



Hinckley & Bosworth
Borough Council

HINCKLEY AND BOSWORTH BOROUGH COUNCIL

EMPLOYMENT LAND AVAILABILITY

MONITORING STATEMENT FOR THE PERIOD

01/04/2021 - 30/09/2023

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1. Introduction

- 1.1. This Employment Land Availability (ELA) monitoring report provides analysis of the outputs from the 2021/22 and 2022/23¹ periods, in relation to employment land take up.
- 1.2. The ELA monitoring and this report is the combination of both the 2021/22 monitoring period and 2022/23 monitoring period, as per footnote 1.
- 1.3. The monitoring included a comprehensive review of Council records on employment development sites. The extensive review ensured that Borough Council records were consistent across all platforms. In addition, the review produced definitive records and methodology for the purposes of employment land use monitoring for future periods.
- 1.4. The extensive review of Council records combined with Council resources as well as the availability of data from different departments resulted in site visits and associated data collection taking place later in the year. In addition, this monitoring report relates to the period April 2021-September 2023, inclusive and therefore the outputs and analysis amalgamates the data from the two consecutive periods.
- 1.5. Site visits and data collection took place from June 2023 to September 2023 and concluded on the 30th of September. Consequently, the monitoring period (2021/23) ends 30th September 2023, and the resulting outputs relate to the time between 1st April 2021 and 30th September 2023.
- 1.6. As a result, the higher level of employment land take up, is the product of the prolonged survey period. It is anticipated that the higher figures recorded for the 2021/23 period, will manifest in lower figures for the 2023/24² period.
- 1.7. The National Planning Policy Framework (NPPF) (2023) states that to build a strong and competitive economy LPAs should set out a clear economic vision and strategy for their area which positively and proactively encourages sustainable economic growth and productivity. Planning policies should help enable this by presenting a clear economic vision and strategy that ensures closer ties with Local Industrial Strategies and other local policies for economic development and regeneration (Paragraph 82).
- 1.8. The NPPF also reinforces some of the basic principles of good strategic planning including calls for planning policies to make sufficient provision for employment (paragraph 20), identify strategic sites for local and inward investment (paragraph 82) and address the specific location requirements of different sectors (Paragraph 83).
- 1.9. This monitoring statement provides a basis for monitoring Local Plan policies with regards to delivering sustainable economic development and employment land in the borough.

¹ 1st April 2021 – 30th September 2023.

² October 1st 2023 – March 31st 2024.

2. The local context

Local Plan (2006-2026)

- 2.1. The adopted Core Strategy (2009) provides the vision and spatial strategy for the borough, and the policy framework related to the delivery of housing and employment land. Spatial Objective 1 of the Core Strategy sets the target of strengthening and diversifying the economy by providing sufficient, sustainably located, good quality land and premises. The focus for new employment will be the urban areas within the borough; primarily Hinckley to reflect its status as a sub-regional centre and in Earl Shilton and Barwell to support the regeneration of these areas, with smaller scale employment in the key rural centres to support the rural areas of the borough.
- 2.2. The Site Allocations and Development Management Policies DPD implements the policies within the Core Strategy and contains policies to help guide new employment development and protect existing employment floor space (Policy DM19 and DM20).
- 2.3. The Council is currently reviewing its Local Plan with the current timetable for production set out in the Local Development Scheme (LDS)³, this report will form part of the evidence base for the replacement plan.

