Gosport Borough Council

Employment Land Review

December 2012

Delivering for Gosport

GOSPORT
Borough Council

Employment Land Review: December 2012

Evidence Study to support the Gosport Borough Local Plan 2011-2029

Gosport Borough Council

Executive Summary of the Employment Land Review

Purpose of the Employment Land Review

1. The primary purpose of the Employment Land Review (ELR) is to assess the supply and demand for employment floorspace and land in Gosport Borough, taking into account the wider employment requirements of South Hampshire.

2. The ELR brings together a range of information including:

- an assessment of existing employment sites and their suitability for employment uses;
- the potential future demand for employment land;
- the potential future supply of sites for employment; and
- the suitability of these sites for different types of employment development.

3. The ELR forms an important element of the evidence for the emerging Gosport Borough Local Plan 2011-2029. It will inform the Borough Council when developing its employment policies and allocating land for a variety of uses (primarily office, industrial and warehousing type uses).

Policy Context

4. The ELR and policies of the emerging Gosport Borough Local Plan 2011-2029 will need to be considered in the context of national, sub-regional and local policies and strategies. The Government's guidance is set out in National Planning Policy Framework. It highlights that local planning authorities should assess the level, type and quality of floorspace required for economic development over the local plan period. It should assess the suitability of land for such purposes including reappraising previously allocated land.

5. The Partnership for Urban South Hampshire (PUSH), which includes Gosport Borough Council, have produced a revised South Hampshire Strategy (October 2012) to provide a planning policy framework for the sub-region. The aim of the Strategy is to improve economic performance up to 2026 and it anticipates that the sub-region will require 1,130,000 sq.m of employment floorspace with 84,000 sq.m to be provided in Gosport Borough. It recognises that there should be a focus on existing key strengths such as advanced manufacturing, aerospace and marine industries as well making provision for growing sectors such as business services, care services and creative industries.

6. The Strategy aims to focus growth on the cities of Southampton and Portsmouth and the main towns. In the first half of the period development will be focused on existing allocations and brownfield sites within urban areas, plus urban extensions. However in the second half of the period it will be necessary for development to take place on greenfield areas concentrated in the Strategic Development Area (SDA) north of Fareham, as well as continuing to develop brownfield sites within the urban sites.

The Drivers and Barriers of Economic Growth

7. A number of economic drivers of growth and barriers have been identified for the South Hampshire sub-region based on various studies commissioned by PUSH. The ELR provides an overview of key issues relating to these factors. It recognises that the Borough has the lowest job density in the South East of England and that due mainly to MoD rationalisation there has been a continuing decline of jobs over the past two decades. This has led to increased out-commuting with peak-time congestion.

8. Despite significant rationalisation over recent decades the Borough is still highly dependent on the public sector. Business start-ups and business density is traditionally lower in Gosport than other parts of the County, although there are signs of improvement. The Borough's residents on average have lower levels of qualifications than other parts of Hampshire.

9. Important business clusters exist in Gosport including advanced manufacturing, aerospace and marine sectors. Consequently it is necessary to facilitate growth within these clusters to make best use of Gosport's assets.

10. It is important to acknowledge that if Gosport is to benefit from sub-regional growth it will be necessary to address its significant local deficiencies, primarily:
    - the need to increase skill levels; and
    - the need to continue to improve accessibility to and from the Gosport peninsula including further phases of the Bus Rapid Transit and improvements to Newgate Lane to serve the Solent Enterprise Zone at Daedalus.

Provision of employment land

11. The above factors clearly highlight the importance of having sufficient quality and quantity of employment land in order to encourage economic growth, provide local employment opportunities, assist in dealing with the effects of a changing industrial structure and provide entrepreneurial opportunities to assist in improving productivity.

12. Major brownfield sites are likely to be important contributors to sustainable economic growth. Generally, the larger the site the more it offers the market in terms of employment opportunities either by attracting multi-nationals or the creation of clusters of high-tech, higher productive businesses. Recent years have seen a reduction in the amount of employment land created across the sub region, which together with the generally low quality of existing stock and premises have constrained development.

13. The development of brownfield sites in the sub region and Gosport in particular is crucial to enable future economic growth. The Daedalus site which is now an Enterprise Zone will play an important role for new employment opportunities in aerospace, aviation, advanced manufacturing and marine sectors. There are also other potential employment land opportunities in the Borough as a result of MoD land releases.

Taking Stock of the Existing Situation (Stage 1 of the Employment Land Process)

Employment Land

14. It is estimated that the employment sites in the Borough cover an area of approximately 169 ha which represents about 7% of the land area of the Borough. This includes 110ha of employment sites in non-defence ownership and 59 ha of defence employment sites. The figure only includes the sites that have the key employment type uses (e.g. manufacturing and R&D). It excludes much of HMS Sultan and Blockhouse sites as these are primarily training facilities. This is because such sites are considered to be outside of the narrow B1, B2 and B8 focus of the Employment Land Review, as recommended by the Government guidance (ODPM 2004). It is acknowledged that such sites provide significant employment in the Borough and are essential for training and enhancing the local skills base.

Employment floorspace

15. The Borough has almost 480,000sq.m of employment floorspace (B1, B2 and B8). In terms of floorspace for each type of employment use it is clear that Gosport has a strong industrial focus with 66% either being light industrial or general industrial with warehouse and distribution accounting for 17%. It is also clear that the office sector is small within the Borough (7%).

16. In terms of market segments (see definitions in Appendix 3 of the main report) there are two significant segments in Gosport. The largest is general industrial areas accounting for 50% of employment floorspace with sites for specific occupiers accounting for 38% of the floorspace. A very large proportion of the site specific occupier floorspace is within Ministry of Defence control which highlights the Borough's reliance on a small number of key employers in the Borough, particularly the MoD.

Non-employment floorspace on employment sites

17. Many of the Borough's industrial estates also contain other non- B1, B2 and B8 type uses. Often these uses are complementary or ancillary to the employment functions and provide jobs in their own right. Significant non-employment uses include retail and builders merchants. Just over 5% of the Borough's total floorspace on employment sites is taken up by non-employment (i.e. non B1, B2 and B8 floorspace) representing just over 26,000 sq.m.

Vacancy rate of existing stock

18. In terms of the occupancy of premises on industrial estates 18.2% of units (Oct 2012) are currently vacant. This is an improvement from April 2007 when 21.1% of units were vacant. The established industrial estates (pre 2004) have a much lower vacancy rate (11%) than the new estates (25%).

Recent completions

19. The ELR includes completion rates of new employment floorspace on a year by year basis and identifies particular peaks in 2000 and 2004/05-2005/06. Much of latter peak relates to the development of former MoD land. In recent years the level of completions has been significantly lower than long-term trends, which is likely due to the recession. The average completion rate over the past twelve years is 3,655 sq.m per annum whilst in the last four years it has been just 261 sq.m per annum.

20. Since 2006, 43% of the occupied newly completed floorspace has been warehouse and distribution, 26% office, 22% general industrial, and 9% light industrial. In terms of market segment general industrial sites have been the predominant type of site that has been completed (73% of floorspace since 2000) with 18% incubator/SME Cluster sites and 7% office sites.

Loss of employment floorspace to other uses

21. A total of 8,544 square metres has been developed for non-employment uses (B1, B2 and B8 uses) on employment sites since 2000, amounting to just over 700 sq.m per year. It is estimated that this represents just over 1 hectare of land lost from employment use. Much of this loss of floorspace has been the result of redeveloping an older industrial area at Coldharbour to a mixed use site which included the retention of employment uses as well as the development of new residential buildings and a doctor's surgery and pharmacy. There have been no losses of employment floorspace (requiring planning permission) in the past four years.

22. It is important to note however that over the long term (past 20 years) the loss of jobs and employment land and premises has been considerable due to the rationalisation

of MoD sites. The main report includes a table of existing and former MoD sites to highlight the point.

Supply of potential employment land and floorspace

23. The ELR includes a detailed breakdown of each of the sources of known existing supply of new employment floorspace including outstanding planning permissions, potential on key existing employment sites and identified allocation in the current Gosport Borough Local Plan Review (2006). Table 1 below summarises the Borough's employment land floorspace (net and gross) supply as at 1 April 2012:

Table 1: Potential Supply of Employment Floorspace as at 1st April 2012

	Net Floorspace (square metres)	Gross Floorspace (square metres)
Total completions (1 April 2011- 31 March 2012)	0	0
Outstanding planning permissions (as at 31st March 2012)	3,682	3,682
Potential floorspace on existing employment sites without planning permission	11,365	11,365
Allocations and other identified available sites without planning permission	64,400	88,700
Total	79,447	103,747

24. In accordance with the process for undertaking an employment land review now that the current potential supply has been established in the Borough, it is necessary to investigate whether this is sufficient to meet the future demand for sites over the Plan period.

Creating a Picture of Future Requirements (Stage 2)

25. In order to quantify the amount of employment land required across the main business sectors within Gosport over the period to 2029 it has been necessary to assess both demand and supply elements and consider how they can be met by the existing stock of business premises and by allocated sites.

26. The Employment Land Review takes into account the PUSH preferred scenario and evidence studies conducted for PUSH which help determine the overall sub regional and district specific figures. The PUSH minimum net employment floorspace targets for Gosport are set out in Table 2.

Table 2: PUSH minimum net additional floorspace targets for Gosport Borough (2006-2026) compared to the sub-regional figure

Authority	Offices (B1a) Sq.m	Manufacturing and Distribution (B1b-B8) Sq.m
Gosport	**10,000**	**74,000**
South Hampshire Total	**580,000**	**550,000**

27. Notwithstanding these specific use-class targets it will be important for Gosport to ensure that there is sufficient floorspace available for the Borough's advanced manufacturing, aerospace and marine sectors which are important local clusters.

28. The Employment Land Review considers a number of other scenarios to ascertain whether the emerging Local Plan should consider an alternative employment floorspace target to the one included in the South Hampshire Strategy particularly as the emerging Gosport Borough Local Plan covers an additional three years. The ELR presents a summary of possible employment floorspace targets which range from

17,600sq.m to 215,000sq.m with the lowest based on the assumption that completion and take-up rates will remain the same over the Plan period as experienced over the past five years; whilst the highest is based on the ambition that Gosport Borough can match the average job densities of the other urban Boroughs in South Hampshire.

29. Consequently when considering the estimated known supply of 79,500sq.m (see Table 1 above) there could be a need to find up to 135,500 sq.m. depending on the preferred scenario. It is important to recognise that the South Hampshire Strategy requirement for the Borough of 84,000sq.m is based on a number of forecasts and considerations undertaken by DTZ and Oxford Economics for PUSH. The proposed PUSH employment figure for Gosport accords well with the range albeit slightly above the average of 82,063 sq.m. of the various scenarios which perhaps indicates a more ambitious approach for employment provision in the Borough. It will be necessary to have regard to market conditions and undertake a regular review of land availability both locally and within the sub-region. It is considered that the 84,000 sq.m would be an appropriate target for the whole Local Plan period to 2029 (rather than 2026) in order to provide a contingency for the current severe economic downtown and acknowledgement that parts of the Gosport economy may take slightly longer to recover than the more accessible parts of the sub-region.

30. With 79,500 sq.m already identified it would appear that it is only necessary to identify a modest 4,500sq.m of B1, B2 and/or B8 employment floorspace to meet the PUSH target of 84,000 sq.m. However it is considered important to identify sufficient sites to exceed this requirement in case certain sites do not come forward. This contingency is considered particularly necessary as significant parts of the undeveloped land identified within MoD ownership (identified as potential within existing employment sites) may remain undeveloped in the long-term unless parts are released to the open market for employment purposes. This land could accommodate approximately 10,000 sq.m and therefore a buffer of additional sites is deemed necessary. Additional sites are considered in Stage 3 of the Employment Land Review.

31. The remaining part of Stage 2 assesses the future needs of key sectors of the Gosport economy using a number of recent studies. It concludes that additional employment land in the Borough would be required to meet the demands of key clusters such as marine, aviation and advanced manufacture. It is also acknowledged that land will need to be available to support growth sectors such as office, business services and logistics. Even though these have been traditionally small sectors in the Gosport economy they have been identified as key areas to increase productivity of the PUSH area.

Identifying a Portfolio of Employment Sites (Stage 3)

32. The key objectives of Stage 3 are:

- to undertake a detailed review of all significant sites in the existing employment site portfolio;
- to confirm which of them are unsuitable/unlikely to continue in employment use;
- to establish the extent of any gaps in the portfolio; and
- if necessary identify additional sites to be allocated or safeguarded.

33. In order to assess the portfolio of sites for Gosport a detailed set of criteria has been devised based on Government advice. Six key indicators which consist of a number of attributes have been assessed. These are: market attractiveness; site quality of existing sites or developability of proposed sites; suitability of uses; accessibility; availability to the open market; and planning policy and sustainability.

34. Each site has been ranked as being high, medium or low in relation to each of the six indicators. The prime purpose of the assessment is to highlight key issues relating to various attributes and to provide a broad measure of comparing sites. Whilst the scores are subjective and provide a broad assessment they do give a general indication of a site's appropriateness for employment use and it is accepted that further site and market appraisal is required when developing a particular site. Only sites of over 0.25 hectares or 500sq.m. of floorspace have been considered.

35. Appendix 5 (of the main report) and the accompanying Employment Site Profile document provide an assessment of each employment site. The location of each site is shown on the plans at the end of the main report.

36. A number of key points regarding the site portfolio is outlined below:

- Most existing sites are considered to be appropriate to be maintained for employment purposes although it is recognised that certain sites may need to be redevelopment or refurbished to meet the needs of modern business.
- A small number of existing sites are not appropriate to safeguard for employment purposes due to their constrained nature within residential areas. Other uses on such sites may be appropriate if the businesses were to relocate.
- The existing allocation of Daedalus (with an amended boundary) will be the prime new employment site within the Borough particularly given its status as the Solent Enterprise Zone with a focus on aerospace, marine and advanced manufacturing sectors.
- The existing allocation of Coldharbour and the Gosport Bus Station will form part of a wider mixed use allocation known as the Gosport Waterfront which will also include the new allocation of the Retained Area at Royal Clarence Yard. This allocation will make use of access to deep water and existing marine facilities. It is envisaged that the site will be reorganised to allow for other employment generating uses (non B uses) and consequently there may not be any net gain in B1-B8 floorspace.
- The Priddy's Hard Heritage area is considered appropriate to be retained for mixed use sites with a small area employment floorspace.
- In addition the Grange Road site south of Huhtamaki which is also identified in the Local Plan Review as a potential employment site is considered an appropriate employment allocation now that it is no longer required as a tram depot.
- In order to meet the proposed PUSH employment figure of 84,000sq.m. of net additional floorspace a number of additional sites have been considered for employment purposes. Sites that should be included as part of the employment land portfolio includes: land off Aerodrome Road, the former Frater House site; and appropriate building as part of the Royal Haslar Hospital (as part of a medical/care/health led mixed use site). There is the potential for the reorganisation of office floorspace within Gosport Town Centre.

37. Taking into account of the above sites Table 4 identifies the proposed employment supply. It shows that the potential supply of employment floorspace in the Borough is just over 88,000 sq.m. This figure is almost 5% above the 84,000sq.m set out in the South Hampshire Strategy. It is recognised that some of the identified floorspace particularly within existing MoD owned employment sites (amounting to some 9-10,000 sq.m) may not necessarily come forward hence there is a need to have a buffer over the South Hampshire Plan requirement.

Summary of identified employment floorspace (B1-B8) supply in Gosport Borough (April 2012) (net)

	Net floorspace (sq.m)
Known sites (completions, permissions, existing allocations)	
Loss of employment floorspace (1/4/11 - 31/3/12)	0
Total completions (1/4/11 - 31/3/12)	0
Outstanding planning permissions (as at 1/4/12)	3,682
Estimated potential floorspace within existing employment sites	11,365
Allocations and other identified sites [1]	64,400
Sub Total	**79,447**
Possible employment sites to be developed with the Plan period (2026)	
Former Frater House site	5,000
Royal Hospital Haslar (medical/health care led with employment)	2,500
Aerodrome Road	1,100
Gosport Waterfront[2]	Estimated no net gain/loss
Minimum Identified Total	**88,047**

38. There a number of sites that may become available during the Plan period to 2029 but due to significant uncertainty regarding release by the Ministry of Defence, a specific floorspace figure has not been included as part of the supply figures. Blockhouse offers the potential for employment creation as well as a range of other uses and it is proposed to be identified in the forthcoming Local Plan as mixed use allocation. The HMS Sultan training base already employs a significant number of people and the Borough Council will seek to ensure that the site remains a training base. However if it is released in the long term the Borough Council considers that it should be used for employment uses that can help diversify the local economy and support existing clusters.

39. Other key themes identified as part of the employment land review process include:
- the need to ensure existing sites remain attractive to businesses and that a quality environment is important for attracting new business investment;
- it is necessary to safeguard key economic assets such as: access to the waterfront and retention of related marine infrastructure (waterfront sites); and airfield access (Daedalus); and
- there is a need to improve transport infrastructure both road and public transport in order to ensure the peninsula is more attractive to new business and investment.

40. It is clear that sufficient land can be made available in Gosport to increase employment levels in the Borough. However it will be necessary to continually monitor progress particularly in the light of the current recession and the uncertainty surrounding certain sites. Consequently there is a need to be flexible and improve the quality of business facilities and infrastructure in order to attract new investment particularly linked to existing clusters (advanced manufacturing, aerospace and marine).

[1] Daedalus 55,000 sq., (net), Grange Road 8,400 sq.m (net), Priddy's Hard (1,000sq.m) net
[2] Retained Area (+9,500sq.m net), Bus Station (+2900sq.m net) Coldharbour (-12,600sq.m net)

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Section 1: Introduction

Purpose of this document

1.1 The primary purpose of the Employment Land Review (ELR) is to assess the demand for, and supply of, land for employment in Gosport Borough taking into account the wider employment requirements of South Hampshire.

1.2 This Report brings together information relating to the following:
- an assessment of existing employment sites and their suitability for employment uses;
- the potential future demand for employment land;
- the potential future supply of sites for employment; and
- the suitability of these sites for different types of employment development;

1.3 It aims to inform planning policy for safeguarding the best sites for employment in the face of competition from higher value uses such as residential. It will also help identify those sites which are no longer suitable for employment development which should be made available for other uses.

1.4 The document needs to be read in conjunction with other evidence studies including:
- PUSH Economic Development Strategy (DTZ October 2010) and supporting documents produced by DTZ and Oxford Economic);
- Logistics and Distribution Study in South Hampshire (Roger Tym and Partners et al 2008);
- The Employment and Commuting Study (MVA 2008);
- The Impact of the Defence Sector on the Economy of Gosport (University of Portsmouth 2008);
- The Strategic Housing Land Availability Assessment (GBC 2012); and
- The Open Space Monitoring Report (GBC 2012).

1.5 The Report focuses on the following types of employment uses:
- offices, both in town centres and elsewhere including those for public administration;
- light and general industry;
- wholesale and freight distribution; and
- technology premises, including research, business and science parks.

1.6 It is essential not to view the Gosport economy in isolation from international, national, regional and sub-regional processes and trends, particularly in the light of increasing globalisation and current economic difficulties in the UK and many parts of the world.

1.7 Employment land issues need to be considered in the context of national and sub-regional planning policies, which are outlined in Section 2 of this document. Section 3 provides economic and employment information for the Borough in reference to key economic drivers and barriers.

1.8 In order to conduct the Employment Land Review it is necessary to take a three stage approach. The first stage is set out in Section 4 and includes taking stock of the existing situation and includes detailed consideration of existing employment floorspace as well as existing allocations. It also includes a commentary on key employment land indicators and recent trends. As recommended by Government guidance this stage includes a preliminary assessment of the suitability of existing sites and allocations.

1.9 Section 5 includes the second stage of the assessment which sets out the Borough's future requirements. It considers a number of scenarios and includes the findings of a number of key sub-regional studies as well as taking into account local factors.

1.10 The third stage in Section 6 identifies the portfolio of employment sites to meet the estimated future requirement following a detailed assessment of site characteristics, sustainability and market factors. Section 7 brings all the information together and sets out the key conclusions.

Reasons for update

1.11 This report provides updated information published in 2010 in order to inform the emerging Gosport Borough Local Plan 2011-2029. Key elements of this update include:

- The introduction of the National Planning Policy Framework and the adoption of a new South Hampshire Strategy by PUSH (Section 2);
- latest economic and employment data which are particularly relevant to employment land supply issues, particularly in the light of a continuing significant economic difficulties (Section 3);
- latest employment land supply information as at 1st April 2012 (Section 4) including proposals for strategic sites such as Daedalus which has now been designated as an Enterprise Zone;
- the Council's latest position on employment allocations as at December 2012;
- revised forecast information taking into account latest sub-regional evidence, population forecasts and completion rates (Section 5); and
- a refresh of the 'portfolio of sites' section included in the ELR taking into account other sites that may have come to light and updated information on existing known sites (Section 6) followed by a revised assessment of whether the Borough Council can meet the proposed employment land figure identified by the Partnership for Urban South Hampshire as part of the growth agenda for the sub-region.
- the accompanying Site Profiles document has been refreshed to include factual updates although it has not been considered in most cases necessary to conduct a new assessment unless there have been a significant changes in circumstances.

1.14 All these changes must be seen in the wider context of the continuing very difficult international, national and local economic conditions which has limited the availability of finance for investment, stifled demand and reduced business confidence. It is important to consider the finding of the ELR Report over the medium-long term to 2029 (i.e. the Local Plan period). Therefore despite current economic difficulties it is reasonable to consider a more optimistic long view. The Borough Council considers that providing sufficient employment land of suitable quality to meet the needs of modern business will place Gosport in a better position to achieve economic growth and employment-led regeneration.

Section 2: Guidance and Policy Context

2.1 The Employment Land Review and policies of the Gosport Local Plan will need to be considered in the context of national, regional, sub-regional and local policies and strategies. The following assessment focuses on land supply issues.

National Policy

National Planning Policy Framework (NPPF) (DCLG March 2012)

2.2 The NPPF recognises that the purpose of the planning system is to achieve sustainable development taking account of economic, social and environmental dimensions. In relation to the economic role the planning system should contribute towards building a strong, responsive and competitive economy, by ensuring sufficient land of the right type is available in the right places and at the right time to support growth and innovation. This also includes identifying and coordinating development requirements including the provision of infrastructure.

2.3 The NPPF sets out a number of core planning principles including that planning should proactively drive and support sustainable economic development to deliver business and industrial units. It states that every effort should be made to identify business needs of the area and respond positively to wider opportunities for growth. Plans should take account of market signals such as land prices and set out a clear strategy for allocating sufficient land which is suitable for development in their area, taking into account of the needs of the residential and business communities. Planning should encourage the effective use of land by reusing land that has been previously developed (brownfield land).

2.4 In drawing up Local Plans, local planning authorities should:

- set out a clear economic vision and strategy for their area which positively and proactively encourages sustainable economic growth;
- set criteria, or identify strategic sites, for local and inward investment to match the strategy and to meet anticipated needs over the plan period;
- support existing business sectors, taking account of whether they are expanding or contracting and where possible identify and plan for new or emerging sectors likely to locate in their area;
- policies should be flexible enough to accommodate needs not anticipated in the plan and to allow a rapid response to changes in economic circumstances;
- plan positively for the location, promotion and expansion of clusters or networks of knowledge driven, creative or high technology industries;
- identify priority areas for economic regeneration.

2.5 The Framework states that planning policies should avoid the long term protection of sites allocated for employment use where there is no reasonable prospect of a site being used for that purpose. Land allocations should be regularly reviewed. Where there is no reasonable prospect of a site being used for the allocated employment use, applications for alternative uses of land or buildings should be treated on their merits having taken account of market signals and the relative need for different land uses to support sustainable local communities.

