

14.11.1 This section presents an assessment of cumulative effects between the Scheme and other existing and/or approved developments.

14.11.2 As set out in **ES: Chapter 2 EIA Methodology [EN0110014/APP/6.1.2]**, a Cumulative Effects Assessment (CEA) has been undertaken as part of the EIA in accordance with PINS Advice on Cumulative Effects Assessment (September 2024) and has considered two types of cumulative effects:

- In combination effects: the combined effect generated by individual effects on a particular receptor (presented within **ES: Chapter 19 In-Combination Effects Assessment [EN0110014/APP/6.1.19]**); and
- Cumulative effects: effects generated by the Scheme and other planned or approved developments on the same receptor (presented in **ES Volume 1, Chapter 6 to 18**).

### Cumulative Effects

14.11.3 Cumulative effects may arise as a result of effects associated with the Scheme combining with effects associated with other developments. The list of developments has been narrowed down to focus on those developments which are most likely to give rise to cumulative effects. A long-list was generated which was then refined following consultation with relevant local planning authorities, this short-list forms the basis of this assessment.

14.11.4 The shortlist of cumulative developments/allocations can be found in **ES: Appendix 2.4 Cumulative Schemes [EN0110014/APP/6.3.2.4]**.

### Relevant Developments

- 14.11.5 All of the developments identified in **ES Appendix 2.4: Cumulative Schemes [EN0110014/APP/6.3.2.4]** have the potential to have a cumulative effect with the Scheme.

## Cumulative Effects Assessment

### Construction Phase

#### Jobs, Employment and the Supply Chain

- 14.11.6 Construction of the cumulative schemes will support employment across construction disciplines from ground workers to construction management both directly and indirectly through the supply chain.
- 14.11.7 If construction phases of the cumulative schemes do not overlap, there is the potential for the local construction workforce to work on different cumulative schemes. However, should construction phases overlap, there may be a need for a greater construction workforce.
- 14.11.8 23 of the 47 cumulative schemes are energy related schemes (11 of which are solar farms) which will require a specialist workforce, anticipated to be different from the construction workforce on residential developments. For this reason, there is the potential for a greater significance of beneficial effect to be realised, as a greater number of construction workers will be required simultaneously.
- 14.11.9 As with the Scheme in isolation, there is the potential that a proportion of the construction jobs supported by the cumulative schemes will be undertaken by local people.
- 14.11.10 Construction of the cumulative schemes will also support a range of supply chain opportunities to local businesses through sourcing of materials and components locally, creating partnerships between suppliers, manufacturers and distributors that that will stimulate economic activity within the local area.
- 14.11.11 As such, it is considered that there will be **Major Beneficial (Significant in EIA terms)** cumulative effect on jobs, employment and the supply chain in South Norfolk, a **Moderate Beneficial (Significant in EIA terms)** cumulative effect Norfolk and a **Moderate Beneficial (Significant in EIA terms)** cumulative effect in the East of England region.

#### Skills and the Labour Market

- 14.11.12 Similar to the Scheme, it is anticipated that each of the cumulative schemes will be delivering employment and skills initiatives during their respective construction phases, similar to the ones being delivered as part of the Scheme and therefore there is greater potential for upskilling the local workforce to be realised collectively by the cumulative schemes.

- 14.11.13 Given the High sensitivity of skills and the labour market in South Norfolk, and the large potential for upskilling opportunities to be created by the Scheme and cumulative schemes, it is considered that there will be a **Moderate Beneficial (Significant in EIA terms)** cumulative effect on skills in South Norfolk during the construction phase.

#### Temporary Accommodation Market

- 14.11.14 Baseline conditions identified that there is a significant construction workforce in Norfolk (22,000 workers). As construction workers are transient and will move from one construction job to another, it is considered that there is a sufficient local construction workforce to construct each of the 24 non-energy cumulative schemes.
- 14.11.15 However, it is likely that a proportion of the construction workforce of the 22 cumulative energy schemes, will need to be sourced from outside of the East of England region. These workers may need to temporarily relocate to the local area for the duration of the construction period and therefore may require temporary accommodation
- 14.11.16 The cumulative impact on the temporary accommodation market will be dependent on whether the construction phases of the 22 cumulative energy schemes and the Scheme overlap. If so, there is the potential for a greater magnitude of impact because more workers will be in the area over a given period, placing greater demand on the temporary accommodation market. However, if the construction periods do not overlap, the magnitude of impact will be less.
- 14.11.17 It is not anticipated that the construction phases of High Grove Solar Scheme and The Drovers Solar Scheme will overlap with the construction of the Scheme and therefore the cumulative impact is considered to be Medium in magnitude of impact. Given the Low sensitivity of the receptor it is assessed that there will be a **Minor Adverse** cumulative effect on the temporary accommodation market in South Norfolk during the construction phase.