³ [Overview | Local Development Scheme \(LDS\) | Hinckley & Bosworth Borough Council \(hinckley-bosworth.gov.uk\)](#)

Employment Land and Premises Study Review (2020)

- 2.4. The Employment Land and Premises Study review was undertaken by consultants and published in February 2020 to inform the Local Plan Review. The review has provided a local focus and evidence base that assesses the supply, need and demand for employment land and premises in the borough.
- 2.5. For the purposes of this report the key aims of the review were:
- Provide detailed local research and analysis to examine the current and potential future demand (to 2036) within the borough for all types/sectors of employment;
 - Review the recommendations contained within the 2013 Employment Land and Premises Study in relation to which identified employment sites should be retained or released;
 - Consider if there are any new sites that should be identified as employment sites;
 - Update the information relating to the employment needs and opportunities
 - Recommendations on the future allocation of employment land and premises.
- 2.6. There was a general consensus from the Employment Land and Premises Study review that the specific policies in the Core Strategy are sensible and will allow the vision and objectives of the document to be achieved.
- 2.7. The review has also provided recommendations for the Key Rural Centres within the borough to ensure there are a range of employment opportunities in these settlements. The review indicates an Objectively Assessed Need of employment land (for both local and strategic needs) of 62.48 ha over 2019-2036, inclusive of a five-year buffer. The review found that the Borough has enough land to meet these requirements. However, a major finding of the study was that there is a strong lack of local supply compared with strategic employment sites within the borough.
- 2.8. The review presented a scenario which excludes strategic development at Hinckley Commercial Park. This scenario seeks to remove strategic sized development from the baseline information used to calculate projections of future need, and represents a more locally specific employment land need figure. Under this scenario Objectively Assessed Need is assessed as 38.5ha over 2019-2036, inclusive of a five-year buffer.
- 2.9. Overall whilst the review recommends the former approach as this includes both local and strategic needs (62.48ha need) it notes difficulty under this approach of separating out the individual requirements for strategic and for local needs employment. The review sets out that

historically around 80% of historic growth has been to meet local needs however the review clarifies this does not necessarily mean 80% (or 50ha) of the 62.48ha overall need figure should be to meet local needs.

- 2.10. However using the outcomes from both approaches referred to above it is likely that the needs for local employment land only could fall within the range of 38.5ha-50ha depending on the approach taken to local needs employment. This compares to an identified local supply in the study of 18.89ha. The remaining need would be to meet strategic needs and the study identifies a supply of strategic land of 98.05ha which significantly exceeds strategic need.

Employment Land Availability Assessment (ELAA)

- 2.11. The NPPF (2023) requires local planning authorities to assess the existing and future supply of land available for economic development and its sufficiency and suitability to meet identified economic development needs. The NPPF is supported by the National Planning Practice Guidance which guides councils in identifying appropriate land to meet development needs. Councils are expected to have regard to the guidance in preparing their assessments.
- 2.12. The local authorities that make up the Leicester and Leicestershire Housing Market Area (HMA) published a joint methodology for the production of ELAA's (August 2016). The joint methodology was updated following the publication of the revised NPPF and was published in February 2019. Following this Hinckley and Bosworth's Borough specific methodology which informs the Council's Strategic Housing and Employment Land Availability Assessment (SHELAA) was updated and published September 2020.
- 2.13. The SHELAA assessment identifies a future supply of land which is suitable, available and achievable for economic development uses over the plan period. However, the assessment does not in itself determine whether a site should be allocated for employment development. The purpose of this evidence base is to assess employment potential only.

3. Employment position at 30th September 2023

- 3.1. This section describes the employment land and site provision as per the 2021/22- 2022/23 period.
- 3.2. Table 1 below records the total take up (net) in the borough for the period 2021/23.

Table 1: Employment Site Provision (net) for the period 2021/23.