2.6 In relation to plan making, the NPPF states that Local Plans should be aspirational but realistic. They should include polices to deliver the jobs needed in an area. They should cover an appropriate time scale, preferably a 15 year time period. Plans should be supported by a proportionate evidence base which is adequate, up-to-date and relevant. Local planning authorities should have a clear understanding of business needs within the economic markets operating in and across their area. To achieve this they should

- work together with county and neighbouring authorities and with Local Enterprise Partnerships to prepare and maintain a robust evidence base to understand both existing business needs and likely changes in the market;
- work closely with the business community to understand their changing needs and identify and address barriers to investment, including a lack of housing, infrastructure or viability.

2.7 Local planning authorities should use this evidence base to assess:

- the needs for land or floorspace for economic development, including both the quantitative and qualitative needs for all foreseeable types of economic activity over the plan period;
- the existing and future supply of land available for economic development and its sufficiency and suitability to meet the identified needs. Reviews of land available for economic development should be undertaken at the same time as the Strategic Housing Land Availability Assessment and should include a reappraisal of the suitability of previously allocated land.

Regional and Sub-Regional Policy

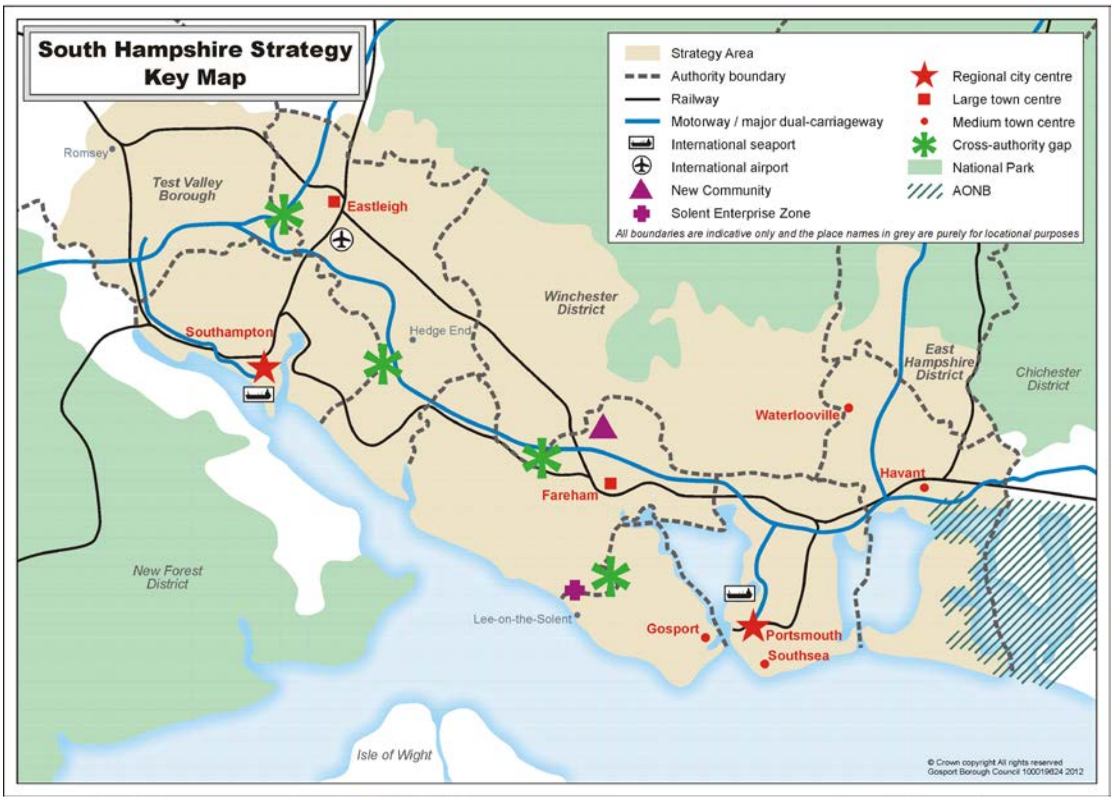
The South East Plan (SE Plan) and South Hampshire Strategy

2.8 The South East Plan (GOSE 2009) covers the period 2006-2026. However the Government, through the Localism Act intends to revoke all regional plans. The SE Plan includes the sub-regional strategy for South Hampshire (Figure 2.1) which was developed by the Partnership of Urban South Hampshire which is a consortium of local authorities including Gosport Borough Council. These authorities have cooperated closely to develop a sub regional strategy which had been subject to public consultation and examined by an Inspector. This original PUSH devised Strategy forms the bases of a revised South Hampshire Strategy (October 2012) which takes into account the very different economic conditions of the past few years and whilst still ambitious the overall level of new employment and housing development has been reduced.

2.9 The refresh of the South Hampshire Strategy provides a policy framework, as well as supporting evidence, to inform policies and proposals of the draft Gosport Local Plan. The aim of the South Hampshire Strategy is to improve economic performance up to 2026, whilst at the same time seeking to address issues of social deprivation, and protect and enhance its environmental quality. Production of an updated PUSH spatial strategy is in line with the Government's National Planning Policy Framework (NPPF) which envisages that the 'duty to cooperate' could be addressed through a jointly prepared strategy. The strategy is founded on sound evidence including evidence used to develop the PUSH Economic Development Strategy which includes demographic and economic forecasts.

2.10 Although the document is a non-statutory document, it is considered as a material consideration and has been adopted by the PUSH Joint Committee which includes elected members from all the PUSH authorities.

Figure 2.1: Area covered by the South Hampshire Strategy (2012)



2.11 The South Hampshire Strategy sets out a vision for the sub region which is based on a strengthened economy, a higher skilled workforce, a broader range of housing and better infrastructure. It will be underpinned by world class educational facilities, dynamic city and town centres, an impressive portfolio of development opportunities, well managed urban environments and high quality new development. Quality of life will be enhanced by a more diverse retail, leisure and cultural offer, enhanced greenspace and an enriched natural and historic environment.

2.12 The spatial strategy seeks to provide a range of employment sites especially for those in marine, aerospace, environmental technologies and transport and logistics in which there are already strengths in the local economy.

2.13 Policy 1 of the South Hampshire Strategy outlines the overall development strategy for the sub region. It recognises that Portsmouth and Southampton will be dual foci for investment and development, as employment, business, retail, entertainment, higher education and cultural centres for the sub-region as well as residential development. The other towns such as Gosport will play a complementary role serving their more local areas. These urban areas will provide for new employment, housing, retail and leisure development in order to meet the needs of their own populations and to make a contribution to the regeneration of the sub region, complementing the initiatives to be undertaken in the two cities.

2.14 Until around 2016, development will be concentrated on sites within existing urban areas and existing greenfield allocations. After 2016, development will be concentrated on urban sites, in the Strategic Development Area to the north of Fareham, and in urban extensions such as North of Whiteley. The timing and phasing of major development in peripheral locations should not detract from/compromise development in the cities and other existing urban areas, subject to this not resulting in economic development being lost from the sub-region.

2.15 Policy 2 recognises that the environmental quality of the two cities and South Hampshire's other established urban areas will be enhanced so that they are increasingly locations where people wish to live, work and spend their leisure time. Investment and improvements in transport and the public realm will reflect this, as will the location of sites for development. High density development will be encouraged in the city and town centres, around public transport hubs and at other sustainable locations. Flood defences in Gosport, Portsmouth and Southampton will need to be improved in tandem with regeneration and further development. The policy specifically mentions a number of sites in Gosport Borough including that the Solent Enterprise Zone at Daedalus with its airfield and slipway will build on the advance manufacturing, marine and aviation clusters that exist in the sub region. Other regeneration opportunities exist at Gosport Waterfront and Haslar Hospital.

2.16 Policy 4 requires the following amount of employment floorspace in South Hampshire for the period 2011 to 2026:

- 580,000 sq.m. of net additional office floorspace;
- 550,000 sq.m. of net additional manufacturing and distribution floorspace.

2.17 These requirements should be provided for by the PUSH authorities collectively through site allocations and planning permissions. The employment floorspace provision figures exceed what is likely to be built even when economic conditions improve. This slight excess is deliberate in order to offer choice to developers and occupiers and to ensure the market capacity to 'move and churn'.

2.18 The total PUSH employment land figures have been apportioned to each district as set out in Policy 6 of the South Hampshire Strategy. The target for Gosport Borough for the period 2011-2026 is 84,000 sq.m. These figures relate to net additional floorspace i.e. on land not previously used for employment purposes plus net increases in floorspace on existing employment sites.

2.19 The South Hampshire Strategy aims to improve its economic performance by raising the economic output (Gross Value Added (GVA)) as well as the number of jobs. It is envisaged that the GVA per capita gap between South Hampshire and the South East Region will be reduced from the current 11% to 7% by 2026. Emphasis will be placed on providing for the key sectors of advanced manufacturing including marine and aerospace, environmental technologies and transport and logistics which have the potential to generate high levels of GVA.

2.20 It is estimated that there will be an increase of 50,400 jobs over the PUSH area during the period 2006 and 2026.[3] A significant increase is projected in employment uses which do not require conventional employment floorspace –

[3] PUSH Economic Development Strategy: Preferred Growth Scenario- Appendix 2

e.g. health, personal services, retailing, hotels and restaurants. Indeed, that increase is forecast to be larger than the number created in offices, manufacturing and distribution combined. For example it is forecast that there will be 9,000 additional jobs in the health and care sector by 2026 and over 5,000 in hotel and restaurants. There is latent potential for job growth in tourism, capitalising more fully on the area's natural assets and its international gateway function. Positive provision should also be made for creative industries including design, media, IT and culture.

2.21 Policy 7 relates to the allocation of employment sites stating that particular emphasis should be placed on providing for key sectors (advanced manufacturing including marine, aerospace and environmental technologies). Addressing deprivation should be a consideration in the allocation of sites. Policy 8 requires that sites allocated for employment development should be suited to modern business requirements and be capable of being economically developed. Existing and allocated employment sites which satisfy these criteria should be safeguarded for employment purposes. The policy recognises the importance of the Daedalus site as the Solent Enterprise Zone with its focus on marine, aerospace and aviation sectors. The Strategy recognises that in a highly urbanised area like South Hampshire with limited undeveloped land it is essential to ensure sufficient suitable sites are available for employment purposes especially with special characteristics (such as waterside sites for marine industries). These factors justify safeguarding existing and allocated employment sites where they meet modern business requirements or will provide for other needs such as for low cost space. Sometimes such safeguarding may need to be long term as there may be considerable time before allocating a site and developing a site.

Regional Economic Strategy (2006-2016)

2.22 The Regional Economic Strategy (RES) (SEEDA 2006) was produced by the South East England Development Agency[4] and covers the period 2006-2016. The three key values of the Strategy are:

- Building on excellence for global competitiveness;
- Investing in potential to underlift performance; and
- Safeguarding the quality of life as a competitive advantage.

2.23 The vision of the RES is that by 2016, the South East will be a world class region achieving sustainable economic prosperity. One of the aims of the RES is to achieve an average annual increase in GVA per capita of at least 3%. The RES recognises that the South East comprises some of Europe's most successful and prosperous areas that are well equipped to compete globally as long as significant investment in infrastructure is made. However, it also acknowledges that the South East region contains a number of underperforming areas failing to achieve their economic potential.

2.24 Gosport is located within one of the underperforming areas known as the *'the Coastal South East'*. The RES places an emphasis on releasing untapped potential, focusing on the economic dynamism generated by the cities and urban areas, and developing new futures for coastal towns that exploit and enhance the advantages of their location.

2.25 The RES contains a number of priorities for the coastal South East including the need to ensure that sufficient land is provided to provide new and flexible

[4] Now disbanded

employment space through the redevelopment of brownfield land and the refurbishment of existing stock.

2.26 The RES identifies Urban South Hampshire as one of eight Diamonds for Investment and Growth which have significant potential for economic growth which needs to be reinforced by infrastructure investment as a stimulus to sustainable growth. The RES will support these areas in developing and implementing their plans to unlock the potential for sustainable growth.

PUSH Economic Development Strategy

2.27 The latest PUSH Economic Development Strategy (DTZ October 2010) sets out PUSH's ambitions for the South Hampshire area in the light of substantial changes to the economy since the previous strategy was produced in 2006.

2.28 In the latest strategy the fundamental ambitions have not changed including: creating a more prosperous future with everyone sharing the benefits; reducing levels of deprivation; and increasing levels of labour market participation. The aim is to see the cities fulfil their economic potential with the sub-region becoming an even greater place to live, work and do business, offering an excellent quality of life. The challenge to close the gap with the rest of the SE is still considered valid.

2.29 However since the original strategy the context has changed with the recession leading to higher levels of unemployment with substantial challenges for both public and private sector investment. The strategy seeks a more sustainable economic future that utilises the assets of the sub-region and build on key sectors as well as the skills of the resident population, the world class businesses and existing institutions such as universities. It is considered that continued collaboration, has been, and will remain the strength of PUSH. Seven transformational actions have been identified to achieve PUSH's ambitions:

- leading on employment and skills- a brighter future is based on a skilled workforce that underpin higher levels of growth and ensure residents are engaged and suited to the jobs that are created;
- supporting growth in our cities – ensuring the cities fulfil their potential as drivers of a sustainable and growing economy;
- ensuring sites and premises to facilitate growth – making sure the PUSH area can accommodate the growth by prioritising investment in the most important places;
- establishing a single inward investment and place marketing function – to ensure resources are used efficiently to attract new businesses in the sub-region;
- developing the sub-region's world leading sectors- ensuring South Hampshire continues to be recognised as a leading location for marine, aerospace and advanced manufacturing;
- strengthening innovation networks to drive productivity growth – ensuring innovation and knowledge lies at the heart of the local economy
- driving innovation in delivery and funding models – ensuring that creative and innovative delivery is at the centre of all that PUSH does.

2.30 The Strategy identifies three categories of sectors which shape future action. These are:

Using local strengths to generate high GVA[5]	**Creating employment opportunities for many**	**Underpinning quality of life and place**
* Advanced manufacturing * Marine * Aerospace * Environmental technologies * Transport and logistics	* Financial and business services * Health and care	* Creative industries * Retail * Leisure and visitor economy

2.31 Increasing output in the sectors with particular local strengths will improve productivity, create additional high wage jobs and stimulate further job growth in other sectors. The Strategy aims to ensure growth opportunities are captured and businesses are not held back by a lack of skills or development land. The Strategy recognises that tackling climate change must be embedded in all that PUSH does and that this will help support the local growth of the environmental technologies sector. This could include supporting business change, developing infrastructure to mitigate the effects of climate change or ensuring the resource efficiency of existing and new property.

2.32 The Strategy recognises that business services and health sectors are projected to be a major source of additional jobs over the next 15-20 years and that this growth must be facilitated. The Strategy recognises the need to support the cities to fulfil their potential and become attractive and successful locations for financial and business service employers and reverse recent trends of firms relocating out-of-town It also seeks to ensure that opportunities for health care are captured in the sub-region.

2.33 The protection and enhancement of the sub-region's natural, heritage and cultural assets is important for attracting sectors such as creative, retail, tourism and leisure.

2.34 Key actions identified in the latest PUSH Strategy particularly relevant to the Gosport Borough Local Plan includes:

- Facilitating the development of appropriate sites and premises including:
  - aligning the planning function, and infrastructure and site investments with the overarching strategy;
  - undertaking research to better inform future requirements for sites and premises.
- working with employers to develop the skills of the existing workforce to meet their business requirements.

Coastal Strategy

2.35 In the light of the issues identified by the RES, SEEDA's *Coastal South East: A Framework for Action* (SEEDA 2006) sets out a vision, priorities and a number of action areas for the South East Coast.

2.36 The priorities for the Framework for Action are:

- a creative and inspirational coast with high quality places in which to live, work, learn and invest;
- an inclusive and connected coast with confident and ambitious communities and businesses; and
- a competitive coast with a strong maritime economy.

[5] Measurement of output = Gross value added per worker.

2.37 The strategy identifies many of the economic issues that places such as Gosport face (see Section 3) and recognises that such areas have significant untapped potential. It includes four key action areas, which are:

- identify coastal sites where development could enable the creation of new mixed use communities including high quality, high density living and working environments with outstanding physical and virtual communication links;
- focus on improving productivity and business performance across a range of sectors, while paying particular attention to businesses which rely on the coast as a primary resource;
- develop priorities for long term investment to improve connectivity for the main urban areas;
- build civic leadership so that a vision for the area is embraced and delivered.

Solent Waterfront Strategy (SEEDA)

2.38 SEEDA's Solent Waterfront Strategy (2007) recognises the significant economic significance of the marine industry to the Solent sub-region and that it is often under-estimated as a driver for growth. The marine cluster makes up at least 20% of the value of the Solent economy. It considers that land-use planning, spatial and economic policies are critical for the future of this important sector. It makes a number of recommendations that are relevant to the supply of employment land in Gosport including:

- SEEDA , PUSH and marine industries should raise the profile of the importance of the Solent as the centre of UK marine industries and actively promote it as a place for growth and innovation;
- strategic marine sites should be identified and safeguarded and/or allocated for marine use in LDFs. LDFs should include policies to safeguard locally important waterfront sites, both existing or with potential for marine use;
- the need to address the likely impact of climate change on marine industries.

<u>Local Policy Context</u>

Gosport Borough Council Corporate Plan (2009-2012) (GBC 2009b)

2.39 Economic and employment issues are critical to many of the Council's Strategic Priorities including:

- attracting investment to Gosport's economy;
- maximising local employment opportunities;
- promoting tourism opportunities;
- improving social inclusion;
- regenerating Gosport's town centre and Waterfront;
- tackling the congested road network; and
- reducing crime and anti-social behaviour.

Gosport Borough Local Plan Review (2006-2016)

2.40 The Gosport Borough Local Plan Review was adopted in May 2006, providing the current planning policy framework for the area. The Plan's strategy recognises the fundamental importance of the need to identify sites for employment use to enable economic regeneration to achieve a more sustainable employment base.

2.41 The Plan's employment objectives are that the Council will:

- promote and improve the economic well-being of the Local Plan Review area;

- facilitate new development or redevelopment to provide new job opportunities;
- encourage a more diverse employment base and reduce dependence on defence related industries;
- provide for the consolidation and expansion of existing employment uses where appropriate;
- retain major employment sites within the Borough to facilitate a sustainable pattern of development;
- facilitate provision of tourism related employment; and
- provide a range of sites for small and medium sized business.

2.42 Table 2.1 summarises the employment policies included in the adopted Local Plan Review. The policies will eventually be superseded by the policies that will emerge within the Gosport Borough Local Plan 2029.

Table 2.1 Gosport Local Plan Review (adopted May 2006): Employment Policies

Policy	Name of Policy	Comment
R/EMP1	Allocation of land for employment	Three sites are identified for employment development.
R/EMP2	Land allocated for employment use as part of mixed use development	Five mixed-use sites are identified to include a significant element of employment uses.
R/EMP3	Protection of existing employment sites from inappropriate development	Existing sites identified on the Proposals Map are protected from competing uses as it is acknowledged these sites create significant employment opportunities, add diversity to the local economy and reduce the need for out-commuting.
R/EMP4	Marine related employment	Policy encourages marine related uses on waterside sites.
R/EMP5	Extension of existing employment uses and redevelopment of redundant employment sites	Recognises the potential for existing employment sites to expand and that redundant employment sites can be redeveloped to provide modern employment facilities to meet the needs of the changing market.
R/EMP6	Development for employment uses within the urban area	Recognises that there may be opportunities to develop other urban sites for employment that are currently not allocated for employment uses providing the proposal meets the relevant criteria.
R/EMP7	Low employment generating uses	Aims to minimise low employment generating uses given the limited amount of land available in the Borough for employment use. The Council considers that the employment potential of proposed development sites should be maximised.
In addition the Retail and Town Centres Chapter includes a number of policies which are applicable to the location of office development.		

Gosport's Sustainable Community Strategy

2.43 The vision set out in Gosport's Sustainable Community Strategy (Gosport Partnership 2007) includes the following in relation to the local economy:

Gosport's local economy will be thriving and diverse with increased investment. There will be a good choice of jobs on the peninsula and people will have the opportunity to work close to home. The economy will build on its strengths in the tourism and marine sectors whilst maximising its high-tech manufacturing base. Business start-ups will have increased and released

Ministry of Defence land will provide opportunity for maximising business development and growth. Local people will have improved skills and qualifications.

2.44 The Gosport Partnership has developed an Action Plan (June 2009) in relation to employment and transport. The key elements regarding the economy are related to improving the Borough's image as a place to invest, improving local skills and creating local jobs.

Gosport: An Opportunity 2011-2026, Business Growth and Community Regeneration (DTZ 2011)

2.45 The document sets out the Borough Council's economic vision and integrated delivery framework for the Borough, based on the advantages and opportunities in the Borough. It includes details on key development sites, priority sectors and cross-cutting infrastructure relating to infrastructure, skills and image. It recognises the importance of:

- partnership - including working as part of PUSH and the Solent Local Enterprise Partnership;
- being proactive - including the delivery of key sites, helping to secure infrastructure improvements, working to improve the image and perception of the Borough as a place to invest, live and visit, and taking opportunities to improve skills and training; and
- taking a phased approach- to transform Gosport over the long term.

2.46 The Vision is to create a diverse and thriving economy with increased investment and a good choice of jobs on the peninsula. Gosport Borough Council and its partners will realise this vision by:

- Delivering opportunities to proactively encourage growth in priority sectors:
  - Marine, Aerospace and Advanced Manufacturing
  - Tourism and Leisure
  - Health and Care
- Taking action to improve accessibility, skills and quality of life to support business growth; and
- Promoting the integrated and complementary development of strategic sites.

2.47 The outcomes of the Strategy are the following:

- A better balanced and rounded economy, through a major focus on job creation in the next few years;
- A stronger image internally and externally as a business and visitor location through an enhanced skills profile, business infrastructure, quality of environment and cultural offer;
- Improved infrastructure that encourages investment in business and quality of life;
- Gosport being known as a centre for skills development that serves the marine, aerospace and advanced engineering sectors across South Hampshire, enhancing Gosport's attraction to business investors in these key activities; and
- Coordinated and complementary development across key sites, to facilitate and nurture business growth in priority sectors and help realise investment in associated infrastructure.

Economic Regeneration Strategy (2004-2007)

2.48 The Economic Regeneration Strategy 2004-2007 (GBC 2004) provides a framework to guide the Council's investment and policy formation in respect of the sustainable economic regeneration of the Borough.

2.49 Key objectives include:

- raise basic skills levels in literacy, numeracy and Information & Communications Technology (ICT);
- expand workforce capacity and address skills shortages;
- improve communication and liaison with local businesses;
- develop local business networks;
- contribute to the development of sector-based initiatives;
- where land is surplus to MoD requirements, support its phased release for mixed use and employment purposes;
- encourage inward investment and expansion opportunities for local businesses;
- ensure the quality and sustainability of existing and proposed commercial property solutions; and
- encourage an innovative and integrated approach to tackling social exclusion.

2.50 It includes a number of actions to assist in achieving these objectives. Those most relevant to the Employment Land Review include:

- ensure the provision of a range of industrial and office accommodation;
- seek to regenerate older industrial areas;
- identify issues for marine-related businesses;
- contribute to the development of regional clusters for construction and defence sectors;
- develop an inward investment strategy for the Borough;
- take a lead role in marketing and promoting investment opportunities;
- support appropriate improvements to the local infrastructure and environment;
- support the development of integrated and sustainable transport solutions; and
- work with regeneration partners to identify priorities, develop projects and maximise funding opportunities.

2.51 A revised Economic Prosperity Strategy is currently being prepared.

Section 3: The Drivers and Barriers of Economic Growth

3.1 This section includes a consideration of key drivers and barriers of economic growth supported by a range of economic and employment information relating to Gosport.

Summary of the Drivers of Economic Growth and Potential Barriers

3.2 A number of the drivers (Table 3.1) and barriers (Table 3.2) to economic growth in the sub region and form the basis for assessing key economic issues facing the Borough in terms of employment land supply.