#### Tourism Industry

- 14.11.18 Construction of the cumulative schemes and Scheme have the potential to create some temporary disruption to the tourism industry during the construction phase. However, it is considered that each of the cumulative schemes will incorporate embedded mitigation measures (for example, through the preparation and implementation of a Construction Environmental Management Plan (CEMP)). As such it is considered that there will be a **Minor Adverse** cumulative effect on the tourism industry in South Norfolk during the construction phase.

#### **Operation and Maintenance Phase**

### Jobs, Employment and the Supply Chain

- 14.11.19 26 of the 46 cumulative schemes are anticipated to support an operational workforce through the delivery of employment land and / or employment supporting uses. Similar to the Scheme, operational employment supported by the 22 cumulative energy schemes is anticipated to be limited. Given the number of cumulative schemes that will be supporting operational employment, with some of these incorporating large employment sites, it is considered that there is the potential for at least a **Moderate Beneficial (Significant in EIA terms)** cumulative effect on jobs, employment and supply chain in South Norfolk during the operation and maintenance phase.

### Skills and the Labour Market

- 14.11.20 The 26 cumulative schemes supporting employment, along with the Scheme, have the potential to support a diverse range of occupations and skillsets through the nature of the development proposals and in turn provide upskilling and training opportunities for the resident labour force.
- 14.11.21 On this basis, it is considered that there is the potential for a **Moderate Beneficial (Significant in EIA terms)** cumulative effect on skills and the labour market in South Norfolk during the operation and maintenance phase.

### Temporary Accommodation Market

- 14.11.22 It is anticipated that the workforce of the non-energy cumulative schemes will be drawn from the local area, as the employment uses are accompanying residential development (therefore providing homes and jobs in parallel) or are large strategic employment sites. As such, this workforce will not place any demand on the temporary accommodation market.
- 14.11.23 The operational workforce of the 22 energy cumulative schemes is anticipated to be similar to that of the Scheme, i.e. limited to only a smaller number of operational and maintenance jobs. They are also anticipated to be largely sourced from the local area, placing no demand on the temporary accommodation market. On this basis, it is considered that there will be a **Negligible** cumulative effect on the temporary accommodation market in South Norfolk during the operation and maintenance phase.

### Tourism Industry

- 14.11.24 Collectively, the 22 energy cumulative schemes in combination with the Scheme have the potential to effect visual amenity of the area which may impact tourism. Such effects are considered in **ES: Chapter 7 Landscape and Visual [EN0110014/APP/6.1.7]**. However, visual effects would be greater closer to the Order Limits, diminishing with distance, and therefore only tourism related activities within immediate proximity to the sites have the potential to be adversely impacted. As such, it is considered that there

will be a **Minor Adverse** cumulative effect on the tourism industry in South Norfolk during the operation and maintenance phase.

### Decommissioning Phase

#### Jobs, Employment and the Supply Chain

- 14.11.25 There is the potential for a significant beneficial effect on jobs, employment and supply chain during the decommissioning phase. Whilst only 22 of the cumulative schemes are energy schemes and therefore will also have decommissioning phases (although at the time of writing it is unknown whether the decommissioning phases will overlap), there is the potential for the remaining cumulative schemes supporting employment to still be supporting employment (similar to that supported during the operation and maintenance phase) during the Scheme's decommissioning phase.

#### Skills and the Labour Market

- 14.11.26 Opportunities for enhancing skills and the labour market during the decommissioning phase will be dependent on the findings of the cumulative assessment on jobs, employment and supply chain during the decommissioning phase.

#### Temporary Accommodation Market

- 14.11.27 If the decommissioning phases of the 22 energy schemes overlap, then decommissioning phase effects on the temporary accommodation market are anticipated to be the same as assessed for the construction phase.

#### Tourism Industry

- 14.11.28 Only 22 of the cumulative schemes are energy schemes and therefore will also have decommissioning phases (although at the time of writing it is unknown whether the decommissioning phases will overlap). The remaining cumulative schemes will be complete and operational. Therefore, decommissioning phase effects on the tourism industry are anticipated to be either the same or less than as assessed for the construction phase.

## 14.12 Conclusion

- 14.12.1 This chapter has set out and assessed the likely effects of the Scheme in relation to Socio-Economics. Likely effects have been assessed for the Construction, Operation and Decommissioning Phases of the Scheme. Following the implementation of embedded mitigation and additional as detailed in **sections 14.7** and **14.9** respectively, residual effects have been identified in relation to Socio-Economics during the construction, operation and maintenance, and decommissioning phases.