Indicator	Value
Total Employment Land Take Up 2021/23 (SQM)	97,566
Total Employment Land Take Up 2021/23 (Ha)	9.7565

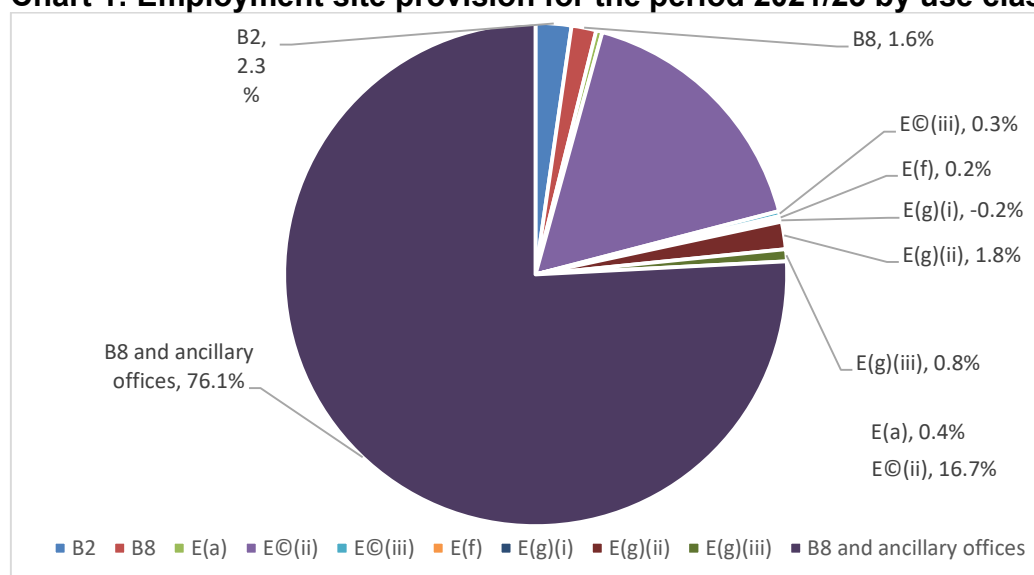
- 3.3. As per table 1 above, the provision of new employment sites between 1st April 2021 and September 30th 2023, equated to 97,566 sqm, or 9.7565 hectares.
- 3.4. Additional detail in relation to the respective schemes recorded as complete can be found at appendix 1 to this report.
- 3.5. The figures in table 1 are net of losses of employment sites and do not include figures relating to changes of uses between different employment uses.
- 3.6. Table 2 below provides a breakdown of the completions by corresponding use class.

Table 2: Employment Site Provision for the period 2021/23 by use class.

Use Class	Provision (SQM)	Provision (Ha)	Proportion
B2	2243	0.2243	2.3%
B8	1546.8	0.15468	1.6%
E(a)	391.9	0.03919	0.4
E (c)(ii)	16322	1.6322	16.7%
E (c)(iii)	300	0.03	0.3%
E(e)	29.25	0.002925	0%
E(f)	202	0.0202	0.2%
E(g)(ii)	1742	0.1742	1.8%
E(g)(iii)	744.71	0.074471	0.8%
B8 and ancillary offices	74245	7.4245	76.1%
Total	97566	9.7565	

- 3.7. Table 2 illustrates that the largest proportion of employment site provision in the period 1st April 2021 – 30 September 2023, was accounted for by the B8 use class with 75,791.8 sqm (7.57Ha) of completed floorspace, and accounting for 77.7% of total floorspace completed. For the purposes of analysis, the two B8 categories in Table 2 have been combined. This is reflected in Chart 1.
- 3.8. The large proportion of B8 use class provision is partly a reflection of demand, but also reflects that the B8 use classes and premises require large footprints.
- 3.9. Chart 1 illustrates the proportion of employment site provision, for the period 2021/23.

Chart 1: Employment site provision for the period 2021/23 by use class.



4. Employment Site Provision by Settlement Hierarchy

- 4.1. Employment site provision data is also categorized by geography and the settlement hierarchy as per the Site Allocations & Development Management Policies (SADMPD)
- 4.2. Table 3, overleaf, highlights which settlements fall within which settlement hierarchy category.