Table 3.1: Summary of Drivers of Economic Growth for South Hampshire

Industrial/Employment Structure
Diversified economy with a well-balanced industrial structure
Well-represented in high value industries, particularly Advanced Manufacturing and the Marine sector
Labour Supply
High participation in the labour market
Skills and Training
Good quality skills base
Skills levels match the industrial structure in some of the Boroughs
Land resources
Potential increase in prime waterfront sites through MoD land release development
Accessibility
Good external access across the region and to neighbouring economic centres
Generally good levels of accessibility to most of the Boroughs
Quality of life
Strong quality of life drivers (natural environment)

Source: South Hampshire Economic Drivers and Growth: Combined Report (DTZ 2007)

3.3 These drivers are relevant for Gosport as it forms part of the sub-regional economy, however it is important to acknowledge that if Gosport is to benefit from sub-regional growth it will be necessary to address its significant local deficiencies, primarily:

- the need to increase skill levels; and
- the need to improve accessibility to and from the Gosport peninsula.

3.4 Table 3.2 identifies a number of potential barriers to growth. Many of these are relevant to Gosport particularly the decline of traditional sectors and the long term trend of low business formation.

Table 3.2: Summary of Barriers for South Hampshire

Industrial/employment structure
Continued need to move away from traditional declining industries
Productivity
Low productivity
Entrepreneurial Activity
Low business formation and entrepreneurial activity rates
Need to develop and foster innovation and economic development
Skills and Training
High aggregate skill levels for sub-region mask shortage of high-level skills in the cities and some urban boroughs
Further development of skills base to match future business need
Land resources
Availability of suitable industrial land and premises
On-going loss of employment land
Accessibility
Traffic congestion in urban areas-improvements required
Quality of life
Disparities in economic performance and wealth – economic and social deprivation
Need to balance environmental quality and economic development
Strengths in quality of life undermined by imbalances in housing markets.

Source: South Hampshire Economic Drivers and Growth: Combined Report (DTZ 2007)

3.5 The following assessment looks at key inter-connected issues relating to the drivers and barriers to growth within the Gosport context and includes a range of economic data that highlight some of these factors. The key issues include:

1)	Industrial/employment structure	6)	Skills and Training
2)	Accessibility and transport	7)	Business Support Services
3)	Labour supply/economic activity	8)	Provision of Infrastructure
4)	Earnings	9)	Quality of Life
5)	Productivity	10)	Availability of land and premises for employment

Industrial/Employment structure

Overview

3.6 The industrial structure of the economy is a vital contributor to its overall economic performance and ultimately determines the employment characteristics of an area. It is important to have a mix of industries in order to reduce over-dependency on a small number of industries. It is also necessary to have a good representation of high value added industries; these generally require smaller inputs for larger outputs resulting in high levels of Gross Value Added.

3.7 The decline in traditional industries has led to a significant loss of local jobs and the emergence of social and economic deprivation, particularly in Gosport due largely to the rationalisation of Ministry of Defence sites in the Borough.

3.8 There are total of 26,000 jobs based in Gosport including employee jobs, self-employed and HM Forces (ONS 2010).The total number of jobs is a workplace-based measure and comprises employee jobs, self-employed, government supported trainees and HM Forces HM Forces[6]. There has been a significant reduction in the number of jobs in the Borough's economy over

[6] Prior to 2004 the resident population used as the divisor has changed from the old working-age base (16 to 59 year old females/ 16 to 64 year olds males) to the new aged 16-64 base. Source NOMIS

the last decade with 33,000 jobs based in Gosport in 2000. This highlights a significant contraction in the employment base over the period which has been greater in comparison to other areas in the sub-region as demonstrated in Table 3.3. Much of this can be attributed to an over dependency on the defence industry and public sector in general, which has significantly contracted.

Table 3.3: Jobs in Local Economies

Total Jobs	Gosport	Eastleigh	Fareham	Havant	Portsmouth	Southampton	Hampshire
2000	33,000	64,000	53,000	47,000	120,000	123,000	641,000
2010	26,000	65,000	56,000	49,000	122,000	121,000	660,000
Absolute change	**-7,000**	**1,000**	**3,000**	**2,000**	**2,000**	**-2,000**	**19,000**
%change	**-21.2**	**1.6**	**5.7**	**4.3**	**1.7**	**-1.6**	**3.0**

Source: ONS data cited by Nomis (2010)

3.8 Table 3.4 also shows the change in the number of employee jobs over the period between 2000 and 2008[7]. Employee jobs excludes self-employed, government supported trainees and HM Forces. The total number of employee jobs is shown to have fluctuated over the 10 year period but has remained significantly below the figure recorded in 2000.

Table 3.4: Number of employee jobs in Gosport

Year	2000	2004	2006	2008
No of jobs in Gosport	26,100	18,400	20,000	20,500

Source: ONS ABI employee analysis cited by NOMIS. Employee jobs exclude self-employed, government-supported trainees and HM Forces. Figures are rounded to nearest hundred.

Job Density

3.9 Jobs density is a labour demand indicator for local areas. In areas with high jobs densities demand exceeds supply leading to inward commuting. Conversely, in areas with low jobs densities where supply exceeds demand, this impact is increased outward commuting, which is a recognised travel to work patterns for Gosport residents. Table 3.5 shows that job density within Gosport Borough has decreased significantly since 2000.

Table 3.5: Job Density in Gosport

	2000	2002	2004	2006	2008	2010
Job Density[8]	0.68	0.57	0.50	0.53	0.51	0.50

[7] * Estimates for 2005 and earlier are on a different basis to those from 2006 onwards, mainly due to a change in the survey reference date. More information is available from: http://www.nomisweb.co.uk/articles/news/files/ABI2006discontinuities.doc
* The 2003 ABI data is based on the Standard Industrial Classification (SIC) 2003 which differs from previous years ABI data. This may give rise to discontinuities. More details are available from: http://www.nomisweb.co.uk/articles/ref/abi/ETApr03Jones.pdf

[8] Source: ONS jobs density (2010) The density figures represent the ratio of total jobs to population aged 16-64. Total jobs includes employees, self-employed, government-supported trainees and HM Forces

3.10 Furthermore, job density within Gosport remains as the lowest out of any local authority in the South East Region and amongst the lowest levels nationally. The reduced MoD presence within the Borough is considered the main factor for the overall reduction in job density. These long term losses in the MoD sectors have not been compensated by recent gains in particular manufacturing or business service sectors.

Employment by Sector in Gosport

3.11 Table 3.6 shows the proportion of jobs based in Gosport by sector over the period from 2000 to 2008. 34.9% of the jobs based in Gosport are within the public administration sector (including defence, health and education). This compares to 22.6% within Hampshire and 25.6% within the South East Region. Despite rationalisation which has occurred over the past few decades, the public sector remains particularly important in Gosport. A total of 13.8% of jobs in Gosport are in manufacturing which this is the third highest proportion in the South East region along with Test Valley after Havant and Swale.

3.12 Gosport also has one of the highest percentages of manufacturing workers in high technology industries in Hampshire, demonstrating local strengths in marine, aeronautical and instrument engineering. The proportion of jobs within Gosport which are within the high tech industries is 12.1% which compares favourably with the regional average of 9.4% (University of Portsmouth 2008).

3.13 The 2008 ABI data also shows that Gosport has a significantly lower proportion of employment within finance, IT and other business activities at 13.5% in comparison to the Hampshire average of 25.1% and the South East average of 24.0%. However, the proportion of those employed within finance, IT and other business activities in Gosport has increased significantly since 1998, albeit from a small base.

Table 3.6: Total Number of Jobs Per Sector in Gosport Borough

Sector	2000	2004	2005	2006	2007	2008
Public administration (including defence, health and education)	14,500	6,700	7,500	7,100	7,200	7,200
Distribution, hotels and restaurants	5,500	5,000	4,900	4,500	4,700	5,200
Finance, IT, other business activities	1,800	2,500	2,500	3,100	3,100	2,800
Engineering/ Manufacturing	2,400	2,200	3,000	3,000	2,900	2,800
Construction	600	600	700	600	700	700
Transport and Communications	500	700	800	800	700	700
Other	700	800	1,000	900	1,000	1,100
Total	**26,100**	**18,400**	**20,400**	**20,000**	**20,300**	**20,500**

Source: ABI 2008 - Latest information cited by Nomis. Figures are rounded to nearest hundred. It is important to reiterate that direct comparisons cannot be made in ABI data due to changes in the methodology behind the estimates in 2006 and 2003 although the data gives an indication of trends.

Business Sectors and Clusters

3.14 The Borough Council has conducted an assessment of business sectors in Gosport based on previous work undertaken by the University of Portsmouth (2006). The assessment uses Annual Business Inquiry (ABI) information produced by the Office for National Statistics (ONS). The survey uses Standard Industrial Classification of Economic Activities (SICs) which identifies the number of employees in specific sectors.

3.15 By grouping the SICs together it is possible to identify the most significant sectors in terms of employment as shown in Table 3.7. The locational quotient used in the following tables is an indicator relating to how concentrated the employment type is within Gosport compared with the national and regional average. A figure greater than 1 indicates a higher than the average concentration of employment when comparing the proportion in each sector locally with the regional and national average. A figure of less than 1 highlights a lower presence of that type of employment than the average.

Table 3.7: Most significant sectors in Gosport in terms of employment[9]

Broad Sector	No. of Jobs	Locational Quotient		Individual SIC Categories with over 100 employees or highest in each sector (No employed in SIC Category)
		National (GB) base	South East base	
Education	2,657	1.42	1.34	Primary Education (1,686) Adult and Other Education not Classified Elsewhere (424) General Secondary Education (290) Higher Education (232)
Health and Social Work	2,436	0.99	1.05	Hospital Activities (833) Social Work Activities with Accommodation (612) Social Work Activities without Accommodation (439) Other Human Health Activities (154) Dental Practice Activities (115)
Retail of Food , Drink and Convenience Products	1,750	1.54	1.52	Retail in non-specialised stores with food, beverages and tobacco predominant (1,221) Other retail in non-specified stores (223) Dispensing Chemists (110)
Defence Activities	1,295	24.43	17.47	Defence Activities (1,295)
Bars, Restaurants and Catering	1,146	1.07	1.04	Bars (569) Restaurants (346) Catering (207)
Manufacture of Aircraft	841	11.17	14.51	Manufacture of Aircraft (841)
Other Business Services	794	0.54	0.53	Industrial Cleaning (318) Other Business Services not classified elsewhere (265)
Construction	688	0.70	0.75	Cement Construction of Buildings and Civil Engineering (170) Installation of Electrical Wiring and Fitting (101)
IT and Computer Related Consultancy and Services	596	1.44	0.79	Data Processing (420) Other Software Consulting and Supply (105)
Business Management	536	1.23	0.89	Business and Management Consultancy Activities (521)
General Manufacturing Products and Tools	478	1.02	1.55	Manufacturing of lifting and handing equipment (79)
Libraries, Museum and Leisure	447	1.06	1.03	Other Sporting Activities (172)
Manufacture of Plastic Products	420	3.56	5.04	Manufacture of Plastic Packing Goods (370)
Research into Engineering and Sciences	398	4.90	2.47	Research and Experimental Development on Natural Sciences and Engineering (398)

9 Source ABI Data 2007-ONS

3.16 Table 3.8 emphasises the most significant individual SICs in terms of employee numbers together with its regional and national locational quotient.

Table 3.8: The highest employment sectors in Gosport (by individual SIC codes): Top 20

Type of employment	No. of employees in Gosport	Locational Quotient compared to Great Britain average	Locational quotient compared to South East Average
Primary Education	1,686	2.17	2.00
Defence Activities	1,295	24.43	17.47
Retail sales in non-specialised stores with food and drink dominating	1,221	1.61	1.53
Manufacture of aircraft	841	11.17	14.51
Hospital activities	833	0.74	0.84
Social work activities with accommodation	612	1.65	1.56
Bars	569	1.41	1.47
Business management and consultancy activities	521	2.12	1.59
Social work activities without accommodation	439	0.87	0.95
Adult and other education not elsewhere classified	424	2.52	2.69
Date processing	420	14.76	8.45
Research and experimental development on engineering and natural sciences	398	5.10	2.54
Manufacture of pharmaceutical preparations	383	9.50	5.83
General (overall) public service activities	374	0.77	1.01
Manufacture of plastic packing goods	370	19.94	32.92

Source ABI Data 2007-ONS

3.17 In the Gosport area, 232 individual Standard Industrial Classification of Economic Activities (SICs) have been recorded in the study. The highest category is the primary education SIC with 1,686 employees which since the 2004 ABI survey has overtaken the defence activities SIC as the largest employment sector in Gosport. The numbers employed within the Defence Activities SIC has declined from 1,900 in 2004 to 1,200 employees in 2007 which represents a decline of some 36.8%. The table reflects the wider dominance of public sector and defence and related activities such as aircraft manufacturing.

3.18 The Borough has a concentration in a number of sectors when compared with the national average. Some of these sectors employ large numbers of people whereas some of the sectors employ just a few people (Table 3.9). The most significant employment sectors (over 50 employees) are highlighted in bold. The University of Portsmouth study, 'Identifying Cluster of Potential in South Hampshire' (2006) recognises the locational quotient is very high for certain activities because the Gosport economy is relatively small, and so the presence of one or two large employers skews the data so that there appears to be a significant local specialisation.

Table 3.9 Highest employment concentration (by individual SIC codes) in Gosport compared with the national average (with an LQ greater than 3)

Sector	Gosport compared with the GB average: LQ	No of jobs in Gosport
Defence Activities	**24.43**	**1,295**
Manufacture of other transport equipment not elsewhere classified	20.17	19
Manufacture of plastic packing goods	**19.94**	**370**
Data processing	**14.76**	**420**
Manufacture of aircraft	**11.17**	**841**
Manufacture of pharmaceutical preparations	**9.50**	**383**
Renting of water transport equipment	8.08	8
Wholesale of pharmaceutical goods	**7.81**	**333**
Manufacture of weapons and ammunition	**6.97**	**87**
Lead, zinc and tin production	5.80	4
Research and experimental development in engineering and natural sciences	**5.10**	**398**
Agents involved in the sale of machinery, industrial, equipment, ships and aviation	**4.71**	**52**
Logistics: other supporting water transport	**3.73**	**58**
Manufacture of metalworking machine tools	3.65	18
Sale, maintenance and repair of motorcycles and related parts and accessories	3.59	32
Manufacture of lifting and handling equipment	**3.56**	**79**
Driving school activities	3.52	20
Building and repairing ships	**3.22**	**56**
Retail sale of fish, crustaceans and molluscs	3.20	7
Recycling of non-metal-waste and scrap	3.13	26

3.19 The above table indicates that there are 20 individual SIC employment categories where there is a locational quotient greater than 3. Defence activities and the manufacturing of plastic have a considerably higher representation in Gosport than the UK and the SE as a whole. There are a number of defence and marine related SICs with significant concentrations of employment in Gosport compared with the national and regional average. Whilst it is recognised that some of the SICs only employ a small number, the analysis clearly highlights the local distinctiveness of employment in Gosport and demonstrates that cumulatively these concentrations represent significant clusters of employment that should be considered further as the focus for future economic activity in the Borough.

3.20 When comparing Gosport with the South East economy (Table 3.10) there are a total of 30 SIC employment categories with an LQ greater than 3. Many of these are in manufacturing categories, thus emphasising the importance of manufacturing in Gosport compared to the region as a whole.

Table 3.10 Highest employment concentration (by individual SIC codes) in Gosport compared with the regional average (highest 20)

Sector	Gosport compared with the SE average: LQ	No of jobs in Gosport
Manufacture of plastic packing goods	**32.92**	**370**
Manufacture of steel tubes	20.71	21
Defence Activities	**17.47**	**1,295**
Manufacture of other transport equipment not elsewhere classified	15.99	19
Manufacture of aircraft	**14.51**	**841**
Manufacture of rusks, biscuits, preserved pastry goods and cakes	10.69	37
Manufacture of veneer sheets, plywood, laminate board, fibre board and other boarding	9.79	8
Manufacture of central heating, radiators and boilers	8.53	4
Data processing	**8.45**	**420**
Manufacture of metalworking machine tools	6.50	18
Manufacture of other outerwear	6.38	9
Manufacture of wooden containers	5.85	11
Manufacture of pharmaceutical preparations	**5.83**	**383**
Renting of water transport equipment	5.38	8
Manufacture of other textiles not classified elsewhere	4.69	7
Recycling of non-metal-waste and scrap	4.62	26
Manufacture of made-up textile articles except apparel	4.56	41
Manufacture of other fabricated metal products not elsewhere classified	**4.31**	**66**
Retail sale of fish, crustaceans and molluscs	4.25	7
Driving school activities	3.74	20

3.21 When considering the significance in terms of locational quotient it is clear that Gosport has a concentration of certain specific employment types. The Portsmouth University Study states that whilst there are only a few SICs that have significant levels of employment it is possible to group the most significant into potential clusters which meet the relevant criteria in terms of locational concentration and employment size.

3.22 Business clusters represent the geographic concentration of interconnected businesses and institutions and often highlight that the location has a competitive advantage within that particular sector (*Clusters and*

Competitiveness Porter, M 1998). The development of existing clusters and/or the emergence of new ones will impact on the level of demand for new employment floorspace including the type of premises and whether there are any specific locational requirements. In many cases individual businesses enjoy benefits of being located within an area where there are other businesses within a cluster. These benefits include the use of specialised facilities, being part of a specialised supply chain, benefiting from a positive local reputation, sharing knowledge and expertise and the ability to lobby for mutual interests. In addition such clusters support other local businesses including a range of service industries (e.g. catering, retail, business services such as accountancy) which may develop their own linked specialisms.

3.23 The marine cluster is a good example of an important cluster in the Borough with local specialisation based on locational advantages and a tradition of specialisms. It includes:

- building and repairing boats;
- defence activities;
- water transport activities;
- research and experimental development;
- technical testing and analysis;
- manufacture of boat equipment (e.g. sail-making ad safety equipment);
- marine recreational activities;
- boat selling and rental and selling boat equipment; and
- fishing and the wholesaling and retailing of seafood;

3.24 It employs over 2,200 employees in 18 employment categories ranging from very large sectors such as defence to small sectors such as seafood activities. Elements of the marine cluster also form part of other identified clusters such as advanced manufacturing and thus highlighting links between clusters. The DTZ Study (2007) recognises that building on and developing the traditional marine industries in the urban boroughs has resulted in a number of high value added businesses that benefit from an industrial cluster environment.

3.25 The Study also acknowledges that South Hampshire as a whole including Gosport has a strong specialism in Advanced Manufacturing. The sub region however has an under representation in the high value-added Advanced Business Services sector. Employment in this sector is growing in the two cities and this represents a key area of growth in the future. The development of this sector in Portsmouth is likely to provide easily accessible jobs to Gosport residents, particularly if located in and around the City Centre. Such employment opportunities will be able to be accessed by more sustainable modes of travel other than the private car (i.e. bus, cycling and walking via the ferry) and will help alleviate the recent trends of increased out-commuting along the A32 to less accessible locations on the M27 corridor. There may be less scope for the business services sector in Gosport although this will be investigated further within the Employment Land Review.

3.26 Table 3.11 identifies the largest clusters found in the Borough. The groupings are the same as that used in the University of Portsmouth Study in order to allow a comparison with the earlier study.

3.27 Since 2004 the business services cluster which includes a wide range of activities (including hospital activities, business and management consultancy activities and data processing) has become the largest cluster with an increase of 52.7% in the number of employees. It is worth noting that the cluster has a significantly lower presence that one would expect in the South East as a whole (i.e. a LQ of just 0.68) and consequently the large increase may represent an element of 'catching up' (as evidenced by the LQ of 0.49 in 2004). Other large increases have been experienced in the related ICT and the education and knowledge creation clusters. The community and civic organisation cluster has experienced the largest rise since 2004 and includes many public service functions. The cluster is now close to the South East LQ average.

Table 3.11: Key clusters in Gosport

Name of cluster	No. of employees	Locational Quotient: SE Base (2004 LQ)	Change in employment between 2004 and 2007
Business Services	4,275	0.68 (0.49)	+52.7%
Aerospace and Defence	3,281	2.27 (2.30)	-3.5%
Local training and education	2,708	1.08 (1.03)	+12.8%
Pharmaceutical	2,683	1.24 (1.21)	+16.7%
Analytical Instruments	2,623	2.27 (2.30)	+2.9%
Retail	2,551	0.95 (1.07)	-13.5%
Local health	2,521	1.08 (1.03)	+14.8%
Advanced Manufacturing	2,500	1.49 (2.17)	-30.6%
Education and Knowledge Creation	2,426	1.13 (1.05)	+21.3%
Marine	2,224	2.48 (3.67)	-25.9%
Leisure and tourism	1,909	0.84 (1.05)	-15.2%
Local food and beverage	1,735	1.04 (1.41)	+11.9%
ICT	1,461	0.71 (0.61)	+27%
Local community and civic	1,337	0.98 (0.88)	+33.7%
Distribution services	1,300	0.76 (0.91)	-11%

Portsmouth University (2006- with 2004 ABI data) and GBC assessment of ABI Data (2007)

3.28 The strongest presence, in terms of the locational quotient, are key clusters such as marine, aerospace and defence, analytical instruments and advance manufacturing. The reduction of employment over recent years in some of these clusters is due to the reduction of employment in the defence activities SIC and clearly highlights the need to use land released by the MoD for new employment opportunities to compensate for these losses. It is clear from Gosport's peninsula location that the marine sector has the potential to be revitalised taking advantage of Gosport's natural environmental assets.

3.29 The earlier University of Portsmouth Study suggests that the decline of the main clusters may indicate that the Gosport economy is showing signs of diversification with growth spreading to smaller clusters. It states that Gosport may be attracting low value added clusters because it has lower commercial land values than other parts of South Hampshire which is likely to reflect its relatively poorer logistical connections than other parts of the sub-region. This could potentially make Gosport's economy vulnerable particularly as certain low-value activities are moving to cheaper off-shore locations.

3.30 Gosport remains heavily dependent on a few key industry sectors mainly connected with the Ministry of Defence, which makes the economy particularly vulnerable to political decisions taken outside the area.

3.31 It is important that new employment sites take into account the locational advantages of Gosport and that emerging growth sectors are encouraged to locate on available employment sites that are suitable for the requirements of that particular industry. Identified advantages include the quality of environment, its coastal location, the marine cluster and other hi-tech clusters. The recent reduction of employment in key clusters highlights the need to ensure that the requirements of these sectors remain available including the necessary skills, land, modern premises and access to specialist facilities such as deep water or a runway.

3.32 The final part of the employment sector analysis relates to identifying those sectors which represent a significant proportion of employment at a national and regional level but have a very low employment concentration in Gosport or indeed no presence at all. This low concentration is often related to specific geographical factors where Gosport does not have the necessary assets or locational advantages to suit a particular sector, with agriculture being a very obvious example. However there are sectors which appear less dependent on such factors and consequently it may be necessary to consider whether the Borough could enable such significant employment sectors to grow and expand in the Borough. Factors to deliver this may require the availability of suitable land and premises, and improved infrastructure.

3.33 The following analysis has been carried out in relation to the broad sectors (as identified in Table 4.6) rather than individual SIC codes. The following table (Table 3.12) identifies all the sectors that employ at least 0.5% of the workforce (which at national and regional level are significant numbers) but have a locational quotient of less than 0.5 in Gosport. For example the digital and media sector represents 0.93% of the national workforce and 0.72% of the SE workforce however in Gosport it employs just 0.13% of the jobs in Gosport (27 people) resulting in a locational quotient of 0.14 and 0.18 respectively.

3.34 It would appear that a number of sectors which are dependent on good road links such as wholesale have poor representation in the Borough. Other weak sectors include finance, professional consultancies, digital and media, and telecommunications. A noticeable sector with low representation is the hotel and accommodation which is a sector the Borough Council will need to expand if it is to develop the tourism sector in the Borough.