14.12.2 **Table 14.28 Summary of Residual Effects for Socio-Economics** sets out a summary of the Socio-Economics environmental effects.

**Table 14.28: Summary of Residual Effects for Socio-Economics**

Receptor	Sensitivity	Description of Impact	Magnitude of Impact	Scale and Nature of Effect	Significant/Not Significant
<b>Construction Phase</b>					
<b>Jobs, Employment and Supply Chain (Workplace-based)</b>	Medium	Supporting jobs in <b>South Norfolk</b>	High	Major Beneficial	<b>Significant</b>
<b>Jobs, Employment and Supply Chain (Workplace-based)</b>	Medium	Supporting jobs in <b>Norfolk</b>	Low	Minor Beneficial	Not Significant
<b>Jobs, Employment and Supply Chain (Workplace-based)</b>	Medium	Supporting jobs in <b>East region</b>	Low	Minor Beneficial	Not Significant
<b>Jobs, Employment and Supply Chain (Resident-based)</b>	Medium	Providing employment opportunities for residents of <b>South Norfolk</b>	Negligible	Negligible	Not Significant
<b>Jobs, Employment and Supply Chain (Resident-based)</b>	Medium	Providing employment opportunities for residents of <b>Norfolk</b>	Negligible	Negligible	Not Significant
<b>Jobs, Employment and Supply Chain (Resident-based)</b>	Medium	Providing employment opportunities for residents of the <b>East region</b>	Negligible	Negligible	Not Significant
<b>Skills and the Labour Market</b>	High	Providing opportunities to upskill the local workforce	Medium	Moderate Beneficial	<b>Significant</b>
<b>Temporary Accommodation Market</b>	Low	Construction workers placing demand on temporary accommodation market	Medium	Minor Adverse	Not Significant

Receptor	Sensitivity	Description of Impact	Magnitude of Impact	Scale and Nature of Effect	Significant/Not Significant
<b>Tourism Industry</b>	Medium	Adverse/beneficial impacts on local tourism assets	Low	Minor Adverse	Not Significant
<b>Operation and Maintenance Phase</b>					
<b>Jobs, Employment and Supply Chain</b>	Medium	Providing job and employment opportunities	Low	Minor Beneficial	Not Significant
<b>Skills and the Labour Market</b>	High	Providing opportunities to upskill the local workforce	Low	Moderate Beneficial	<b>Significant</b>
<b>Temporary Accommodation Market</b>	Low	Construction workers placing demand on temporary accommodation market	Low	Minor Adverse	Not Significant
<b>Tourism Industry</b>	Medium	Adverse/beneficial impacts on local tourism assets	Low	Minor Adverse	Not Significant
<b>Decommissioning Phase</b>					
<b>Jobs, Employment and Supply Chain (Workplace-based)</b>	Medium	Supporting jobs in <b>South Norfolk</b>	High	Major Beneficial	<b>Significant</b>
<b>Jobs, Employment and Supply Chain (Workplace-based)</b>	Medium	Supporting jobs in <b>Norfolk</b>	Low	Minor Beneficial	Not Significant
<b>Jobs, Employment and Supply Chain (Workplace-based)</b>	Medium	Supporting jobs in <b>East region</b>	Low	Minor Beneficial	Not Significant

Receptor	Sensitivity	Description of Impact	Magnitude of Impact	Scale and Nature of Effect	Significant/Not Significant
<b>Jobs, Employment and Supply Chain (Resident-based)</b>	Medium	Providing employment opportunities for residents of <b>South Norfolk</b>	Negligible	Negligible	Not Significant
<b>Jobs, Employment and Supply Chain (Resident-based)</b>	Medium	Providing employment opportunities for residents of <b>Norfolk</b>	Negligible	Negligible	Not Significant
<b>Jobs, Employment and Supply Chain (Resident-based)</b>	Medium	Providing employment opportunities for residents of the <b>East region</b>	Negligible	Negligible	Not Significant
<b>Skills and the Labour Market</b>	High	Providing opportunities to upskill the local workforce	Medium	Moderate Beneficial	<b>Significant</b>
<b>Temporary Accommodation Market</b>	Low	Construction workers placing demand on temporary accommodation market	Medium	Minor Adverse	Not Significant
<b>Tourism Industry</b>	Medium	Adverse/beneficial impacts on local tourism assets	Low	Minor Adverse	Not Significant

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