Table 3: Settlement Hierarchy

Settlement Hierarchy Category	Settlement
Urban Areas	Hinckley, Burbage, Barwell, Earl Shilton
Key Rural Centres	Desford, Groby, Ratby, Markfield, Barelstone, Market Bosworth, Newbold Verdon, Stoke Golding, Bagworth, Thornton
Rural Villages	Congerstone, Higham On the Hill, Nailstone, Stanton Under Bardon, Twycross, Witherley
Rural Hamlets	Barton in the Beans, Norton Juxta Twycross, Botcheston, Orton on the Hill, Bradgate Hill, Peckleton, Cadeby, Ratcliffe Culey, Carlton, Shackerstone, Dadlington, Sibson, Fenny Drayton, Stapleton, Kirkby Mallory, Sutton Cheney

- 4.3. Table 4 illustrates net employment site provision post deductions of any losses within the urban areas for the period 2021/23

Table 4: Employment Site Provision in Urban Areas for the period 2021/23.

Indicator	Value
Total Employment Land Take Up 2021/23 (SQM)	125.43
Total Employment Land Take Up 2021/23 (Ha)	0.0125

- 4.4. Illustrated by table 4, urban areas accounted for 125.43 sqm of employment site provision (0.0125Ha). As a proportion of overall provision, urban areas accounted for 0.1%.
- 4.5. Of the completions in the urban areas, use class E accounted for 82%, whilst the B2 use class accounted for 18%.
- 4.6. Table 5 illustrates net employment site provision post deductions of any losses within the key rural centres for the period 2021/23

Table 5: Employment Site Provision in Key Rural Centres for the period 2021/23.

Indicator	Value
Total Employment Land Take Up 2021/23 (SQM)	977.85
Total Employment Land Take Up 2021/23 (Ha)	0.0977

- 4.7. Illustrated by table 5, key rural centres accounted for 977.85 sqm of employment site provision (0.0977Ha). As a proportion of overall provision, key rural centres accounted 1%.
- 4.8. Of the completions in the key rural centres, use class E accounted for 37%, whilst the B8 use class accounted for 63%.
- 4.9. Table 6 illustrates net employment site provision post deductions of any losses within the rural villages for the period 2021/23

Table 6: Employment Site Provision in Rural Villages for the period 2021/23.

Indicator	Value
Total Employment Land Take Up 2021/23 (SQM)	92,829
Total Employment Land Take Up 2021/23 (Ha)	9.2829

- 4.10. Illustrated by table 6, rural villages accounted for 92829 sqm of employment site provision (9.2829Ha). As a proportion of overall provision, rural villages accounted for 95.1%
- 4.11. Of the completions in the rural villages, use class E accounted for 20%, whilst the B8 use class accounted for 80%.
- 4.12. Emphasizing the point at paragraph 3.11, of the employment site provision in rural villages, 72,245 sqm was accounted for use class B8. This equates to 78.3% of employment site provision in rural villages for the period 2021/23 and reflects the requirements for large footprints.
- 4.13. Table 7 illustrates net employment site provision post deductions of any losses within the rural hamlets for the period 2021/23

Table 7: Employment Site Provision in Rural Hamlets for the period 2021/23.