Table 3.12: Significant under-represented sectors within the Gosport economy

Broad sector (proportion of jobs in UK)	LQ with national comparison	LQ with regional comparison	Number of people employed in Gosport (proportion of jobs in Gosport)
Services			
Financial intermediation (3.96%)	0.19	0.23	154 (0.76%)
Public and Other transport (2.41%)	0.39	0.44	192 (0.94%)
Professional and technical consultancies (1.53%)	0.44	0.38	136 (0.67%)
Hotel and accommodation (1.45%)	0.43	0.49	126 (0.62%)
Digital and Media (0.93%)	0.14	0.18	27 (0.13%)
Telecommunications (0.77%)	0.55	0.42	86 (0.42%)
Renting services (0.58%)	0.42	0.41	49 (0.24%)
Wholesale			
Wholesale of general manufacturers and construction products (0.95%)	0.48	0.44	78 (0.38%)
Wholesale of clothing and household goods (0.82%)	0.48	0.44	80 (0.39%)
Wholesale of food and drink (0.80%)	0.07	0.08	12 (0.06%)
Manufacturing			
Manufacture of food and drink products (1.49%)	0.29	0.67	89 (0.44%)
Manufacture of instruments, electronic/electric and computer equipment (1.18%)	0.38	0.26	91 (0.45%)
Manufacturer of motor vehicles (0.58%)	0.00	0.00	0 (0%)
Primary			
Agriculture and related trades (0.87%)	0.14	0.11	24 (0.12%)

Accessibility and transport

Overview

3.35 Employment land and premises are made viable by having good access to an efficient transport network with the potential to reduce transport costs, improve access to raw materials and improve access to skilled labour. South Hampshire is relatively well placed in terms of strategic accessibility, although transport connections within the sub region need improving. Linkages to London and the ports allow businesses access to global markets.

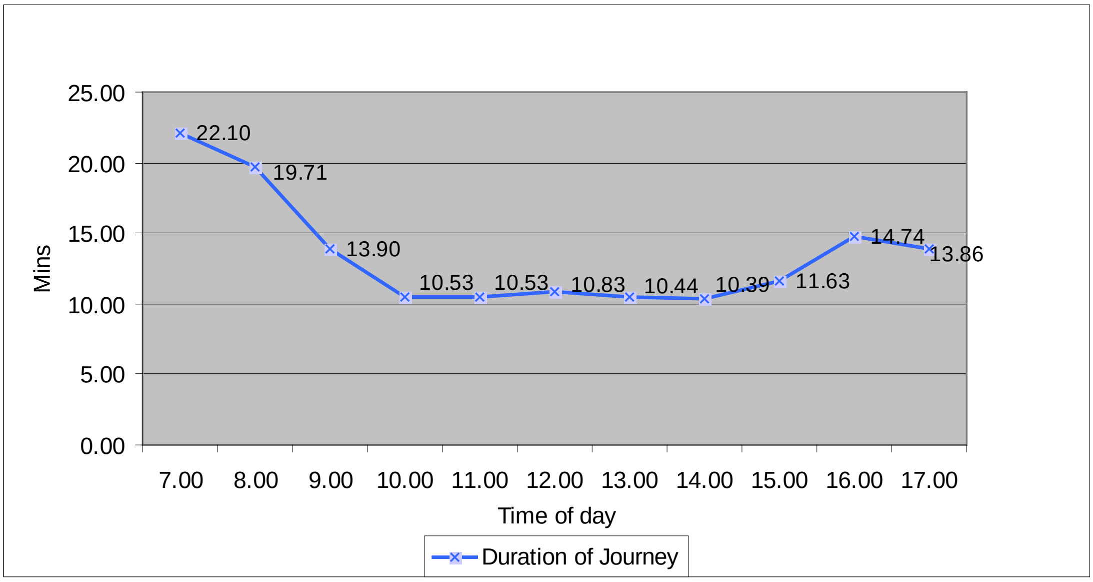
Commuting and Congestion

3.36 The DTZ Report (2007) recognises that road based access to Gosport is relatively poor in relation to other parts of the sub-region and acts as a significant constraint on future growth. Provision of new employment opportunities in the Borough has the potential to reduce out-commuting and congestion. The provision of improved transport infrastructure such as the recent completion of Phase 1 of the Bus Rapid Transit is therefore important for the peninsula.

3.37 Whilst peak time congestion is one of the most significant issues facing the Borough, it is also clear that at off-peak, Gosport has relatively good access to the motorway network. Consequently access should not necessarily be seen as an over-riding barrier to investment. Indeed relatively low land values compared with other parts of the sub region and assets such as deep water access and Daedalus airfield could be seen as advantages to attract new businesses. The Daedalus site's recent designation as an Enterprise Zone will be important to attract new businesses and will be supported by road improvements including those on Newgate Lane as well as a Government priority to provide superfast broadband on such sites, which can reduce the need to travel.

3.38 Hampshire County Council (2007) has conducted research of travel times throughout the day between 9 May and 8 June 2007. Figure 4.1 shows the travel times along a key stretch of road in Gosport from the Brockhurst roundabout via the A32 to Junction 11 of the M27, a distance of 6.75km (4.1 miles). It is clear that Gosport has a very early and extended peak period with average journey times of over 22 minutes at 7.00am. At off-peak the travel time the average travel time is as short as just over 10 minutes.

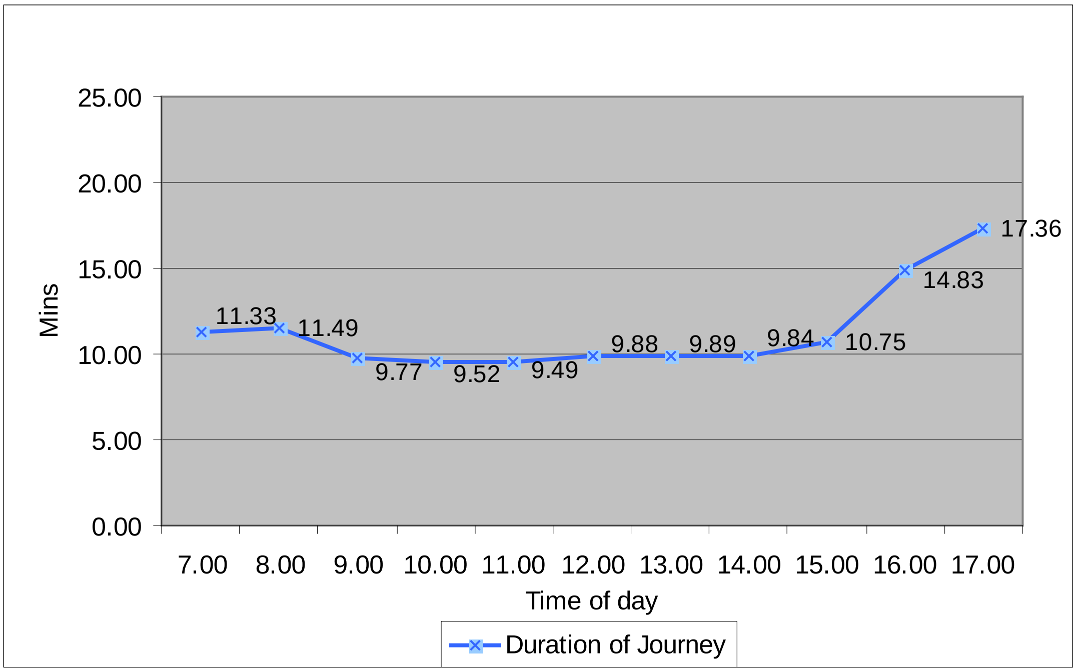
Figure 3.1: Average travel time by road from Brockhurst Roundabout to Junction 11 of the M27 via A32



Extracted information from Hampshire County Council's CJAMS Study between 9/5/2007 and 8/6/2007

3.39 Figure 3.2 highlights that travelling into Gosport along the same stretch of road is even shorter with an average peak journey time of 17 minutes in the evening peak at 17:00 and an off-peak as short as just over 9 minutes.

Figure 3.2: Average travel time by road from Junction 11 of the M27 to Brockhurst Roundabout via A32



Extracted information from Hampshire County Council's CJAMS Study between 9/5/2007 and 8/6/2007

3.40 It is clear peak time congestion remains a major problem and that peak time is lengthening particularly in the morning as people are travelling to work earlier. To gain a better understanding of the commuting issue the Borough Council commissioned MVA to produce a report on commuting and employment (MVA April 2008). It concluded that there is strong evidence of peak spreading particularly in the AM peak with many out-commuting journeys starting around 6.30am.

3.41 The low job density levels in Gosport contribute to an unsustainable high level of out-commuting. Out-commuting from Gosport Borough has increased by 41% from 1991 to 18,159 workers in 2001, whilst in-commuting has increased by 27% to 7,641 workers in 2001 (ONS Census 2001). The Commuting and Employment Study (MVA 2008) shows that in the sample surveyed, 64% of employed Gosport residents work outside the Borough, which is a significant increase from the earlier Census information.

3.42 Gosport Borough provides work for only 51% of its resident workers, which is one of the lowest rates in the County. In 1991, the Borough was providing work for 62% of its residents, the fall of 11 percentage points is the largest fall in south Hampshire.

3.43 Conversely, Gosport has the second highest workplace self-containment ratio in Hampshire with 71% of Gosport based jobs filled by local residents, although this is a fall from 78% in 1991. This implies that where local jobs are provided a high proportion are filled by local residents.

3.44 Over 6,500 workers commute to Fareham Borough representing 36% of those working outside the Borough. Around 5,100 commute to Portsmouth (28%) with large numbers working in other areas of south Hampshire, including

Winchester (7%), Southampton (5%), Havant (4.5%) and Eastleigh (4.1%) (ONS Census 2001).

3.45 Traditionally Portsmouth has been the major source of jobs outside of the Borough, the switch to Fareham is one of the key contributors to congestion on the A32 with a higher proportion using the private car than more sustainable methods of travel via the ferry to Portsmouth.

3.46 Gosport residents travel an average of 11.77km from home to work (one-way), which is the third lowest distance in Hampshire. The distance travelled to work by Gosport residents is below the national average of 13.39km and the Hampshire average of 15.09km (2001 Census-Straight line Method used).

3.47 Evidence suggests that one of the reasons for the large volume of out-commuters is the actual and perceived lack of diversification in the local economy, related to a perceived lack of available jobs providing the desired salary or skill levels. As individual skills levels have increased so has demand for high end jobs, however Gosport residents have not been able to find suitable work within the Borough and have therefore chosen to commute (MVA 2008). The MVA Study recommends two key responses to tackle this issue:

- in the short-medium term, investment is required to alleviate the road network pinch points to ease congestion and improve access to markets for companies located in Gosport; and
- in the medium-long term, the economy needs to diversify within traditional sectors to provide higher end hi-tech manufacturing. This will also help to support the emergence of knowledge and service-based industries.

3.48 The Study concludes that the peninsula geography and identified network constraints are potential barriers to achieving a high level of prominence in certain markets. However building on existing business sectors and improving localisation economies will help create clusters. Prominence in the market place then becomes driven by the cluster, rather than an individual site or industry. In order to facilitate diversification and growth, key sites should be identified and protected for employment uses.

Labour Supply/Economic Activity

Overview

3.49 Economically active people supply, or want to supply their labour and include employed and unemployed people. The increase of economic activity in Gosport will be an important element in increasing productivity in the South Hampshire sub region.

3.50 Labour supply is a key factor in business location decisions and therefore significantly shapes an area's industrial structure. It is important that the local labour supply matches the needs of businesses in the area. Labour supply is determined by demographic profile, health, accessibility to work, earnings and skills (DTZ 2007).

3.51 The DTZ Study recognises the high participation in the labour market is one of the main drivers of economic growth in South Hampshire, although disparities exist (DTZ 2007). There are two methods of increasing employment supply:

- encouraging more individuals to the local labour market through in-migration or commuting; and

- supporting those individuals currently economically inactive back into the labour market.

3.52 The second method has fewer implications on infrastructure and can reduce social inequalities although often it will be necessary to provide training and/or offer support to facilitate entering the workforce.

Demographic profile

3.53 The supply of labour is largely determined by its demographic profile (i.e. the stock of working age population willing to work and in good health in a given area). Demographic trends such as the ageing of the population nationally and locally will have a significant effect on the labour supply (DTZ 2007). Demographic trends could influence investment decisions and travel to work patterns.

3.54 The population of the Borough is 82,600 persons[10] and is also one of the most densely populated areas in the South East Region, with an urban density of 32.6 people per hectare. There are approximately 35,400 households.

3.55 According to the latest long term population projections the Borough's population will increase by about 1.2% over the period to 2029 with the number of households projected to increase by 7.5%[11]. The average household size is 2.33 persons and is projected to decrease to 2.24 persons by 2029.

3.56 The Borough's population is ageing due largely to a longer life expectancy and a low birth rate, this in line with the national trend. The proportion of over 65's will increase from 17.6% in 2011 to 24.6% in 2029 with the number of residents over 65 increasing by 41.4% which represents approximately 6,000 people. As part of this trend there is a marked increase in those living beyond 85 with an 85% increase over the plan period (2011-2029).

3.57 At the same time the number aged under-16 is falling in both proportion and absolute terms. In 2011 18.7% of the population was under 16 by 2029 this is projected to fall to 17.7%. It is projected that there will be a 4% fall in the number of people aged under 16. It is however important to acknowledge that some areas of the Borough such as Grange ward have experienced a population increase amongst the younger age groups and has one of the most youthful age profiles in England.

3.58 In relation to the traditional working age population (16-64), it is projected that these age groups will decrease by 8.4% in absolute terms over the Plan period with the proportion falling from 63.7% in 2011 to 57.7% in 2029. According to the latest available forecasts the economically active population (i.e. those employed, self-employed or actively seeking employment), will fall by 5%[12.] This forecast takes into account the predicted increases in retirement age. This represents approximately 1,800 less people in the workforce which may have positive and negative implications for the Borough. For example a reduced workforce will lead to less commuting and therefore less pressure on the local road system at peak time however a smaller workforce will have implications for wealth generation and spending power in the local economy.

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[10] Census 2011.

[11] Hampshire County Council Long-term population forecasts (March 2012)

[12] Hampshire County Council Long-term population forecasts (March 2012)

3.59 In addition to these trends there are components of population change that are difficult to predict including the rate of migration from other parts of the United Kingdom, other parts of Europe and beyond as well as out-migration from the Borough.

Economic activity

3.60 Economic activity rates in Gosport as a proportion of the total resident population of working age have fallen to 75.5% during April 2011-March 2012 from 86.4% during January 2008-December 2008. The recorded decrease is much more notable than the smaller falls that have been recorded for Hampshire and the South East over the same period. It is likely that the recession has been a large contributing factor to the fall in economic activity rates in the Borough. Table 4.13 shows how economic activity and economic activity levels in the Borough currently compare to those recorded in Hampshire and the South East.

Table 3.13: Economic Activity and Inactivity Rates

	Proportion of those aged 16-59/64 who are economically active (Apr-2011 – Mar 2012)	**Proportion of those aged 15-59/64 who are economically inactive (Apr-2011 – Mar 2012)**
South East Region	79.4%	20.6%
Hampshire (excluding Portsmouth and Southampton)	80.1%	19.9%
Gosport	**75.5%**	**24.5%**

Source: ONS Annual Population Survey April 11 – March 2012 cited by NOMIS Official Labour Market Statistics September 2012

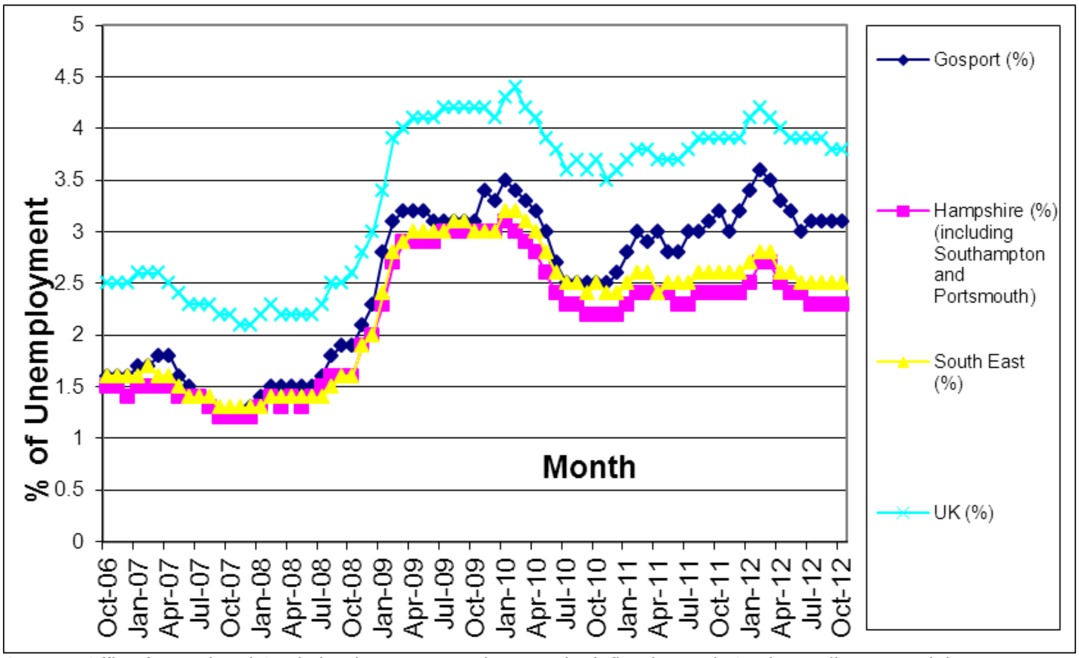
Unemployment

3.61 The unemployment rate for Gosport is 3.1% (October 2012) which is below the UK average of 3.9% but above the Hampshire and South East rates of 2.3% and 2.5% respectively. This is a sharp increase on the 1.5% rate recorded for June 2008. Further to Figure 4.3 which shows how unemployment rates have increased over time, data also suggests that the recession has more adversely affected Gosport relative to neighbouring areas.

3.62 The Town and Grange wards have consistently had the highest proportions of residential unemployment rate. In October 2012, unemployment claims and residential unemployment rates within the Town ward stood at 6.2% and at 5.3% within the Grange ward. The lowest proportion of unemployment claims and residential unemployment rates during August 2012 were within the Lee East and Anglesey wards at 1.4% and the Alverstoke ward at 1.5%.

3.63 Youth unemployment was identified as a persistent problem within the Borough prior to the start of the recession. However, this has significantly increased with 7.2% of 18-24 year olds currently claiming JSA (Table 4.14) which compares to 3.1% for all age groups (October 2012). This compares to a peak of 8.4% of 18-24 year olds claiming JSA in February 2012.

Figure 3.3: Job Seekers Allowance Claimants as % of Working Age Population



Source: Office for National Statistics (Note: Unemployment is defined as Job Seekers Allowance claimants as % of working age population).

Health and other potential barriers to work

3.64 In order to improve productivity in the Borough it will be important for economic inactivity rates can be reduced. Table 3.14 shows that Gosport has a higher proportion of people of working age on incapacity, lone parent, carers or disabled benefit than the county and regional averages.

Table 3.14: Proportion of resident working age population who are benefit claimants February 2012

Type of Claimant	Gosport (numbers)	Gosport %	Hampshire	South East %	Great Britain %
Total Claimants	6,870	13.5	9.4	10.9	15.0
Job Seekers Allowance	1,720	3.4	2.2	2.7	4.1
Incapacity Benefit	2,750	5.4	3.9	4.6	6.5
Lone Parents	840	1.6	1.0	1.2	1.5
Carers	590	1.2	0.9	0.9	1.2
Others on income related benefits	230	0.4	0.3	0.3	0.4
Disabled	650	1.3	1.0	1.0	1.1
Bereaved	120	0.2	0.2	0.2	0.2

Source: DWP benefit claimants – working age client group cited by NOMIS (2012)
% is a proportion of resident population of area aged 16-64

Employment trends

3.65 Future work patterns are likely to be affected by current employment trends including more flexible working patterns and home-based working driven by ICT and increased mobility (HEP 2007). This may mean that Gosport could benefit from investment decisions due to its attractive coastal location as a place where people will want to live and work. Consequently this has the potential to reduce disincentives to invest such as peak-time congestion although it will still be necessary to improve public transport provision.

Earnings

3.66 Earnings themselves are a function of industrial structure but also a function of the skills of an individual. It is important that the labour force has the required skills to meet business needs (DTZ 2007).

3.67 There are two main measures of employee earnings, resident wages, where earnings are allocated according to where the person lives and workplace wages, where earnings are allocated according to where the person works. For this analysis the focus is on the median average rather than the mean average as this is more representative of a typical worker in the economy.[13]

3.68 Gosport residents earn below the national and regional average with resident earning rates being the lowest recorded in Hampshire. This also applies to female full-time Gosport residents. Earning rates for male full-time Gosport residents are higher than those for Portsmouth and Southampton but are again amongst the lowest in the South East region. Table 3.15 shows how earnings by Gosport residents compare to those in the South East and Great Britain.

Table 3.15: Hourly Earnings by Gosport Residents 2011

	Gosport	South East	Great Britain
Full-time Workers	£10.98	£14.13	£12.77
Male Full-Time Workers	£12.59	£15.26	£13.32
Female Full-Time Workers	£9.87	£12.66	£11.95

Source: ONS Annual Survey of Hours and Earnings - Resident Analysis cited by NOMIS (2012)
* Median earnings in pounds for employees living in the area.

3.69 Table 3.16 shows that hourly workplace earnings in Gosport are shown to be higher than the hourly earnings by residents for full-time, male full-time and female full-time workers. They are also higher than the national average hourly earnings by workplace for full-time and male full-time workers.

Table 3.16: Hourly Earnings by Workplace in Gosport 2011

	Gosport	South East	Great Britain
Full-time Workers	£12.94	£13.41	£12.75
Male Full-Time Workers	£14.28	£14.34	£13.30
Female Full-Time Workers	£10.14	£12.08	£11.94

Source: Annual Survey of Hours and Earnings - Workplace Analysis cited by www.nomisweb.co.uk
* Median earnings in pounds for employees working in the area.

[13] The median average wage represents the wage of the 'midpoint' worker in an economy. The mean average is the sum of all wages paid to workers divided by the total number of workers. The mean average can easily be influenced by outliers i.e. a few workers earning many times more than the 'typical' worker can raise the mean average considerably.

Productivity

Overview

3.70 Over the long term productivity improvements are the main driver of economic growth. Factors that drive productivity are changes in the workforce, innovation and enterprise, investment in technology and competition. Gross value added (GVA) is a measure of economic output frequently used to assess regional and sub-regional economies

3.71 Data at borough level for Gosport is unavailable, and would be too small a geographical area to be considered reliable. However it has been possible to use the latest PUSH wide data[14] which is likely to identify trends in relation to the performance of the Gosport economy performance. Table 3.17 below shows a tapering off of GVA. The impact of the recession has been to reduce GVA to below 2006 levels. However, in total GVA is 28% higher in 2009 than 1997.

Table 3.17 Sub-regional Gross Value Added

Total GVA in PUSH (expressed in 2005 prices)				
2005	2006	2007	2008	2009
£17.4bn	£18bn	£18.5bn	£18.7bn	£17.8bn

Source: Economic Development Evidence Base, Partnership for Urban South Hampshire, DTZ June 2010

3.72 The report also identified that the South East has seen faster overall GVA growth than PUSH. GVA has grown by 34% in the South East over the period 1997 to 2009, in comparison to 28% in PUSH. However, since approximately 2004 the GVA gap between PUSH and the South East has remained relatively unchanged, which is encouraging.