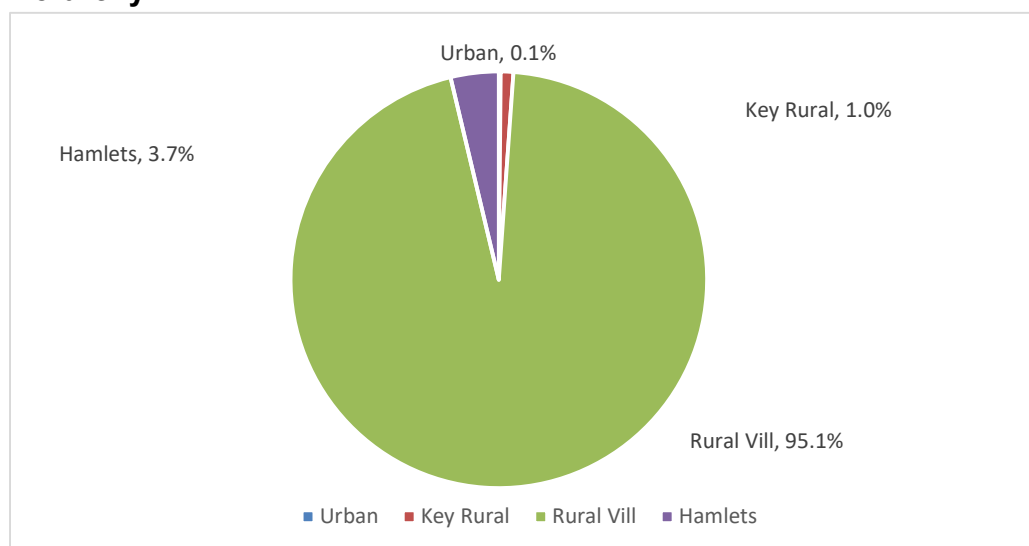
Indicator	Value
Total Employment Land Take Up 2021/23 (SQM)	3,633.51
Total Employment Land Take Up 2021/23 (Ha)	0.3633

- 4.14. Illustrated by table 7, rural hamlets accounted for 3,633.51 sqm of employment site provision (0.3633Ha). As a proportion of overall provision, rural hamlets accounted for 3.7%.
- 4.15. Of the completions in the rural hamlets, use class E accounted for 23%, whilst the B8 use class accounted for 19%. In addition, use class B2

accounted for 58%.

- 4.16. Chart 2 illustrates the respective proportions of employment site provision across the settlement hierarchy during the period 2021/23.

Chart 2: Employment site provision for the period 2021/23 by settlement hierarchy.



5. Employment Site Losses

- 5.1. This section of the report records the losses of employment floorspace and sites over the period 2021/23.
- 5.2. Losses of employment sites are recorded at the point of completion of the associated permission. Any schemes that result in the loss of employment sites, that were not started (N/S) or under construction (U/C) at the time of the site visits, are not counted in total loss figures in this report.
- 5.3. Table 8 below records employment site and floorspace loss, to non-employment uses in the borough for the period 2021/23.

Table 8: Employment Site Losses for the period 2021/23.

Indicator	Value
Total Employment site losses 2021/23 (SQM)	-782.4
Total Employment site losses 2021/23 (Ha)	-0.0782

- 5.4. As per table 8 above, there was a loss of 782.4 sqm of employment space, to non-employment uses between 1st April 2021 and September 30th 2023, equating to 0.0782 hectares.

5.5. Additional detail in relation to the respective losses recorded, can be found at appendix 2 to this report.

5.6. Table 9 below, provides a breakdown of the completions by corresponding use class.

Table 9: Employment Site Loss to non-employment use for the period 2021/23 by use class.

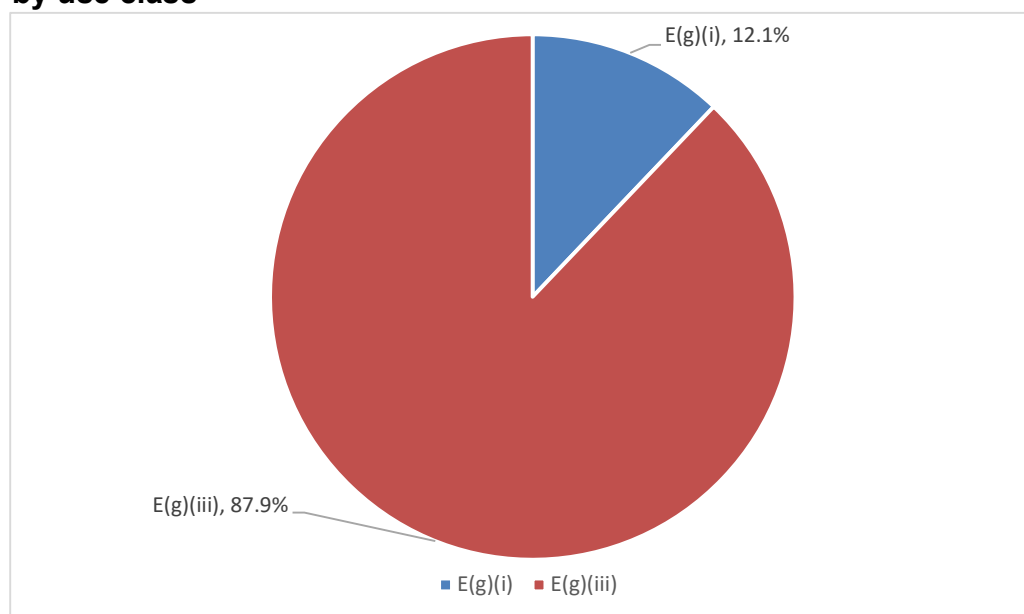
Use Class	Provision (SQM)	Provision (Ha)	Proportion
E(g)(i)	94.4	0.0094	12.1%
E(g)(iii)	688	0.0688	87.9%
Total	823.4	0.0823	

5.7. Table 9 illustrates that the largest proportion of employment site loss in the period 1st April 2021 – 30 September 2023, was accounted for by the E (g)(iii) use class with 688 sqm (0.0688Ha) of lost floorspace, and accounting for 87.9% of total floorspace lost.

5.8. The loss of the 688 sqm of employment use floorspace related to a scheme in Hinckley that converted office floorspace to seven residential units.

5.9. Chart 3 below illustrates the proportion of employment site and floorspace loss, for the period 2021/23.

Chart 3: Employment Site and floorspace loss for the period 2021/23 by use class



5.10. Of the losses of employment sites and floorspace, the majority 688sqm (88%) was lost in urban areas with the remainder, 94.4sqm (12%) lost in key rural centres.

- 5.11. The loss of employment floorspace in urban areas was in relation to one scheme for the change of use from office to residential in Hinckley. The 94.4 sqm lost in key rural centres, also involved a change of use to residential, use class C3.

6. Employment Site Intra Employment Use Changes

- 6.1. In addition to the losses of employment floorspace to non-employment uses, this monitoring statement has also recorded change of use between employment uses.
- 6.2. Table 10 records the amount of floorspace completed between employment uses. Please note that the figures in table 10 have not been included in net completion figures analysed in sections three and four of this report, as they do not result in any net gain.

Table 10: Intra Employment Change of Uses 2021/23.

Indicator	Value
Total Employment Change of Uses 2021/23 (SQM)	3,349.5
Total Employment Change of Uses Up 2021/23 (Ha)	0.3349

- 6.3. Of the total 3,349.5 sqm of intra employment change of use, 537 sqm or 16% was in urban areas and, 41sqm (1%) was in key rural centres. The majority, 2771.5 sqm (83%) was located at a single scheme in the rural hamlet of Botcheson. This related to a change of use from use class B2 to B8.
- 6.4. Additional detail in relation to intra employment use change of use completions can be found at appendix 3 to this report.
- 6.5. Of the 537 sqm that changed use in urban areas, the majority of changes concerned intra class E use class changes or changes from class E to Sui Generis. The 41 sqm in key rural centres also related to an intra class E use change in Market Bosworth.

7. Commitments

- 7.1. As of September 2023, various schemes remain extant and or were under construction. These schemes are otherwise known as commitments until the planning permission either lapses or the scheme is complete.
- 7.2. Table 11 illustrates the total commitments, net of and including any losses as of 30th September 2023.

Table 11: Total commitments as at 30/09/2023.