GVA per Capita[15]

3.73 GVA per capita provides a helpful comparative measure of economic output as it is linked to the scale of the resident population. In 2009 GVA per capita in PUSH is estimated to be £17,100, having fallen since its peak of £18,000 in 2008. Current GVA per capita is below the South East level of £19,200. The gap in GVA per capita with the South East has fluctuated over recent years and stands at 11% or £2,100 per resident.

GVA per Worker

3.74 GVA per worker is a measure of labour productivity. In line with GVA and GVA per capita there is evidence of a performance gap between PUSH and the SE. The GVA per worker gap currently stands at 9% equivalent to around £3,500 less GVA generated by each worker in PUSH compared to the South East. This represents an improvement since 2004 when the GVA per worker gap stood at 12% equivalent to £4,400 less output per worker[16].

Entrepreneurial Activity

3.75 Some of the main drivers for productivity improvements come from business formation and entrepreneurial activity. The South Hampshire business

[14] Economic Development Evidence Base, Partnership for Urban South Hampshire, DTZ June 2010.

[15] Economic Development Evidence Base, Partnership for Urban South Hampshire, DTZ June 2010.

[16] Economic Development Evidence Base, Partnership for Urban South Hampshire, DTZ June 2010.

formation rate and self-employment rate lag behind the South East and national average. Without improvements in these measures it is likely that there will be restrictions in productivity growth which will act as a barrier to the potential economic performance of South Hampshire (DTZ 2007).

3.76 Business density in Gosport (the number of businesses within an area per 1,000 residents) is significantly lower than the Hampshire averages (Table 3.18). Encouragingly the density has been increasing over recent years which may have implications for the future provision of new employment space.

Table 3.18: Business Density

	2002	2006	2010
No of businesses registered for VAT			
Gosport	1,245	1,440	1,680
Businesses Per 1,000 Population:			
Gosport	16.2	18.4	21.0
Hampshire	35.0	37.7	39.9

Source: DTI Small Business Service - VAT Registrations/Deregistrations by industry cited by nomisweb.co.uk for 2002 and 2006 with 2010 registrations using ONS cited by HCC 2011-A Profile for Hampshire, and ONS Mid-Year Estimates (2002-2010)

3.77 The number of VAT registered businesses in Gosport has consistently increased over recent years has increased by 34.9% between 2002 and 2010 (Table 4.18). Given that a large percentage of self-employed businesses and micro businesses are not registered for VAT, the true figure for the stock of local businesses could be as high as 2,100 according to the Inter Departmental Business Register (2010).

Investment in technology

3.78 Long term growth is largely driven by investments in technology. The promotion of Information and Communications Technologies (ICT) is a key driver to productivity growth particularly with shifts in the economy towards higher value added service sector activities. It will be important that new sites meet the modern ICT requirements for businesses and that older estates can be refurbished where appropriate (DTZ 2007).

3.79 Broadband and connectivity is increasingly seen as an integral factor contributing to an area's capacity for growth and therefore competitiveness. It is arguably as fundamental to a successful economy as roads, water and energy utilities. The widening of coverage, improvement (via fibre optics) of broadband networks along with their bandwidth speed is identified as an economic priority. Table 3.19 indicates the percentages of postcodes that have specific broadband speeds. Gosport has proportionately significantly more postcodes areas with the lowest broadband speed; 48% receive only up to 1.9 megabit per second. At the other end of the spectrum, Gosport fares slightly better that surrounding areas with 8.5% of postcode areas receiving 14-21 megabits per second, although this is still below the county average of 10.3% of postcodes[17].

3.80 The Solent Enterprise Zone at Daedalus will be a particular focus for increasing broadband speeds as it is the Government's intention to facilitate the provision of the latest high speed broadband technology in the identified Enterprise Zones.

[17] The data only take accounts of the ASDL network, i.e. does not include cable that is present in the two cities.

Table 3.19 Broadband Speed (2009)[18]

Megabits per second	0 to 1.9 mb per sec (%)	2 to 4.9 mb per sec (%)	5 to 7.9 mb per sec (%)	8 to 13.9 mb per sec (%)	14 to 21 mb per sec (%)
Gosport	48.9	15.8	8.4	18.4	8.5
Fareham	30.3	28.0	13.2	20.7	7.8
Eastleigh	27.3	24.5	17.5	24.1	6.5
Havant	37.2	25.1	9.9	20.1	7.7
Portsmouth	33.4	21.1	13.4	23.1	9.0
Southampton	20.6	29.8	16.5	25.8	7.4
Hampshire	37.9	19.3	11.8	20.6	10.3
Hampshire area (with So'ton & Portsmouth)	35.4	20.8	12.5	21.5	9.8

Source: eHampshire: Point Topic, Hampshire County Council Economic Development Office

Skills and training

Overview

3.81 A highly skilled workforce will be able to perform more effectively and efficiently thus increasing output which can adapt to new working environments. Evidence suggests that the highly skilled are more likely to innovate and be involved in entrepreneurial activity which through the reductions in costs and increases in output drives productivity (DTZ 2007).

Occupations

3.82 Table 3.20 indicates the type of occupations of Gosport's workforce compared with Hampshire and the South East. This shows that there are a significantly lower proportion of professional occupations in the Borough. There has also been a clear trend over the longer term period for there to be a significantly lower than average proportion of professional occupations in the Borough. The proportion of managers and senior professionals has also fluctuated over the long term period and has been mostly been below the proportions recorded in Hampshire and South East.

[18] These data cover the ADSL network only.

Table 3.20: Occupation of Gosport Residents (April 2011-March 2012)

	Gosport (numbers)	Gosport (%)	Hampshire (excluding Portsmouth and Southampton) (%)	South East (%)
Managers and senior officials	#	#	11.8	11.4
Professional occupations	4,700	11.9	20.3	21.2
Associate professional & technical	#	#	15.3	15.3
Administrative & secretarial	5,400	13.6	13.1	11.7
Skilled trades occupations	5,600	14.1	10.1	9.9
Caring, leisure and Other Service occupations	3,900	9.8	8.2	9.2
Sales and customer service occupations	#	#	6.7	7.4
Process plant & machine operatives	#	#	4.6	4.6
Elementary occupations	4,700	11.9	9.9	9.3

Source: ONS Annual population survey.
= sample size too small for reliable estimate (see definitions on NOMIS website).
Percentages are based on all persons in employment. Figures are subject to rounding.

Education and Skills

3.83 As the industrial structure continues to evolve, the skills of the local labour force also need to develop with greater attainment of skills across the spectrum from basic to intermediate and advanced. It will be important to match changing business needs with skill attainment and enhance links between business organisations and education institutions to respond to business demands (DTZ 2007).

3.84 Gosport in particular has lower levels of qualifications than many parts of the sub-region. Table 3.21 shows the proportion of the working adult population that have no qualifications in Gosport is higher than the Hampshire average. It shows that proportion of the population within the Borough who have attained a degree or equivalent as their highest qualification is significantly lower than the county and national averages.

3.85 In order for the local economy to become more productive there is a need to encourage greater skills and training within the Borough including new vocational and business training facilities.

Table 3.21: Qualifications of Gosport Residents (January 2011 – December 2011)

	Gosport (%)	Hampshire (%)	South East (%)	Great Britain (%)
NVQ 4 and above: First Degree, Higher degree, NVQ levels 4 and 5, HNC, HMD, Qualified teacher, Qualified Medical Doctor, dentist, midwife or health visitor	21.4	34.5	36.2	32.9
NVQ 3: 2+ A Levels, 4+AS Levels, Higher School Certificate, NVQ Level 3, Advanced GNVQ	42.0	56.0	56.7	52.7
NVQ 2: 5+ O Level, 5+ CSEs (Grade 1), 5+ GCSE (A-C),1+ A/AS Level, NVQ Level2, Intermediate GNVQ, School Certificate	62.9	74.7	73.3	69.7
NVQ 1: 1+ O Level, 1+ CSE/GCSE, NVQ Level 1, Foundation GNVQ	91.0	89.6	86.6	82.7
Other qualifications: City and Guilds, RSA/OCR, BTEC/Edexcel, other professional qualifications	#	4.4	5.5	6.7
No qualifications	#	6.0	7.9	10.6

Source: ONS annual population survey cited by NOMIS (2009)
= sample size too small for reliable estimate (see definitions on NOMIS website).
% is a proportion of total working age population

Business support services

3.86 DTZ recognise that the presence of business support services such as accountancy, financial, marketing and legal services are important to support the business community. Gosport has the lowest proportion of business and knowledge-led services in Hampshire with a locational quotient (lq) of 0.73 compared with a national lq of 1 (ABI cited by Local Knowledge). The Gosport LDF will need to ensure that sufficient flexibility is provided to ensure these types of services can locate within the Borough.

Provision of Infrastructure

3.87 The provision of infrastructure can be a very important driver of growth whilst the lack of it can be a significant barrier to growth. New development can increase pressures on existing infrastructure, including roads and public transport, water supply and waste, education, leisure, health and community facilities. Consequently the provision of infrastructure in association with any new employment development is a critical requirement which needs to be considered. Improved transport provision and management is of paramount importance due to the significant congestion problems on the Gosport peninsula at peak times.

3.88 The South East Plan recognised that the timely provision of infrastructure is a fundamental element of its policies and proposals and that this will require significantly improved delivery arrangements. As part of the proposals for growth in South Hampshire, central Government finance and support will be essential in order to bring about genuinely sustainable communities in the sub region as a whole and in Gosport specifically. It is acknowledged that appropriate levels of housing are required to allow for economic growth but this needs to be balanced with high levels of employment growth and increases in productivity.

Quality of life

3.89 Quality of life is a key economic driver for growth in South Hampshire. Over 20% of the sub-region is designated as either a National Park or an Area of Outstanding Natural Beauty which in conjunction with its coastal location makes South Hampshire an attractive location. The strength of the natural environment has contributed to significant population growth across the sub-region (DTZ 2007). Gosport itself enjoys an attractive location adjacent Portsmouth Harbour and the Solent. It is essential in Gosport to ensure that growth does not detract from existing natural assets. It is also important to enhance existing assets as this can be an important factor when businesses are making locational decisions for investment.

3.90 The tourism industry in South Hampshire relies on the qualities of the natural and built environment and the sector is increasing in importance in both the sub region and Gosport. The local economy needs to adapt to meet the needs of visitors and the industry to realise the potential growth of this sector including developing the necessary infrastructure (DTZ 2007).

3.91 Whilst many of the uses directly related to tourism such as hotels, restaurants, bars and leisure facilities are outside the scope of the Employment Land Review there is a need to understand how the 'front-line' of the industry is serviced and consequently there will be the need for land and premises for businesses to serve a growing tourism industry, particularly the specialist markets in Gosport such as the marina sector.

Availability of land and premises for employment

3.92 The above factors clearly highlight the importance of having sufficient quality and quantity of employment land in order to encourage economic growth, provide local employment opportunities, assist in dealing with the effects of a changing industrial structure and provide entrepreneurial opportunities to assist in improving productivity.

3.93 It is clear that the lack of supply of employment land could act as a constraint to potential growth in the cities and the urban boroughs. A particular issue in the urban boroughs is the availability of prime industrial land. Many brownfield sites have been left derelict with considerable investment required to develop these sites into good quality industrial land. The need for considerable investment can act as a disincentive to industrial developers in urban boroughs with many sites left derelict for some time (DTZ 2007).

3.94 The availability of strategic sites is an important contributor to sustainable economic growth. Generally, the larger the site the more it offers the market in terms of employment opportunities either by attracting multi-nationals or the creation of clusters of high-tech, higher productive businesses (HEP 2007).

3.95 Recent years have seen a reduction in the amount of employment land developed across the sub region, which together with the generally low quality of existing stock and premises have constrained development. However in Gosport after a period of limited development of employment land there was a successful surge of employment premises being completed and occupied in the middle of the last decade, although since the recession the level of development of new premises has been very limited (see Section 5).

3.96 The development of brownfield sites in the sub region and Gosport in particular is crucial to enable future economic growth. There has been significant investment on such sites in Gosport for a mix of uses including employment with a number of recently completed new industrial sites which are generally now achieving good occupancy rates. There are also other potential employment land opportunities in the pipeline following MoD land releases. It is important that any future land releases by the Ministry of Defence and other organisations are supported by appropriate infrastructure investment to enable these sites to be developed for employment uses.

3.97 The existing employment land and known supply within the Borough is now explored in Section 4.

Section 4: Taking Stock of the Existing Situation

Introduction

4.1 This Section relates to the existing stock of employment land and premises and represents Stage 1 of the Employment Land Review as set out in the Government Guidance as shown in Appendix 1 (ODPM 2004). This section sets out the amount of existing employment land and floorspace in the Borough, together with completion rates, vacancy rates and the potential supply of employment which already has planning permission or has been identified as an allocation in the adopted Gosport Local Plan Review. The last part of this section includes a preliminary assessment of sites assessing whether they should be retained and protected as employment areas as recommended by the Government's guidance note.

Methodology

4.2 A detailed analysis of existing employment sites in the Borough has been undertaken using a variety of sources including floorspace records from the Valuation Office's website (2010 rating list data), the Borough Council's survey of Industrial Estates undertaken in October 2012 as well as information supplied from site owners and planning application records.

4.3 The Valuation Office data has been assessed for each business unit in order to establish the predominant function for the unit. For example a unit which manufactures a product is likely to have significant warehousing and office space but for the purposes of this assessment the site has been considered as primarily having a manufacturing function. It must be noted that the broad assessment of use class has been based on the information available to give an indication of the predominant use of the unit such as offices, light industry, research and development, general industrial, or warehouse and distribution. It is very important to note that this assessment does not convey the lawful use class of a particular premise only an estimate of the predominant type of use found on the site.[19] For this assessment only sites of 0.25 hectares or more have been included or those with floorspace over 500 square metres as recommended by the Government's guidance note (ODPM 2004).

Existing Employment Sites

4.4 Figure 4.1 shows the location of the existing employment sites in the Borough which are known to meet the size thresholds. Appendix 2 includes a list of all the employment sites identified in the Gosport Local Plan Review (May 2006) (GBLPR).

4.5 It is estimated that the current non-defence employment sites cover an area of approximately 110 hectares (ha) which represents about 4% of the land area of the Borough. This includes:

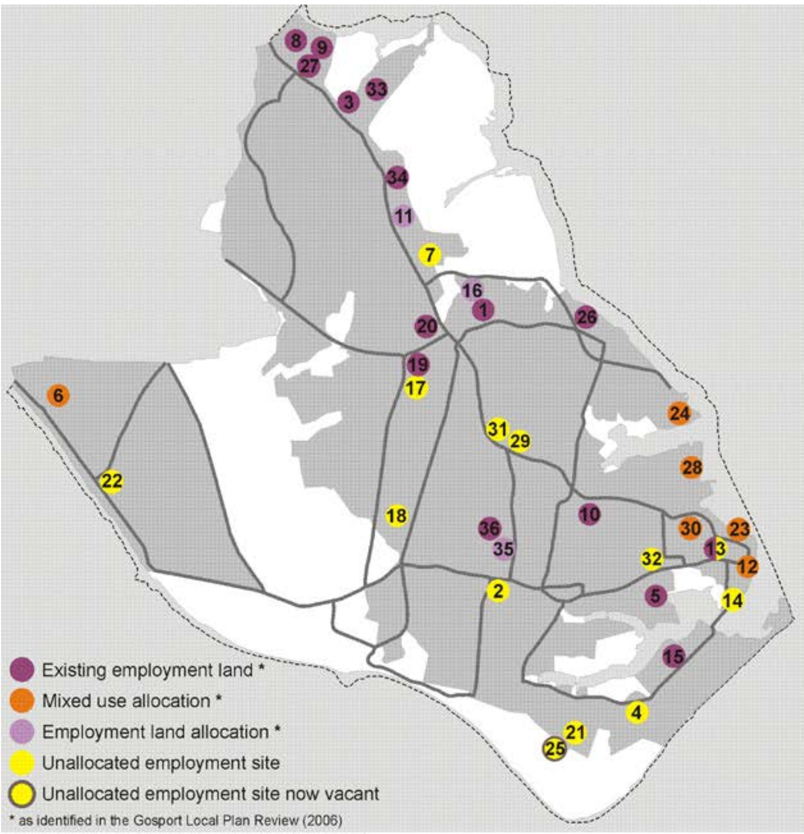
- 67 ha of land currently safeguarded as '*Existing Employment Land*' by Policy R/EMP3 of the Gosport Local Plan Review (excluding protected MoD employment sites);
- 7 ha of land identified as an '*Employment Land Allocation'* in the Local Plan Review (Policy R/EMP1) that has since been developed as industrial estates;
- 3 ha of land allocated in the Local Plan Review for mixed uses (Policy R/DP4) that has since been developed for employment uses;

[19] It is also important to note that this latest information should not necessarily be used to make a direct comparison with the 2010 Employment Land Review (based on 2005 Valuation Office data)

- 18 ha of land used for employment but not identified on the Proposals Map; and
- 15 ha of existing employment land on mixed use sites which will be redeveloped as part of a larger mixed use development.

4.6 The latter transitional category includes two sites with significant existing employment: the Mumby Road Industrial Estate which forms part of the Coldharbour Mixed Use allocation in the GBLPR; and temporary employment uses at Daedalus which will be redeveloped into a more intensive employment area as part of the Solent Enterprise Zone with an emphasis on aerospace, aviation, advanced manufacturing and marine sectors. In order to facilitate the redevelopment and regeneration of these sites some existing businesses on both sites may need to be relocated to other more appropriate employment sites in terms of their market segment.

Figure 4.1: Location of Existing Employment Sites in the Borough (Over 0.25 hectares or with more than 500 square metres of floorspace)



1 Brockhurst Industrial Estate
2 Bury Cross
3 Cement Works, Fareham Road
4 Clayhall Road
5 Cranbourne Industrial Estate
6 Daedalus
7 Defence Munitions Gosport
8 Fareham Reach Industrial Estate
9 Former Cyanamid site
10 Forton Road Industrial Estate
11 Frater Gate allocation
Gosport Business Centre
Oaklands Office Park
Glenmore Business Park
Ordnance Business Park
Frater Gate Business Park
12 Gosport Bus Station
13 Gosport Town Centre
14 Haslar Marina
15 Haslar Marine Technology Park
16 Heritage Business Park
17 HMS Centurion
18 HMS Sultan west site (Admiralty Building)
19 Huhtamaki, Grange Road
20 Huhtamaki, Rowner Road
21 Institute of Naval Medicine
22 Lee District Centre
23 Mumby Road Industrial Estate / Coldharbour
24 Priddy's Hard Heritage Area
25 Qinetiq Alverstoke
26 Quay Lane Industrial Estate
27 Regent Trade Park
28 Royal Clarence Yard
29 Royal Mail Depot
30 St George Barracks South
31 Solent Building Supplies Ltd
32 Stoke Road District Centre
33 Vector Aerospace
34 Venture Business Park
35 Westfield Road Industrial Estate
36 Wilmott Lane Depot

4.7 In addition to these sites there are approximately 59 ha.[20] of MoD and other defence employment sites, 28 ha. has already been safeguarded in the Local Plan Review (REMP3) at Fleetlands (now known as Vector Aerospace) whilst 31 ha.[21] has not previously been safeguarded for employment purposes (including Defence Munitions Gosport (DM), Institute of Naval Medicine, and employment areas within HMS Sultan[22]). The figure only includes the sites that have the key employment type uses (e.g. manufacturing and R&D). The DM site is particularly extensive and is considered a general manufacturing type site (B2 type uses) as it is primarily an armaments manufacturing site. However when considering the extent of any land to be safeguarded in the future it will be necessary to assess the boundary as there are considerable areas used for special storage of munitions which do not function particularly as an employment area. This will be assessed as part of Stage 3 of the Employment Land Review.

4.8 The 59 ha excludes much of HMS Sultan and Blockhouse as these are primarily training-related facilities. This is because such sites are considered to be outside of the B1, B2 and B8 use class focus of the Employment Land Review, as recommended by the Government guidance. It is acknowledged that such sites provide significant employment in the Borough and are essential for training and enhancing the local skills base. Blockhouse and HMS Sultan will be assessed in the Stage 3 assessment in Chapter 6, particularly as both sites may be available for employment uses during the Plan period.

Location of employment within Gosport

4.9 Gosport, like many other towns, has significant concentrations of employment in particular areas. Town Ward continues to have the greatest number of jobs and is the location for the town's largest retail and service employers including Gosport Borough Council. Office type employment (B1a) is a relatively important use class in this area. Furthermore, there are industrial and warehousing type uses located on industrial estates within the Town Ward such as the Mumby Road Industrial Estate and Cranbourne Industrial Estate off Dock Road.

4.10 Anglesey Ward has experienced some of the greatest changes since the previous ELR Study with the closure of Haslar Hospital with an estimated loss of 660 employees (University of Portsmouth 2008) as well as the closure of the Qinetiq Alverstoke site. It still however has major employment areas including Blockhouse, the Haslar Marine Technology Park and the Institute of Naval Medicine site. Hence there is a strong B1b research and development employment sector within this part of the Borough with strong linkages to defence-related work.

4.11 The Brockhurst Ward has a large MoD presence through HMS Sultan which is primarily a training facility. The site does have some non-training related employment including naval administration offices such as HMS Centurion and the Admiralty buildings.

4.12 The largest concentration of manufacturing activity is in Bridgemary North which includes the Fareham Reach Industrial Estate. It has the closest

[20] This figure only includes the core employment buildings and associated land within sites and excludes those parts that do not have the characteristics of a typical employment site

[21] Since the 2010 ELR the Qinetiq Alverstoke site previously included in this category has closed. Consideration of its future use is considered in the stage 3 assessment in Section 7 and the accompanying Site Profiles.

[22] Excludes areas predominantly related to training

access to the motorway network which is advantageous to the types of businesses that are located here.

4.13 Significant concentrations of both services and manufacturing are found in Elson (including the Heritage Business Park and Quay Lane Industrial Estates) and Rowner and Holbrook wards (including Huhtamaki), both with easy access to the A32.

4.14 Grange, Hardway, Privett and Peel Common have the lowest number of jobs reflecting their largely residential nature.

Existing Employment Floorspace

Total Floorspace

4.15 The mix of employment floorspace varies considerably within the Borough[23]. In terms of floorspace for each type of employment use it is clear that Gosport has a strong industrial focus with 66% either light industrial or general industrial. It is also clear that the office sector is very small within the Borough (Table 4.1).

Table 4.1 Existing Employment Floorspace in Gosport Borough

Use Class	Floorspace (m2)	Percentage
Offices (B1a type uses not A2)	32,722	6.8
Research and Development (B1b type uses)	51,536	10.8
Light Industry (B1c type uses)	164,804	34.4
General Industry (B2 type uses)	149,946	31.3
Storage and Distribution (B8 type uses)	79,739	16.6
Total	**478,746**	**100**

Source: Valuation Office and GBC (2010-2012). Figures subject to rounding

4.16 Whilst not directly comparable with the assessment in Table 4.1 it is clear from the Valuation Office's Business Floorspace Statistics (May 2012) (Table 4.2) that the proportion of office space in Gosport is significantly lower than the Hampshire, and England and Wales averages.