Indicator	Value
Total commitments as at 30/09/2023 (SQM)	399,937.6
Total commitments as at 30/09/2023 Ha)	39.9937

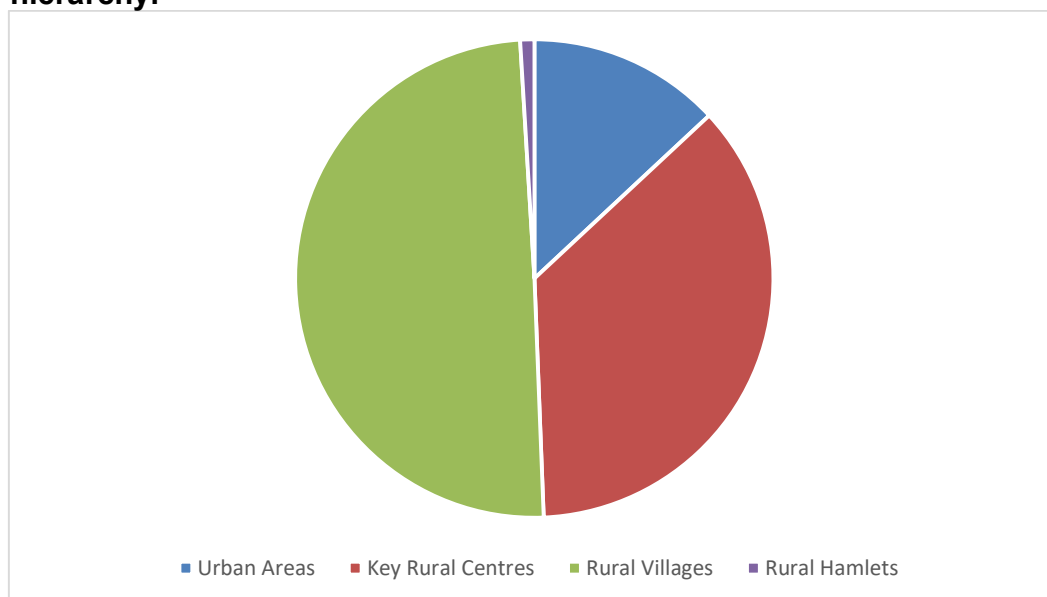
- 7.3. As per Table 11, nearly 400,000 sqm of employment floorspace exists in commitments (40 Ha). Of the total (399,937.6 sqm) 32% (129,700.7 sqm) of floorspace had yet to commence, whilst 68% of floorspace was under construction (270,236.9 sqm).
- 7.4. A spatial breakdown of the commitments as per the settlement hierarchy, is provided at table 12.

Table 12: Total commitments by settlement hierarchy 30/09/2023 (SQM)

Area	Commitments		
	N/S	U/C	Total
Urban Areas	9,397	42,809	52,206
Key Rural Centres	63,440.3	81,823	145,265.3
Rural Villages	54,931	143,707	198,638
Rural Hamlets	1,932.4	1,897.9	3,830.3
Total	129,700.7	270,236.9	399,937.6

- 7.5. As per table 12, the area with the highest proportion of commitments is rural villages, where commitments represent 50% (49.7%) of total commitments. Rural hamlets have the smallest proportion, with 1%, where key rural centres and urban areas account for 36% and 13% respectively.
- 7.6. Additional detail in relation to the respective commitments as at 30th September 2023, can be found at appendix 4 to this report.
- 7.7. Chart 4 overleaf, illustrates the proportions of commitments in respective areas.

Chart 4: Proportion of commitments at 30/09/2023 by settlement hierarchy.



- 7.8. Of the commitments, the B8 use class had the highest proportion with 67%, where B2 commitments accounted for 29%. The remaining commitments were accounted for by the E use classes.

8. Further data / contact details

- 8.1. Further data regarding housing can be provided if the request is relevant and reasonable.
- 8.2. For further information, please contact the Planning Policy department on 01455 238141 or planningpolicy@hinckley-bosworth.gov.uk.