[23] These floorspace statistics are based on the latest Valuation Office statistics (2010) and cannot be directly compared with the figures in the previous ELR which were based on the 2005 statistics

Table 4.2: Proportion of Commercial and Industrial Floorspace in Gosport

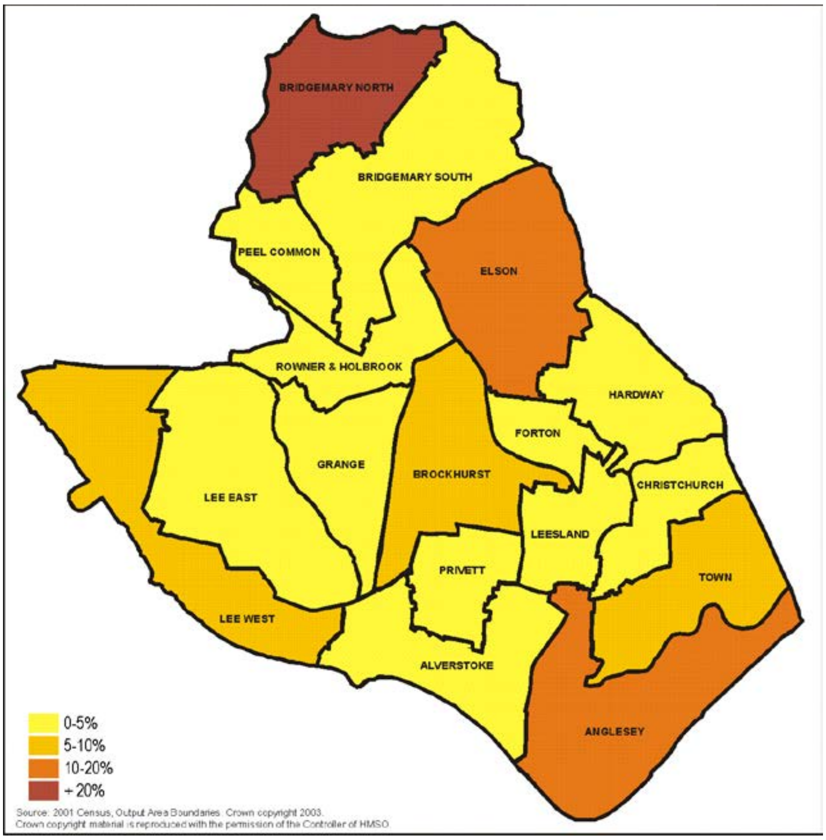
Type of premises[24]	**Retail**	**Office**	**Industrial**	**Other**	**All business floorspace**
Gosport: Proportion of floorspace	24.9%	6.1%	54.2%	14.8%	100%
Hampshire CC area:: Proportion of floorspace	19.2%	19.0%	53.1%	8.7%	100%
England and Wales: Proportion of floorspace	20.5%	16.1%	56.1%	7.3%	100%

Source: Business Floorspace (Valuation Office Agency May 2012)
Data relates to non-domestic properties only. Excludes MoD premises

Location of floorspace

4.17 Figure 4.2 indicates the location of employment floorspace within the Borough. Employment floorspace is most concentrated in the following wards: Bridgemary North (35.1% of all the Borough's floorspace), Elson (19.7%), Anglesey (10.9%) and Town (7.4%). There are a number of wards with limited or no employment floorspace.

Figure 4.2 Proportion of the Borough's Employment Floorspace within each ward



Source: GBC assessment using Valuation Office data and GBC monitoring information

[24] The type of premises in each category can be found at the following link
http://www.voa.gov.uk/corporate/statisticalReleases/120517_CRLFloorspaceReleaseNotes.html#cat

4.18 For each employment type there is one dominant ward where that use is located with normally a small number of other wards which contribute between 5-15% of floorspace. Table 4.3 highlights the locational concentration of each employment type. The table includes non-training Ministry of Defence sites which have office, industrial and warehouse functions. Brockhurst has the highest concentration of office floorspace due to the presence of HMS Centurion which provides a significant MoD administrative function (not directly related to training activities at HMS Sultan).There is a significant office presence in Town Ward. Bridgemary North with its proximity to the M27 has the highest concentration of warehousing and distribution uses as well as light industrial uses. Research and development is primarily located in Anglesey with the presence of defence related establishments including Qinetiq.

Table 4.3 Dominant wards for each employment type in terms of floorspace

Use	Dominant Ward*	Other significant wards*
Office (B1a)	Brockhurst (44.1%)	Town (33.7%), Bridgemary South (7.5%) Bridgemary North (5.7%).
Research and Development (B1b)	Anglesey (100%)	None*
Light industry (B1c)	Bridgemary North (61.6%)	Forton (10%), Elson (8.7%), Bridgemary South (7.1%), Town (6.6%),
General Industry (B2)	Elson (45.7%)	Bridgemary North (11.4%), Rowner and Holbrook (10.8%), Lee West (9.6%), Town (7.0%), Brockhurst (6.9%).
Warehouse, Storage and Distribution (B8)	Bridgemary North (59.4%)	Elson (13.1%), Lee West (7.2%), Privett (5.5%), Forton (5.2%)

* It is important to note that these are the predominant use types for each employment premises.
For example R&D may take place on sites in other wards- for instance an R&D element may support the primary function of manufacturing on an employment site

Market segment

4.19 Market segment describes the characteristic of the employment site (see Appendix 3 for further details). In order to assess the market segment of a site it has been necessary to consider the overall characteristics of a site and consequently on certain general industrial estates there may be specialist or other employment uses but these are not particularly dominant. In certain circumstances where there is clear zoning or different types of management within an employment site it has been possible to make a clear distinction about market segment.

4.20 Table 4.4 highlights the proportion of floorspace on employment sites within each market segment. It is apparent that there are two significant segments in Gosport. The largest is general industrial areas accounting for almost 50% of employment land with sites for specific occupiers accounting for 38% of the floorspace. A very large proportion of the specific occupier floorspace is within Ministry of Defence control (85%). This highlights the Borough's reliance on a small number of key employers in the Borough particularly the MoD.

4.21 Three other segments (offices, research and technology, and incubator units) account for 12% of employment site floorspace. Research and Technology/Science Park is the second largest segment in the non-MoD sector, albeit a small proportion overall. This sector is largely a spin-off from MoD activities (Haslar Marine Technology Park). There are no sites classified within five market segments. This is not to say the Borough has no presence in these types of segments only that there are no employment sites that are particularly dominant or specialise in these sectors.

Table 4.4: Market segment of existing employment sites

Market segment	Amount of floorspace (sq.m.)*	Proportion of overall floorspace
Non-MoD Employment Sites		
Established Office Locations	11,579	2.3%
Research and Technology/ Science Parks	37,065	7.3%
General Industrial/ Business Areas	250,578	49.6%
Incubator/ SME Cluster Sites	12,171	2.4%
Sites for Specific Occupiers	29,750	5.9%
Others High Quality Business Parks, Warehouse/Distribution Parks, Specialised Freight Terminals Heavy/Specialist Industrial Sites, Recycling/Environmental Industries	0	0%
Total Non-MoD employment	**341,143**	**67.5%**
MoD Employment Sites		
Sites for Specific Occupiers	164,014	32.5%
Total floorspace of all employment sites*	**505,157**	**100%**

Figures subject to rounding. *This includes floorspace for all uses on the employment site including non B1-B8 uses

Non-employment floorspace on Employment Sites

4.22 Many of the Borough's industrial estates also contain other non-B1, B2 and B8 uses (Table 4.5). Many of these uses are complementary or ancillary to the employment functions and contribute towards a sustainable community as well as providing jobs in their own right. Significant non-employment uses include retail and builders merchants.

4.23 Only 5.2% (just over 26,000 sq.m.) of floorspace on Gosport's employment sites is used for other uses. Examples of recently completed non-employment uses (i.e. non B1, B2 or B8) on industrial estates include a fitness gym, crèche facilities and a children's playzone. In such cases the applicant successfully demonstrated there were no alternative sites or premises available and it has been considered it is appropriate to have these uses within the Borough and retain expenditure and reduce outward journeys to similar facilities elsewhere.

Table 4.5: Proportion of employment uses (B1-B8) and other uses within employment sites

Use Class	Floorspace (m2)	Percentage
B1, B2, B8	478,746	94.74%
Other	26,411	5.23%
Total	**505,157**	**100**

Figures subject to rounding.

4.24 Table 4.6 shows the proportion of non-employment floorspace within each of the market segments. The table shows that non-employment floorspace is most prominent in established office locations and general industrial/business areas reflecting a greater diversity of uses in these areas.

Table 4.6: Proportion of Non Employment Floorspace Per Market Segment

	Employment Floorspace	Non Employment Floorspace	Employment Floorspace Proportion (%)	Non-Employment Floorspace Proportion (%)
General Industrial/ Business Areas	226,273	24,305	90.3	9.7
Research and Technology/ Science Parks	37,065	0	100	0
Sites for Specific Occupiers	29,750	0	100	0
Established Office Locations	10,415	1,164	89.9	10.1
Incubator/ SME Cluster Sites	11,230	941	92.3	7.7
Others High Quality Business Parks, Warehouse/Distribution Parks, Specialised Freight Terminals Heavy/Specialist Industrial Sites, Recycling/Environmental Industries	0	0	0	0
Total Non MOD Employment	314,733	26,411	93.9	6.1
MoD	164,014	0	100	0
Total	478,746	26,411	94.74	5.23

Figures subject to rounding.

Vacancy rate of existing stock

4.25 Table 4.7 sets out the overall vacancy rates in terms of the number of vacant premises on industrial estates in the Borough. The latest rate based on a survey in October 2012 shows that 18.2% of units are currently vacant this is an improvement from April 2007 when 21.1% of units were vacant.

4.26 When comparing the established sites with the newer industrial areas (developed since 2004) it is clear that the older areas have a lower vacancy rate. The established sites currently have a vacancy rate of 11% which is an improvement since 2007 where the rate was 13.1%, although still higher than the 2004 rate of 6.6%. The newer sites have also seen an improvement as the vacancy rate has fallen from 29.9% in 2007 to the current 25.1%.

Table 4.7: Vacant Units on the Borough Industrial Estates (as at April 2007)

	Total number of units	Number of vacant units	Vacancy Rate (units)
Established Industrial Estates	219	24	11%
Newer Industrial Employment Sites (since 2004)	227	57	25.1%
Total	446	81	18.2%

Source: GBC Survey (October 2012) excludes site specific user sites and town and district centres.

Completions of employment stock

Methodology

4.27 To understand the completion figures it is necessary to briefly explain the change in the Hampshire County Council methodology. This is summarised below:

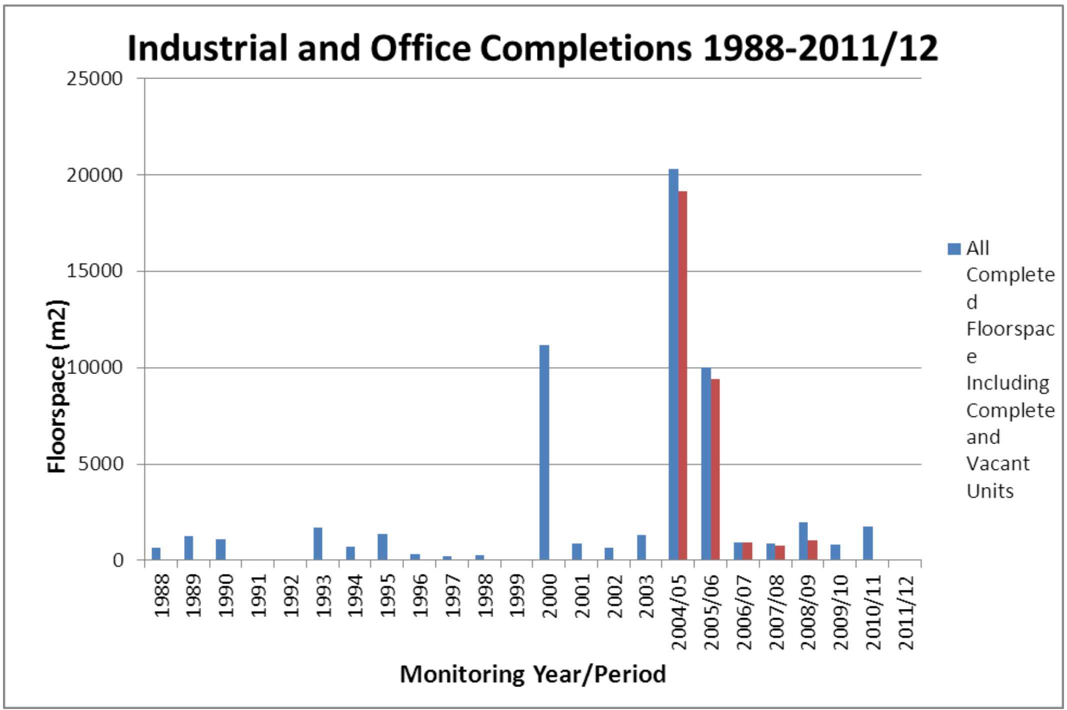
- Before 2004 Hampshire County Council (HCC) classified units as completed only if they were completed and occupied. Those that were completed but vacant were classified as outstanding employment commitments.
- Since 2004, HCC have classified vacant completed units as part of the annual completion figures.
- In addition the monitoring periods have changed with the year commencing 1st April rather than 1st January consequently the 2004/05 monitoring period covers 15 months.
- In order to make some comparison over the whole period the Borough Council has also calculated the amount of floorspace that has been completed and occupied over the period since 2004.

4.28 Figure 4.3 shows the level of industrial and office completions within Gosport between 1st January 1988 and 31st March 2012. Completions were generally low between 1988 and 2003 with the notable exception of 2000 which can be attributed to the completion of 9,763 square metres of floorspace at Fareham Reach.

4.29 2004/05 and 2005/06 were notable years with high level of completions (20,282 sq.m. and 9,991 sq.m respectively). This can be attributed to land being released for development such as at Heritage Business Park, Frater Gate (which includes the Gosport Business Centre) and at mixed-use sites such as Royal Clarence Yard. The significant MoD land releases during this period is the key reason for the increase of available employment land. The fact that these sites have been developed relatively quickly and occupied suggests that there has been significant demand for employment floorspace in the Borough. It is likely that a significant proportion of the demand for new premises has been latent demand from existing businesses that have been unable to find suitable premises in the past due to the lack of available land and premises.

4.30 More recently completion levels have dropped. This initially may be due to the lack of sites coming forward, with future supply expected to be on mixed-use allocated sites. However since 2008 economic uncertainties arising from the lack of credit and the onset of a prolonged recession have led to a fall in the development of new premises.

Figure 4.3: Industrial and Office Completions 1988-2011/12



Source: Hampshire County Council/Gosport Borough Council Land Use monitoring
Notes: Red bars for 2004 onwards represent the new completions methodology which also includes complete and vacant units.
The completion of MOD employment related floorspace is not taken into account by either methodology.

4.31 Table 4.10 shows average completion rates over 4 yearly periods since 1988 and clearly shows a peak between the years 2004 and 2008 (with over 7,000 sq.m completed on average per year). Since then there has been a significant decline in floorspace completion (with just over 250sq.m per year), similar to the levels between 1996 and 1999. The average rate of completion of the past 24 years is just over 2,100 sq.m per year.

Table 4.10: Actual and Average Take Up Rates

	Completion Rates (Sq.M.) (Complete and Occupied Only)	Average Completion Rates (Per Year (Sq.M.)
1/1/88 - 31/12/91*1	3,013	753
1/1/92 – 31/12/95*1	3,774	944
1/1/96 – 31/12/99*1	812	203
1/1/00 – 31/12/03*1	13,542	3,386
1/1/04 – 31/3/08*2	29,282	7,321
1/4/08 – 31/3/12*1	1,045	261
Totals:	**51,468**	**2,145**

*1 = 48 months *2 = 51 months

4.32 Table 4.11 shows the total completion rates between 1988 and 2011/12 for each use class. General industrial uses have been the dominant type of specific employment floorspace with 25.5% of the total completions (includes B2 and the former B2-B7 categories), with 16.5% light industrial, 15.7% offices, and 14% warehouse and distribution. 23.1% of the floorspace has been given permission in the B1-B8 category allowing greater flexibility with regard to the type of employment floorspace.

4.33 Since 2006, 43% of the occupied newly completed floorspace has been warehouse and distribution, 26% office, 22% general industrial, and 9% light industrial.

Table 4.11: Completions by Use Class between 1988-2011/12

	Completion Rates (Sq.M.)	**Average Completion Rates (Per Year (Sq.M.)**
B1a	8,071	15.7%
B1b	0	0%
B1c	11,068	21.5%
B2	8,489	16.5%
B2-B7*1	4,621	9.0%
B8	7,325	14.2%
B1-8	11,894	23.1%
Totals:	**51,468**	**100%**

Notes: Table relates to complete and occupied floorspace. Proportion figures subject to rounding.
*1 B2-B7 use classes no longer exist

Completions: Market Segment

4.34 It is important to understand the nature of the local commercial property market in terms of market segments. Appendix 3 includes the Government's definitions for the classification of employment property market segments and types of site.

4.35 Table 4.12 clearly shows that historically a large proportion of the employment floorspace has been completed in the General Industrial/Business Area segment with a limited amount of completions in the Established or Potential Office Locations and Incubator/SME Cluster Sites segments. There have been little or no completions at the premium end of the market such as high quality business parks or science parks nor has there been new development at the heavy industrial/specialist industrial segment.

Table 4.12: Completions by Market Segment between 1988–2011/12

	Total Completions 1988-2011/12	**Proportion (%)**
Established or Potential Office Locations	3,175	6.2%
High Quality Business Parks	0	0%
Research and Technology/Science Parks	0	0%
Warehouse/Distribution Parks	0	0%
General Industrial/Business Areas	39,862	77.5%
Heavy/Specialist Industrial Estates	0	0%
Incubator/SME Cluster Sites	7,081	13.8%
Specialised Freight Terminals	0	0%
Sites for Specific Occupiers	1,350	2.6%
Recycling/Environmental Studies Sites	0	0%
Totals:	**51,468**	**100%**

Notes: Table relates to complete and occupied floorspace. Proportion figures subject to rounding

4.36 Table 4.13 further demonstrates that the average completion rates have been higher for a small number of key segments over recent periods. There has been particularly strong demand for general industrial/business areas and incubator business units for small businesses as well as an increasing amount of office floorspace.

Table 4.13: Average Completion Rates by Market Segment (m^2)

	1988-1991	**1992-1995**	**1996-1999**	**2000-2003**	**2004/05-2007/08**	**2008/09-2011/12**
Established or Potential Office Locations	198	71	146	156	685	0
General Industrial/Business Areas	555	873	58	3,087	5,568	447
Incubator/SME Cluster Sites	0	0	0	0	1,770	427
Sites for Specific Occupiers	0	0	0	143	0	195
Average per annum	**753**	**944**	**204**	**3,386**	**8,023**	**1,069**

Table relates to completed floorspace only not occupied

Loss of employment land lost to other uses

4.37 Some of the employment land losses (i.e. B1, B2 and B8 uses) have occurred due to the lack of available sites for community and leisure uses located within or in close proximity to any of the Borough's town or neighbourhood centres or because these uses are considered to be complementary to the existing adjacent employment uses. It is important to note that most of these non-B1, B2 and B8 uses can generate employment opportunities.

4.38 Table 4.14 shows the employment losses that have occurred in Gosport Borough since 2000. A total of 8,544 square metres has been developed for non-employment uses (B1, B2 and B8 uses) on employment sites, amounting to just over 700 sq.m per year.

4.39 62% of the floorspace lost has been existing floorspace whilst 38% of floorspace represents the loss of premises on recently completed employment allocations that were never used for employment purposes but attracted non-employment uses. Just over half of all the employment loss (52% of all losses) is accounted for by the redevelopment of part of the Coldharbour site where an older industrial site has been redeveloped for modern employment premises by an existing business which led to the loss of under-used floorspace. The rest of the land has been developed for 109 dwellings, a doctor's surgery and pharmacy.

Table 4.14: Net loss of employment land from B Uses with corresponding floorspace (over 200 square metres) between 2000 and 2011/12

Year	Site	Proposed Non Employment Use	Completed Site Area Loss (ha))	Employment Floorspace Lost (sq.m.) (net)
2000/2001	Cranborne Industrial Estate	Industry to accountants office	0.07	518
2001/2002	Coldharbour	Refurbishment of industrial premises to -workshop/office - 109 dwellings - doctor’s surgery & pharmacy	0.17	4,417
2004/2005	4 Spring Garden Lane (edge of centre site)	Offices to dwelling unit	0.06	333
2005/2006	Oaklands Office Park	Offices to fitness centre and crèche	0.19	694
2006/2007	St George Barracks South	Conversion of Mess (potential for offices) to form 8no.residential flats	0.05	457
2006/2007	Heritage Business Park,	Offices to day care nursery	0.13	523
2006/2007	Frater Gate,	B1, B2 or B8 to children’s playzone	0.33	1,235
2008/2009	Heritage Business Park,	Offices to day care nursery	0.13	367
Total	**-**	**-**	**1.13ha**	**8,544**

4.40 However this assessment does not convey the loss of employment that has occurred through the rationalisation of Ministry of Defence sites over the past twenty years or so, some of which have been redeveloped. No comprehensive assessment is available of all sites and premises but Table 4.15 summarises some of the changes on the large former MoD sites within the Borough in order to emphasise this issue.

Table 4.15 Employment change on existing or former Ministry of Defence sites (1986-2008)

Current Establishment	Number of employees in 1986 (mean no. of service personnel & civilians)*1	Number of employees (no. of service personnel or civilians) (2006-2008)
Blockhouse	2,477 *2	387 *3
Daedalus	1,785	182 *4
Defence Munitions	1,292	340 *3
Haslar Hospital	940	0
Haslar Marine Technology Park (Qinetiq)	324	335 *3
HMS Centurion	751	318
HMS Sultan*5	2,516	2,588 *3
Institute of Naval Medicine	179	265 *3
Royal Clarence Yard	217	110 *6
St George Barracks South	366	70 *6
Vector Fleetlands	1,191	1,112 *3
Total	12,038	5,707

*1 GBC research 11/12/1986
*2 incorporates former HMS Dolphin, Joint Services Sailing Club, and Dir. of Medical Staff Training
*3 University of Portsmouth 2008 *4 Drivers Jonas for SEEDA (2008)
*5 incorporates Fort Rowner *6 Rounded IDBR data (2006 data)

Completions and Losses over the emerging Gosport Borough Local Plan period

4.41 During the first year of the proposed new Plan period (1 April 2011 to 31st March 2012) there was no development of new employment floorspace or any known losses of floorspace.

Potential supply of employment land and floorspace

4.42 After examining the existing stock of land and premises, vacancy rates and completion rates it is now necessary to assess the amount of known land available for new employment premises. This is defined as the land and premises known within the planning system either as a planning permission or allocation in the Gosport Local Plan Review (2006). Sites that are subject to an approved development brief can also be included in this definition. Each component of supply is outlined below.

Outstanding planning permissions

4.43 As at 31st March 2012, the Borough Council has identified 1.66 hectares and 3,682 square metres of employment floorspace[25] with outstanding planning permission (gross and net additional). Table 4.16 shows all the full outstanding planning permissions within the Borough that are for more than 200 square metres of employment floorspace.

4.44 A large proportion (89% of floorspace) of the outstanding planning permissions is in the general industrial/business segment which could be used for a range of employment uses (B1/B2/B8).

[25] As at 31 March 2012 planning permission had been agreed in principle at the Daedalus site, subject to a Section 106 Agreement. The application includes provision for 69,998 sq.m (gross) of employment floorspace at Daedalus which equates to 45,700 sq.m net additional. For the purposes of the ELR as the site did not have a decision notice issued it has been treated as an employment allocation.

Table 4.16 Outstanding planning permission for employment uses as at 1st April 2012 (over 200sq.m)

Site	Probable main market segment	Area	B1a	B1b	B1c	B2	B8	B1, B2 and/ or B8	Total
Former Cyanamid,Fareham Road	General industrial/ Business area	0.94	0	0	0	0	0	3,290	3,290
Royal Clarence Yard, Weevil Lane	Incubator/ SME Cluster Sites	0.72	392	0	0	0	0	0	392
Totals:		**1.66**	**39**2	**0**	**0**	**0**	**0**	**3,290**	**3,682**

Available land within existing employment sites

4.45 Table 4.17 provides a summary of the land and estimated floorspace that does not benefit from current planning permission but could be made available for businesses within existing employment sites. The floorspace figures are estimates based on appropriate plot ratios for the particular site.

Table 4.17: Known potential on existing employment sites (as at 1st April 2012)

Potential market segment	Area for B1/B2 /B8 (ha)	B1a (sq.m)	B1b (sq.m)	B1c (sq.m)	B2 (sq.m)	B8 (sq.m)	B1, B2 and /or B8 (sq.m)	Total (sq.m)
Defence Munitions Gosport- Existing MoD employment site. There is significant scope for intensification. For the purposes of the ELR a relatively small part of the site close to the entrance of the site has been identified. The site is off Aerodrome Road close to the A32 and is adjacent other business parks.								
Site for specific occupier and/or Cluster/# SME site	3.0	0	0	0	0	0	5,400	5,400
Fareham Reach- Existing employment site in the Gosport Borough Local Plan Review with a small area of land that could be developed.								
General industrial/ business area	0.1	0	0	0	0	0	500	500
Forton Industrial Estate- Existing employment site in the Gosport Local Plan Review with areas that have the potential to be developed.								
General industrial / Business area	0.09	0	0	0	0	0	0315	315
Frater Gate- largely developed employment allocation with an area to the rear of Gosport Business Centre remaining to be developed								
Cluster/ SME Or Office	0.4	0	0	0	0	0	3,750	3,750

Potential market segment	Area for B1/B2 /B8 (ha)	B1a (sq.m)	B1b (sq.m)	B1c (sq.m)	B2 (sq.m)	B8 (sq.m)	B1, B2 and /or B8 (sq.m)	Total (sq.m)
Vector Aerospace- Existing defence employment site. There is scope for intensification. For the purposes of the ELR an area on the southern edge of the site adjacent Aerodrome Road has been identified. The site has good access to the A32 and is adjacent other business parks.								
Cluster/ SME Or Office	1.39	0	0	0	0	0	1,400	1,400
Total	**4.98**	**0**	**0**	**0**	**0**	**0**	**11,365**	**11,365**

4.46 The employment allocations in the Local Plan Review (see Appendix 2) have now been largely developed or have some outstanding permissions which are being built out. Consequently the significant future employment land and premises supply is likely to be located within the mixed use allocations where substantial redevelopment has not yet taken place. These are identified in the Local Plan Review and include Gosport Bus Station, Coldharbour and Daedalus. A full assessment as part of Stage 3 of the Employment Land Review is contained in Section 6.

4.47 Many of these sites are in transition and therefore it is difficult to provide definitive figures at this stage, particularly as there are numerous options relating to the potential mix of employment, other commercial, community and residential uses on many of these sites. However it is possible to provide broad estimates based on a number of factors including emerging planning proposals, potential plot ratios, assumptions relating to types of uses and other available information. These figures will be revised over time as planning proposals are brought forward. The quantum shown in Table 4.18 include:

- gross floorspace figures i.e. including estimated new employment floorspace to be created but not taking into account existing floorspace on the site; and
- net additional floorspace i.e. proposed employment floorspace less existing employment floorspace

Table 4.18: Estimated floorspace of employment potential on allocated and other identified sites (as at 1st April 2012)

	Office (B1a type) (sq.m)	R & D (B1b type) (sq.m)	Light Industrial (B1c type (sq.m)	General Industrial (B2) (sq.m)	Warehouse and Distribution (B8) (sq.m)	Unspecified (B1,B2 and/or B8) (sq.m)	Total (sq.m)
Daedalus* (37.9 Ha) Mixed use allocation in the Gosport Local Plan Review although figures below relate to an enlarged area to reflect outline planning proposal							
Estimated Existing Floorspace	0	0	4,100	14,500	5,700	0	24,300[26]
Estimated Proposed Floorspace (gross)	0	0	0	0	0	79,300	79,300
Net change (net additional	0	0	-4,100	-14,500	-5,700	+79,300	+55,000
Coldharbour Mumby Road and Bus Station sites –now to be incorporated in a new mixed use allocation known as Gosport Waterfront- see Section 6							
Grange Road, south of Huhtamaki Site (2.4ha) identified as LRT Depot site in Gosport Local Plan Review but alternative employment use is identified in justification text							
Estimated Existing Floorspace	0	0	0	0	0	0	0
Estimated Proposed Floorspace (gross)	0	0	0	8,400	0	0	8,400
Net change (net additional	0	0	0	+8,400	0	0	+8,400
Priddy's Hard identified as a mixed use allocation in the Gosport Borough Local Plan Review							
Estimated Existing Floorspace	0	0	0	0	0	0	0
Estimated Proposed Floorspace (gross)	0	0	0	0	0	1,000	1,000
Net change (net additional	0	0	0	0	0	1,000	+1,000
Total gross	**0**	**0**	**0**	**8,400**	**0**	**80,300**	**88,700**
Total Net	**0**	**0**	**-4,100**	**-6,100**	**-5,700**	**+80,300**	**+64,400**

*1- revised figure based on SEEDA estimate; the split between use classes is based on GBC assumptions for PUSH Apportionment work

4.48 The Daedalus site has now been designated as an Enterprise Zone known as the Solent Enterprise Zone with a focus on advanced manufacturing, aerospace, aviation and marine sectors (see accompanying Site Profiles document for further details). The Borough Council has agreed in principle subject to a Section 106 Agreement to grant planning permission for a mixed use development including 69,998 sq.m of employment floorspace[27]. In addition further land has been transferred in 2011 from the Ministry of

[26] Based on SEEDA estimates
[27] Fareham Borough council have also agreed in principle, subject to a Section 106 Agreement further employment floorspace development within its area.

Defence to the Homes and Communities Agency and consequently that it is estimated that a further 9,300 sq.m of employment floorspace could be provided within the northern half of this additional land. In total this represents some 79,300 sq.m gross floorspace. As there is some existing floorspace on the site which is currently used by employers on a temporary basis the net additional employment floorspace is 55,000 sq.m. The Borough Council has produced a Supplementary Planning Document (SPD) to provide further guidance to future developers.

4.49 The Bus Station and Coldharbour sites are allocations in the current Gosport Borough Local Plan Review (2006). However it is proposed to incorporate them into a wider Gosport Waterfront allocation as part of the emerging Gosport Borough Local Plan 2029. This revised allocation will include a current MoD site known as the Royal Clarence Yard Retained Area which will be an integral part in the redevelopment of this site including securing employment uses with deep water access which is essential for existing and new marine businesses. It is therefore proposed to treat the entire Gosport Waterfront allocation including the Bus Station and Coldharbour as a new allocation within the Employment Land Review process (see Section 6 below) and thereby all the employment areas within the site can be considered together.

4.50 An additional site off Grange Road has also been identified in the current Local Plan as a potential employment site as it is no longer required for a transport depot.

Total Employment Floorspace Supply

4.51 Taking into consideration all the known existing sources of potential supply outlined above, Table 4.19 summarises the Borough's employment land floorspace (net and gross) supply as at 1st April 2012.

Table 4.19: Potential Supply of Employment Floorspace as at 1st April 2012

	Net Floorspace (square metres)	Gross Floorspace (square metres)
Total completions (1 April 2011- 31 March 2012)	0	0
Outstanding planning permissions (as at 31st March 2012)	3,682	3,682
Potential floorspace on existing employment sites without planning permission	11,365	11,365
Allocations and other identified available sites without planning permission	64,400	88,700
Total	79,447	103,747

4.52 A more detailed breakdown of the estimated outstanding net floorspace supply is shown in Table 4.20 outlining the various potential employment uses for each source of known potential supply. It clearly shows the continuing importance of light industrial uses in the future economy of Gosport.

Table 4.20: Summary of identified employment supply in Gosport (1st April 2012) (net)

	Area[28] (est) (ha)	B1a (sq.m)	B1b (sq.m)	B1c (sq.m)	B2 (sq.m)	B8 (sq.m)	B1, B2 and/ or B8 (sq.m)	Total (sq.m)
Net gain/loss of employment floorspace 1/4/11-31/3/123	0	0	0	0	0	0	0	0
Outstanding planning permission	1.66	392	0	0	0	0	3,290	3,682
Estimated floorspace within existing employment sites 31/3/08	4.98	0	0	0	0	0	11,365	11,365
Allocations and other identified sites 31/3/08	15.79	0	0	-4,100	-6,100	-5,700	80,300	64,400
Net Total	**22.43**	**392**	**0**	**-4,100**	**-6,100**	**-5,700**	**94,955**	**79,447**

4.53 Table 4.21 summarises the total estimated available employment land and gross floorspace in terms of potential use classes.

[28] Broad estimates and in some instances includes mixed use areas where it is difficult to identify a specific area for employment

Table 4.21: Summary of identified employment supply in Gosport as at 1st April 2012 (gross floorspace)

	Area (est) (ha)	B1a (sq.m)	B1b (sq.m)	B1c (sq.m)	B2 (sq.m)	B8 (sq.m)	B1,B2 and/or B8 (sq.m)	Total (sq.m)
Completed employment floorspace 1/4/11-31/3/12	0	0	0	0	0	0	0	0
Outstanding planning permission	1.66	392	0	0	0	0	3,290	3,682
Estimated floorspace within existing employment sites	5.0	0	0	0	0	0	11,365	11,365
Allocations and other identified available sites without p/p	28.5	0	0	0	8,400	0	80,300	88,700
Total	**35.2**	**392**	**0**	**0**	**8,400**	**0**	**94,955**	**103,747**

4.54 Now that the current potential supply has been established in the Borough, in terms of those sites already identified within the planning system, it is necessary to investigate whether this is sufficient to meet the future demand for sites over the Plan period (Section 5).

Section 5: Potential Future Requirements

Objectives and Approach

5.1 The key objectives of Stage 2 of the Employment Land Review are:
- to understand the future quantity of land required across the main business sectors;
- to provide a breakdown of that analysis in terms of quality and locations; and
- to provide an indication of 'gaps' in supply.

5.2 In order to quantify the amount of employment land required across the main business sectors within Gosport over the period to 2029 it will be necessary to assess both demand and supply elements and consider how they can be met by the existing stock of business premises and by allocated sites.

5.3 This stage includes an assessment of the future demand for employment land across the main sectors and relates this to the 79,447 sq.m. of outstanding net additional employment floorspace identified in Stage 1 (Table 4.19). It is then necessary to use these outcomes to identify gaps in provision and any areas of over-supply or under-supply.

5.4 In order to undertake these tasks it is important to make use of regional and sub-regional surveys and forecasts in order to provide the context for determining local future requirements. Government guidance (ODPM 2004) recognises the difficulties faced by local planning authorities to produce a meaningful assessment of employment land and supply and emphasises the need for regional and sub-regional analyses to be interpreted locally to provide a sound basis for policy and to identify a balanced portfolio of employment sites.

5.5 The Employment Land Review takes account of the PUSH South Hampshire Strategy and supporting documents which highlights a significant shift in industrial structure towards office-based services. Elements of this evidence base are considered in this section within a Gosport context. The various economic studies need to be read in the context with the policy framework outlined in Section 2 particularly in relation to the spatial objectives and key policies of the South Hampshire Strategy, which is based on employment-led regeneration.

Key characteristics of the South Hampshire economy

5.6 Since the mid 1980's South Hampshire's economic growth rate has been consistently below that achieved by the South East region as a whole but above the national growth rate. The PUSH Economic Development Strategy (DTZ 2010) acknowledges that the cause of this gap continues to be issues of labour market engagement (a lower proportion of the working population in work) and productivity (a lower output per worker as a result of sectorial, occupational and skills mix). Combined these lead to lower average wage levels and lower GVA per capita across the sub region which lags behind both the South East and Britain as a whole. The GVA per capita for South Hampshire is £18,000 (2 008) which is 89% of the average for the South East and 93% of the national average There are also lower levels of enterprise present in the economy than in other parts of the region (DTZ 2010).

5.7 However the Strategy acknowledges that there are some encouraging signs. For example the GVA per capita gap between PUSH and the South East has closed from 14% to 11% and the growth in the proportion of the workforce acquiring higher level skills has outstripped the South East average.

5.8 The Strategy also acknowledges differences within the sub region particularly that the medium-long term growth in employment has been slower in the cities than the rest of PUSH which appear to confirm views that jobs have been displaced from the cities to the M27 corridor (DTZ 2010).

5.9 The contrasting performances of different parts of the South Hampshire economy have had significant impacts on local commuting patterns. In Gosport this has been particularly noticeable with a significant increase in out-commuting and congestion. This has been caused by a number of factors, including the loss of employment in Gosport itself and the shift in out-commuting patterns. Traditionally Portsmouth has been the main destination of out-commuting which is easily accessible via the ferry to cyclists, pedestrians and public transport users, however recently Fareham Borough has become the main destination. Many of these employment sites on the M27 Corridor are not particularly accessible to Gosport residents by non-car modes. However it is considered that PUSH's locational strategy for employment development which focuses on city centres and brownfield sites in urban areas could help restore more sustainable commuting patterns.

Preferred Growth Scenario for South Hampshire (Scenario 1)

5.10 The PUSH Economic Development Strategy (DTZ 2010) recognises that it needs to address the impact of recession and create jobs to tackle unemployment as well as seeking to increase productivity by building on its strengths. It considers that the objectives to close the gap with the rest of the South East and the cities first policies are still valid from the earlier South Hampshire Strategy.

5.11 The Preferred Scenario for the PUSH Economic Strategy (DTZ/Oxford Economic June 2010) identifies the potential to increase the sub region's economic growth GVA by 3.3% per annum between 2011 by 2026 which would result in a total increase of 56,300 jobs between 2011 and 2026[29]. The evidence base that supports the Economic Development Strategy and the Preferred Option has informed the South Hampshire Strategy which sets out a requirement of 1.13 million square metres employment floorspace to be provided within the sub-region over the period to 2026. It is assumed that development activity will remain subdued in the short term and then pick-up somewhat in the medium and longer term.

5.12 PUSH acknowledges that the sub region needs to raise it economic output (Gross Value Added (GVA)) as well as the number of jobs. The advanced manufacturing, marine, aerospace, environmental technologies, transport and logistics sectors have the potential to generate high levels of GVA, although the vast majority of new jobs are forecast to be in financial and business services, distribution, retailing, and health and care. Provision needs to be made for all these sectors in order to achieve both higher living standards and sufficient jobs for South Hampshire residents. For all sectors it is vital to provide for the formation of new businesses, for the expansion of existing firms (so that they are not forced to relocate elsewhere) and for inward investment (DTZ 2010).

[29] These figures recognise a drop in the number of jobs between 2006 and 2011 of 5,900

5.13 The PUSH Economic Development Strategy (DTZ 2010) recognises the following key sectors.

Using local strengths to generate high GVA	Creating employment opportunities for many	Underpinning quality of life and place
• Advanced manufacturing • Marine • Aerospace • Environmental Technologies • Transport and Logistics	• Financial and business services • Health and care	• Creative industries • Retail • Leisure and visitor economy

5.14 Advanced manufacturing, marine and aerospace are of particular relevance to Gosport with its existing strengths in these areas and the potential to develop new employment floorspace at the Solent Enterprise Zone at Daedalus. The South Hampshire Strategy (PUSH 2012) recognises that manufacturing still accounts for 10% of all jobs in South Hampshire and there are opportunities for growth in advanced manufacturing including the aerospace and marine sectors. The manufacturing sector will need more land notwithstanding its projected decline in employment. This need is reflected in development statistics showing on-going construction of new manufacturing floorspace over recent years. The environmental technologies sector is growing rapidly and also presents real opportunities for South Hampshire.

5.15 The PUSH Economic Development Strategy recognises a number of transformational actions that need to be taken to achieve its ambitions. Those with relevance to employment land supply issues include:

- Leading on employment and skills- a brighter future is based on a skilled workforce that can underpin higher levels of growth;
- Supporting the growth of the cities- ensuring the cities fulfil their potential as drivers of a growing economy;
- Creating, sustaining and growing businesses-through developing an entrepreneurial culture;
- Facilitating site development to support growth – making sure the area can accommodate the growth by prioritising investment in the most important areas;
- Establishing a single inward investment and place-marketing function which can help attract new business to the sub-region
- Developing world leading sectors –to ensure the sub region can continue to be recognised as a leading location for marine, aerospace and advanced manufacturing;
- Strengthening innovation networks to drive productivity growth- ensuring innovation and knowledge lies at the heart of the economy
- Driving innovation in delivery and funding models-ensuring that creative and innovative delivery is at the centre of all actions.

5.16 It is clear that key decisions that will determine the performance of the local economy will be taken by businesses in the private sector. However the public sector is critical to create the right conditions to enable economic growth. Three areas identified by the DTZ study (2007) where the public sector will be particularly important are:

- skills;
- enterprise, innovation and business support; and

- land, property and infrastructure.

5.17 The provision of land is critical to the success of the PUSH strategy and is the main focus of the Employment Land Review. The quality of sites available, together with their type and location will be important and will be regularly reviewed by PUSH.

5.18 The ambition of PUSH is to secure faster economic growth so it is vital to ensure that growth is not constrained by a lack of land for employment development. So if the economy grows faster than expected, the figures contained in the South Hampshire Strategy can be reviewed. That will also enable any additional employment land which has become available, for example from Ministry of Defence land releases, to be factored in.

PUSH Requirements

5.19 The South Hampshire's figures for employment floorspace are derived from forecasts of future requirements set out in the background document, Employment Sites and Premises Demand and Supply Analysis (DTZ Oct 2010) and supplemented by information in Appendix 2 of the PUSH Economic Development Strategy: Preferred Growth Scenario (DTZ/Oxford Economic June 2010).

5.20 The method employed to assess future requirements have been developed to align with the guidance published in Employment Land Reviews: Guidance Note (ODPM 2004) and to reflect the realities of the commercial property market and patterns of land use. DTZ make it clear that with all future looking assessment it involves uncertainty arising from the underlying economic projections as well as assumptions within the methodology. However inputs are based on good evidence, sound logic and are clearly and openly stated. The assessment is not intended to be used as a prediction of exactly how much employment floorspace will be required but as a guide to the likely scale to aid decision-making. The methodology includes a number of steps:

- Sectorial employment projection
- Conversion to use class
- Conversion to floorspace
- Allowance for replacement
- Allowance for choice

= total requirement

5.21 Based on the above work the South Hampshire Strategy identifies that between 2011 and 2026 that provision should be made for **1,130,000 sq.m.** of net additional employment floorspace including 580,000 sq.m of office floorspace and 550,000 sq.m of manufacturing and distribution.

5.22 The background study makes it clear that in terms of office development, the lowest point within the range of forecasts has been adopted, reflecting advice from the Solent Local Enterprise Partnership (LEP) Board who are closely in touch with the property market, that any higher figure would be over-ambitious in view of current and foreseeable economic prospects. As such the proposed development would be 'back-loaded' such that office provision between 2016-2026 will be 50% above the 2006-2011 build-rate. The manufacturing and distribution figure is based on the lowest point in the projected ranges for 2011-2016 followed by mid points for the remaining part of the period reflecting various national and local initiatives to boost manufacturing, the fact that there are current shortages for available space, and the planned development of the advance-manufacturing focus of the Solent Enterprise Zone at Daedalus.

5.23 The process for generating the provision for individual authorities was an iterative process involving discussions with officers and Councillors. The following factors were taken into account:

- The scale of development commitments (planning permissions and local plan allocations);
- Each authority's aspirations for development;
- The Strategy's spatial planning principle for prioritising development in the two cities and other major urban areas;
- Regeneration opportunities and environmental constraints; and
- The intention that the scale and timing of employment development in the New Community North of Fareham should keep pace with housing development to maximise self-containment and sustainability.

5.24 The employment floorspace figure which emerged from that process are set out below:

Table 5.1: Provision of net additional employment floorspace 2011-2026

Authority	**Offices (B1a) Sq.m**	**Manufacturing and Distribution (B1b-B8) Sq.m**
East Hampshire (part)	3,000	1,000
Eastleigh	2,000	90,000
Fareham	50,000	50,000
New Community North of Fareham	34,000	34,000
Gosport	**10,000**	**74,000**
Havant	59,000	68,000
Portsmouth	100,000	50,000
Southampton	181,000	59,000
Test Valley (part)	51,000	36,000
Winchester(part)	90,000	88,000
South Hampshire Total	**580,000**	**550,000**

5.25 The total provision identified for Gosport Borough is therefore 84,000sq.m with 88% in manufacturing and distribution and 12% in office floorspace. Thus reflecting the characteristics of the Gosport economy and the nature of potential development sites. The high manufacturing figure reflects the manufacturing –focused Solent Enterprise Zone at Daedalus.

5.26 In this regard when considering the currently identified supply of 79,500 identified in Table 4.19 it is necessary to find at least 4,500 sq.m of net additional floorspace.

5.27 The South Hampshire Strategy acknowledges that on-going monitoring will be required, thus enabling any figures which seem unlikely to be delivered or to be substantially exceeded, to be reconsidered at the first review of this strategy.

Forecasts

5.28 The Government guidance recommends three broad methodologies in order to forecast future employment requirement:

- Labour demand techniques;
- Labour supply techniques; and
- An analysis of past take-up of employment land and property and future market requirements.

5.29 The results from these methods help test a number of parameters to help assess how achievable a particular employment floorspace figure is and whether this reflects the planning objectives for the area.

Labour demand techniques (Scenarios 2 and 3)

Background

5.30 The labour demand techniques include sub-regional economic and employment forecasts based on work undertaken by Oxford Economics which includes employment forecasts by sector. The findings of the labour demand techniques used in the DTZ Report (2010) have been an important factor in determining the employment land requirement for the sub region and consequently the apportionment to each district. This economy-based approach takes account of the PUSH preferred scenario of a step-change in economic performance described.

Sub-regional employment growth forecast

5.31 Based on the DTZ forecast growth rates (Table 5.2) it is anticipated that over the period 2011-2026 some 56,300 additional jobs would be created including 5,900 lost between 2006 and 2011.

Table 5.2: Changes in employment by broad sector- number of employees in the PUSH area between 2011- 2026

	2006	2011	2026	Change 2006-2026	% change 2006-2026	Change 2011-2026	% Change 2011-2026
Primary Industry	3,100	3,300	3,000	-100	-3.2%	-300	-9%
Manufacturing	51,200	45,100	32,600	-16,600	-36.3%	-12,500	-27.7%
Utilities	2,300	2,300	1,800	-500	-21.7%	-500	-21.7%
Construction	40,000	32,600	37,000	-3,000	-7.5%	4,400	-13.5%
Wholesale and Retail	89,000	86,200	99,100	10,100	11.3%	12,900	15%
Hotels and Restaurants	28,800	29,800	34,100	5,300	18.4%	4,300	14.4%
Transport and Communications	30,400	30,700	35,300	4,900	16.1%	4,600	15%
Financial Intermediation	15,400	15,700	17,900	2,500	16.2%	2,200	14%
Business Services	84,200	90,700	123,000	38,800	46.1%	32,300	35.6%
Public Administration	26,500	26,700,	24,700	-1,800	-6.8%	-2,000	-7.5%
Education	45,600	46,300	46,900	1,300	2.9%	600	1.3%
Health and Social Work	63,800	65,500	72,900	9,100	14.3%	7,400	11.3%
Other services	28,400	27,700	30,600	2,200	7.7%	2,900	10.5%
	508,600	502,700	559,000	50,400	9.9%	56,300	11.2%

Appendix 2: PUSH Economic Development Strategy-Preferred Growth Scenario (DTZ June 2010)

Implications of employment growth for Gosport

5.32 The forecasted growth rate of jobs in the PUSH sub-region between 2006 and 2026 is 9.9%. As there is no employment data (Annual Business Inquiry (ABI)) available for 2011 it has been necessary to use the 2006 ABI as a base date together with the 9.9% growth rate. In 2006 there were 19,900 employee jobs[30] in the Borough. Based on a 9.9% growth of employment in South Hampshire between 2006 and 2026, Gosport would require an additional 1,970 jobs (based on employee jobs i.e. 19,900 jobs) to be in-step with the sub region with a total of approximately 21,900 jobs by 2026.

5.33 In order to give a broad indication of how much land would be required to accommodate 1,970 additional jobs Table 5.3 uses a number of scenarios in order to consider the range of employment land that is required. The assumptions for each type of use is based on:

- Floorspace per worker by property type (net) ((DTZ Pieda 2004 & Roger Tym 1997) cited by ODPM 2004)
- Conversion into gross –additional 3.5% (cited by ODPM 2004)
- Plot Ratios for employment use (gross) (Roger Tym and Partners 1997 and ERM Review) cited by ODPM 2004)

Table 5.3: Potential land requirement to accommodate an additional 1,970 new jobs in Gosport

	No of additional jobs	Net floorspace required (sq.m) (floorspace per worker)	Gross floorspace required (sq.m)	Site Area required (ha)
Offices (town centre)	1,970	36,051 (18.3 sq.m)	37,313	1.9 (plot ratio 2.00)
Business park	1,970	36,051 (18.3 sq.m)	37,313	9.3 (plot ratio 0.4)
Industrial (higher density)	1,970	75,254 (38.2 sq.m)	77,888	17.3 (plot ratio 0.45)
Industrial (lower density)	1,970	75,254 (38.2 sq.m)	77,888	22.3 (plot ratio 0.35)
Warehousing (general)	1,970	75,254 (38.2 sq.m)	77,888	13.0 (plot ratio 0.6)
Warehousing (with loading bays)	1,970	154,054 (78.2 sq.m)	159,446	39.9 (plot ratio 0.4)
Current average local rates	1,970		49,250 (25 sq.m gross) *1	14.9ha (plot ratio 0.33)*2

To calculate site area required= Gross floorspace divided by average plot ratio divided by 10,000 to calculate hectares *1 used by PUSH *2 Average plot ratio of recent completions in Gosport

5.34 The potential range of floorspace required by 1,970 workers is very large and consequently the anticipated type of floorspace will be important for determining the floorspace estimates for Gosport. it is likely that the anticipated density range and site area will be somewhere between the business park and general warehousing figures i.e. between 9.3 and 13.0 hectares. When using local averages the site area requirement is 14.9 hectares for 1,970 jobs which may be the most appropriate estimate given that

[30] Excludes self-employed, Government supported trainees and HM Forces

the assumption is based on local trends, which are influenced by local land values. ***49.250 sq.m.*** of floorspace may therefore provide sufficient land to provide an additional 1,970 jobs. An assumption of 30 sq.m of floorspace per worker may be more appropriate for Gosport given that a greater proportion is likely to be industrial, which would require some ***59,100sq.m*** of floorspace under this particular forecast. The figure could be up to 78,000 sq.m. if almost all the new floorspace was industrial.

5.35 This level of growth will improve the job density ratio (Table 5.5) and the ratio between the economically active population in the Borough and the number of jobs within the Borough (Table 5.6).

Table 5.5: **Ratio between the numbers of projected jobs (based on PUSH average) compared to projected economically active population**

	Total no. of jobs **(includes employee jobs, self-employed, HM Armed Forces, trainees).**	**Working-age Population (16-64)**[31]	**Adjusted job density figure**[32]
2006	26,000	51,197	0.51
2029	28,000[33]	48,661	0.58

Table 5.6: **Ratio between the numbers of projected jobs (based on PUSH average) compared to projected economically active population**

	No of employee jobs	**Economically active population**[34]	**Ratio of employee jobs to the economically active population**
2006	19,900	39,500	0.50
2026	21,900[35]	40,827	0.54

5.36 It has been the Council's long term objective to increase the number of jobs in the Borough to provide a more sustainable pattern of commuting and close the gap with other parts of the sub region in order to deliver the PUSH Vision of employment-led regeneration. It is estimated that Gosport would require approximately an additional 8,600 jobs to achieve the average job density of the South Hampshire urban boroughs (i.e. Eastleigh, Fareham, Gosport and Havant) of 0.71 (ONS 2012) based on the following:

[31] HCC Long term population forecasts based on 2,700 dwellings being built between 2011-2029

[32] An adjusted job density figure has been used in order that a comparison can be made with HCC population projection for 2026 consequently the age group of 16-64 has been used as working age population rather than 59 for women and 64 for men.

[33] based on PUSH's 9.9% employment growth forecast of employee jobs (i.e. 19,900) assume other types of employment remain constant

[34] HCC Long term population forecasts based on 2,700 dwellings being built between 2006-2029. This takes into account changes in projected retirement ages.

[35] based on PUSH's 13% employment growth forecast of employee jobs (i.e. 19,900) assume other types of employment remain constant

- working age population in 2026 is projected to be about 48,700 (population aged 16-65 only)[36]
- multiply by average South Hampshire urban borough job density of 0.71
- = a requirement of 34,600 jobs need
- Subtract existing 26,000 jobs (including employees, self-employed, government supported trainees and HM Forces)
- = the need to find an additional 8,600 jobs

5.37 Depending on which employment assumptions one makes this could equate to ***215,000 sq.m*** (PUSH assumption of 25 sq.m per employee). This is a very high employment floorspace requirement and is likely to be very difficult to achieve in the light of the existing net supply set out in Table 4.19 and the potential sites known to be available in the Borough (see Section 6).

Labour supply techniques (scenario 4)

5.38 This includes demographically derived assessment of future employment needs. Demographic methods are an established methodology for producing quantitative employment land forecasts.

5.39 The demographic forecasts have been produced by Hampshire County Council. Traditionally the analysis of labour supply has focussed primarily on the working age population between the school leaving age and state pension age, but with increasing life expectancy and a growing number of people exceeding working age, the segment of the population that lies above the current working age is expected to play an increasingly active role in the labour market. The trend towards later retirement seems likely to continue given the decreasing returns from pensions, together with substantial evidence that people in their 60's are both able and willing to work on and changes in the law enable them to do so. The labour supply technique is considered to be useful as it includes job-seekers and therefore takes into account the needs of those not currently employed. In order to improve productivity, which is an important element of the PUSH strategy, it is necessary to take steps to reduce the various types of economic inactivity. Such measures include raising skill levels and improving childcare.

5.40 The demographic forecasts are derived from Hampshire County Council's long term population projections (produced for GBC in 2012) and include the total population and the economically active population. The main assumption underlying the projections is that 2,700 dwellings (net) will be built between 2011-2029.

5.41 Tables 5.7 and 5.8 outlines the long term population projection and economically active population over the period to 2029. The economically active projection reflects the shift in economic activity rates for those aged over 55 that would be consistent with the official retirement age becoming 70 by the end of the Plan period.

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[36] Recognise that this is likely to be an underestimate as retirement age will increase to over 65. Table 5.8 includes forecasts of the economically active population in accordance with latest assumptions relating to a higher retirement age,

5.42 When considering the changes of population over period 2011-2029, the population is projected to increase by 1.2% and the economically active population will fall by 5%.

Table 5.7: Projection of Gosport Borough's Total Population 2011-2029

Population by age	2011	2016	2021	2026	2029
00-04	5,201	5,213	4,956	4,748	4620
05-15	10,186	10,068	10,389	10,352	10154
16-29	16,245	15,546	14,716	14,408	14491
30-44	16,238	15,424	15,376	15,630	15512
45-64	20,000	19,789	19,557	18,623	18073
65-74	7,305	8,519	8,818	8,907	9337
75-84	5,154	5,523	6,043	7,166	7404
85+	2,015	2,378	2,877	3,350	3727
All Ages	82,344	82,460	82,732	83,184	83,318

Source: Long-term population projections-based on 2,700dwellings between 2011 and 2029(HCC 2012)

Table 5.8: Projection of Gosport Borough's Economically Active Population 2011-2029

	2011	2016	2021	2026	2029
Economically Active Population	42,652	41,867	41,058	40,827	40,524

5.43 According to the latest available Hampshire County Council long-term projections Gosport Borough accounts for approximately 7% of the working age population of the sub-region by the end of the Plan period. This forecast scenario assumes that each part of PUSH would require the equivalent share of employment floorspace. Applying this percentage to the overall PUSH requirement would result in a requirement of ***79,100 sq.m.***

Market assessment techniques (Scenario 5)

5.44 The third type of forecasting methodology is based on past take-up of employment and property and or/future market requirements. The Borough Council has conducted analysis on past trends which provides a number of scenarios based on recent trends which are set out below.

Potential years of supply

5.45 The availability of land or premises is an important factor in locational decision-making for businesses. Earlier work conducted as part of the Gosport Commuting and Employment Study (GVA 2008) considered available floorspace and average annual take up within the Borough for both industrial and office premises and concluded that the Borough had only a one year notional supply of industrial premises and 0.3 years national supply of office floorspace. This was based on an annual average take-up of 24,350sq.m between 1996 and 2006 when the national economy was buoyant.

5.46 According to latest GBC research the supply of second hand industrial floorspace[37] has significantly increased with 37,500sq.m available. Table 5.10 makes a comparison between the supply of available industrial floorspace

[37] Based on the latest marketed employment premises found at http://www.invest-in-portsmouth.co.uk/ on 8/11/12

between 2008 and 2012. Unfortunately there is no more recent data available on take-up rates which include the second hand market so the 1996-2006 average has been used. Whilst this clearly does not reflect the current significant economic downtown it does reflect what sort of rates can be expected during better economic times if the future during the Local Plan period to 2029.

Table 5.10 Industrial Floorspace Availability and Take-up in Gosport 1996-2006

Floorspace Range	**Available Floorspace (Sq.m)**			**Annual Avg. Take-up (sq.m) between 1996-2006**	**Notional Years Supply**
	Second Hand	New	Total		
2008[38]	**13,205**	**10,288**	**23,493**	**24,348**	**1**
2012[39]	**37,508**	**2,483**	**39,991**	**24,348**	**1.6**

(MVA 2008) with GBC update

5.47 A similar exercised has been undertaken for the office market which clearly shows that much more limited size of this market even during better economic times(see Table 5.11).

Table 5.11: Office Availability and Take-Up by Size in Gosport

Floorspace Range	**Available Floorspace (Sq.m)**			**Annual Avg. Take-up (m2) between 1996-2006**	**Notional Years Supply**
	Second Hand	New	Total		
2008[40]	**852**	**0**	**852**	**3,139**	**0.3**
2012[41]	**1,372**	**2,171**	**3,543**	**3,139**	**1.1**

(MVA 2008) with GBC update

5.48 In order to further understand the supply and demand of new premises the Borough Council has compared the average take-up of new premises when compared with the available supply of new premises that have been completed but remain vacant as at 1 April 2012.

5.49 When comparing this data with the situation in 2008 the amount of new industrial premises completed and vacant has fallen from 5,656 sq.m in 2008 to 2,483 sq.m in 2012, which is a 56% reduction. Office floorspace has increased from 948 sq.m to 2,171 sq.m representing an increase of 129%. Consequently the total supply of new but vacant premises has fallen by 29.5% from 6,604 sq.m to 4,654 sq.m.

5.50 Table 5.12 shows that notional years supply for employment floorspace is extremely low and has actually decreased by half a year since 2008.

[38] Focus Database cited by MVA Commuting Study 2008
[39] GBC Employment floorspace monitoring and information on the latest marketed employment premises found at http://www.invest-in-portsmouth.co.uk/ on 8/11/12
[40] Focus Database cited by MVA Commuting Study 2008
[41] GBC Employment floorspace monitoring and information on the latest marketed employment premises found at http://www.invest-in-portsmouth.co.uk/ on 8/11/12

Table 5.12: Industrial and Office Availability and Take-Up of New Build – Gosport Borough

	New premises (i.e. complete and vacant)	**Average Annual Take Up**	**Notional Years Supply**
B1, B2, B8 employment floorspace **as at 1 April 2008**	6,604	3,249 (1996-2008)	2.0
B1, B2, B8 employment floorspace **as at 1 April 2012**	4,654	3,201 **(**1996-2011/12)	1.5

5.51 It is also possible to assess the potential years of supply in terms of how much floorspace is estimated to be built taking into account outstanding permissions and allocations.

5.52 Based on the average completion rate between 1996 and 2012 of 3,201 square metres per year (Table 5.13), it would appear the Borough has sufficient supply to meet the remaining 17 years of the plan period based on the previous long-term trend however as acknowledged previously the Borough Council has the objective to significantly increase employment in the Borough following the long process of MoD rationalisation in the Borough. Daedalus offers the catalyst for change and represents a large proportion of the supply identified below (approximately 65%).

5.53 Importantly the more readily available employment floorspace supply i.e. completed and vacant and outstanding planning permission has dropped from 5.1 years in 2008 to 2.7 years in 2012 (based on long term completion rates). However a significant element of the Daedalus site has been granted planning permission[42] in principle subject to agreement regarding conditions and terms of a Section 106 agreement and thereby representing a notional supply of 16.9 years.

[42] 70,000 sq.m (gross) /45,700sq.m (net)

Table 5.13: Total Supply of Employment Floorspace (net) including vacant new premises, outstanding planning permissions and allocations based on the long term average completion rate (1996-2011/12)

	Complete and vacant new premises as at 31st March 2012	Outstanding planning permissions as at 31st March 2012	Local Plan Review Allocations and outstanding land on employment sites currently being promoted/ marketed/ progressed (as at 31st March 2012)[43]	Local Plan Review Allocations and outstanding land on employment sites not currently being progressed (as at 31st March 2012)[44]	Total
B1, B2 and B8 floorspace (sq.m)	4,654	3,682	58,215	17,550	84,101
Average take-up/ completion rate[45] (1996-2011/12) (sq.m)	3,201	3,201	3,201	3,201	3,201
Notional years supply	1.5	1.2	18.2	5.5	26.3

5.54 In order to capture different completion trends an assessment has also be made of the supply when compared to past decade (2002-2011/12) (Table 5.14) and the past five years (2007/8-2011/12) (Table 5.15).

5.55 Trends over the past decade when a significant amount of former MoD land became available shows a much higher level of completions whereas the trend of the past 5 years shows a much reduced completion rate which is significantly different from the long-term and decade trends. The trend of the past five years is highly unlikely to continue and it is considered more appropriate to use the decade and long trends as a basis for scenario testing whilst acknowledging the it is the Borough Council's objective to increase the overall rate making the most of the opportunity presented by the Daedalus site and its designation as the Solent Enterprise Zone

[43] This includes employment land at Daedalus and Priddy's Hard and sites on existing employment sites which are being marketed such as available land within Forton , Frater Gate and Fareham Reach industrial areas

[44] This includes land where there is employment potential but the landowners/developers have not indicated that they will necessarily progress the site for new or additional employment floorspace. This includes land within DM Munitions, Vector Aerospace as well as land at Grange Road, south of Huhtamaki.

45 Built and occupied

Table 5.14: Total Supply of Employment Floorspace (net) including vacant new premises, outstanding planning permissions and allocations based on the past decade average completion rate (2002-2011/12)

	Complete and vacant new premises as at 31st March 2012	Outstanding planning permissions as at 31st March 2012	Local Plan Review Allocations and outstanding land on employment sites currently being promoted/ marketed/ progressed (as at 31st March 2012)[46]	Local Plan Review Allocations and outstanding land on employment sites not currently being progressed (as at 31st March 2012)[47]	Total
B1, B2 and B8 floorspace (sq.m)	4,654	3,682	58,215	17,550	84,101
Average take-up/ completion rate[48] (2002-2011/12) (sq.m)	3,836	3,836	3,836	3,836	3,836
Notional years supply	1.2	1	15.2	4.6	21.9

46 This includes employment land at Daedalus and Priddy's Hard and sites on existing employment sites which are being marketed such as available land within Forton , Frater Gate and Fareham Reach industrial areas

47 This includes land where there is employment potential but the landowners/developers have not indicated that they will necessarily progress the site for new or additional employment floorspace. This includes land within DM Munitions, Vector Aerospace as well as land at Grange Road, south of Huhtamaki.

48 Built and occupied

Table 5.15: Total Supply of Employment Floorspace (net) including vacant new premises, outstanding planning permissions and allocations based on the past five years average completion rate (2007/08-2011/12)

	Complete and vacant new premises as at 31st March 2012	Outstanding planning permissions as at 31st March 2012	Local Plan Review Allocations and outstanding land on employment sites currently being promoted/ marketed/ progressed (as at 31st March 2012)[49]	Local Plan Review Allocations and outstanding land on employment sites not currently being progressed (as at 31st March 2012)[50]	Total
B1, B2 and B8 floorspace (sq.m)	4,654	3,682	58,215	17,550	84,101
Average take-up/ completion rate[51] (2007/08-2011/12) (sq.m)	1,036	1,036	1,036	1,036	1,036
Notional years supply	4.5	3.6	56.2	16.9	81.2

5.56 Based on all three past- completion trend scenarios no further employment floorspace would be required over the remaining plan period. However it is necessary to consider these scenarios in the context that the Borough Council's objective is to help facilitate higher completion rates than previous trends particularly in the light of opportunities arising from the Solent Enterprise Zone.

Summary of scenarios

5.57 The Government recognises that there are inherent limitations in all forecasting and projection techniques but in order to deliver a spatial strategy some broad assessment is required over the plan period. The guidance also notes the importance of scenario testing which test out key parameters and also recognises that they very often create a very wide range of future land requirements which is difficult to interpret when preparing policies and site-specific proposals in local plans.

49 This includes employment land at Daedalus and Priddy's Hard and sites on existing employment sites which are being marketed such as available land within Forton , Frater Gate and Fareham Reach industrial areas

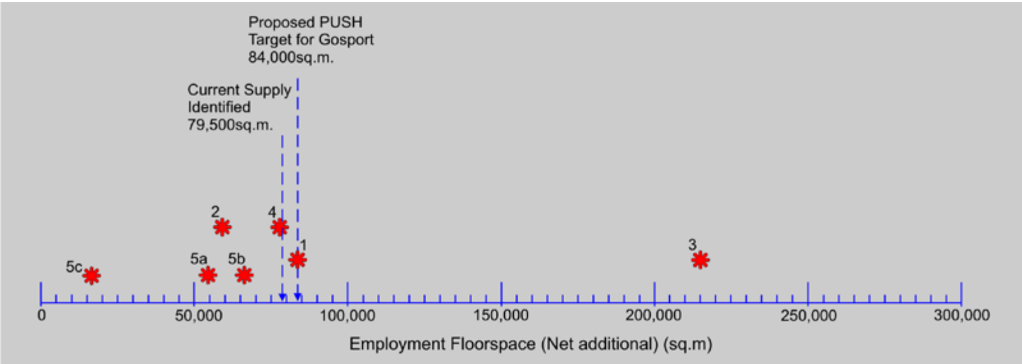
50 This includes land where there is employment potential but the landowners/developers have not indicated that they will necessarily progress the site for new or additional employment floorspace. This includes land within DM Munitions, Vector Aerospace as well as land at Grange Road, south of Huhtamaki.

51 Built and occupied

5.58 It will be important in the overall strategy of identifying a portfolio of sites not only to ensure sufficient quantity of land but also that the quality of land is improved. While plan, monitoring and managing employment land allied to more frequent reviews of local plans allow forecasts to be regularly updated, the Borough Council will still have to make difficult judgements about allocating and safeguarding employment sites.

5.59 It is clear that each forecast method provides a significant range of scenarios which when translating these forecasts into land requirements also provides a significant range. Figure 5.1 below summaries the potential employment floorspace requirements for each scenario (1-5). The numbers relate to the scenarios in Table 5.16 below.

Figure 5.1 Summary of employment floorspace requirements for each scenario



5.60 The summary of the various forecasts (Table 5.16) highlights a large range of potential scenario from 17,600sq.m to 215,000sq.m with the lowest based on the assumption that completion and take-up rates will remain the same over the Plan period as experienced over the past five years whilst the highest is based on the ambition that Gosport Borough can match the average job densities of the other urban Boroughs in South Hampshire.

5.61 Consequently when considering the estimated known supply of 79,500sq.m[52] there could be a need to find up to 135,500 sq.m. depending on the forecast/scenario. It is important to recognise that the South Hampshire Strategy requirement for the Borough of 84,000sq.m is based on a number of forecasts and considerations undertaken by DTZ and Oxford Economics for PUSH. The proposed PUSH employment figure for Gosport accords well with the range albeit slightly above the average of 82,063 sq.m. of the various scenarios which perhaps indicates a more ambitious approach for employment provision in the Borough. It will be necessary to have regard to market conditions and undertake a regular review of land availability both locally and within the sub-region.

Recommendation 1: A requirement of 84,000sq.m employment floorspace (net gain) in the Gosport Borough Local Plan covering the period 2011-2029 is considered a realistic target and has the potential to increase the employment density of the Borough. It is acknowledged that this is a minimum target.

[52] Rounded up from 79,447sq.m (net)

Table 5.16: Summary of potential net employment floorspace targets for Gosport (2006-2026)

Scenario	Background	Potential Target for Local Plan Policy (rounded figures)	Estimated minimum floorspace to identify Assuming 79,500 sq.m net supply*1	Estimated Land area to identify (based on 0.33 plot ratio)
1)South Hampshire Strategy figure for Gosport Borough	Includes a figure of 1,130,000 sq.m for the sub-region with an apportioned figure for Gosport. Overall figures are based on a revised evidence base.	84,000 sq.m.	4,500 sq.m.	1.4ha
2) Labour Forecast 1	increase no. of jobs by 9.9% (this equates to 1,970 jobs)- (PUSH forecast across the sub-region)	59,100 sq.m.	0 sq.m.	0 ha
3) Labour Forecast 2: Increase job density to urban Borough average	increase no. of jobs by 8,600 resulting in a job density of 0.71	215,000sq.m.	135,500 sq.m.	41.1ha
4) Labour supply	Apportionment of PUSH employment floorspace requirement for SE Hants based on envisaged population growth	79,100 sq.m.	0sq.m	0ha
5) Market assessment : a- long term, b- past decade c- past five year	Based on various average completions of employment floorspace in Gosport compared to available supply	a-long term 54,417 sq.m b-past decade 65,212 sq.m c-past five years 17,612 sq.m	0 sq.m	0 ha

Market and Business perceptions

5.62 In the light of the above forecasts and scenarios it is also important to consider business and market perceptions of Gosport as this will have an influence on investment decisions and highlight issues that may need to be addressed in order to improve the local economy.

5.63 As identified in Section 4 Gosport has a number of key clusters including marine, aviation and hi-tech manufacturing. Research of various clusters and sectors have been undertaken to ascertain potential future demand, land supply and site requirements. The following section is broken down into the following:

- marine sector
- advance manufacturing
- aerospace and aviation sector
- environmental technologies
- office sector
- the knowledge economy
- distribution and logistics sector
- general industrial sector
- perceptions of existing businesses
- perception of local residents
- assessment of Gosport's locational advantages and disadvantages

Marine Sector

5.64 SEEDA's Waterfront Strategy (2007) prepared by Adams Hendry Ltd, Atkins and Marina Projects Ltd includes a comprehensive evaluation of the maritime economy including the results of a detailed business survey. The sector includes the naval/defence cluster and the marine leisure sector (including leisure boat building and repairs) which are both particularly important to Gosport. It also includes the port and shipping cluster. The Study indicates that the marine sector makes up at least 20% of the value of the Solent economy and is home to at least 1,750 businesses directly operating within the marine sector, in addition to a significant number of supply businesses and responsible for approximately 48,000 jobs. Over the period 1998 to 2006 GVA per worker in the marine sector grew by 69% from £44,100 to £74,500 this compares favourably with GVA per worker growth for the whole economy of 42% over the same period and £34,800 GVA per worker for the whole economy.

5.65 Research has shown that marine businesses in the Solent area have significant growth plans and aspirations which can bring substantial benefits to the economy and the growth agenda shared by the PUSH authorities. Prior to the current economic crisis, during the three years to June 2007, over one third of marine businesses have significantly expanded their operations in terms of workforce growth, asset investment or turnover (SEEDA 2007). Over the medium to long term once economic recovery has been established there is a major opportunity for the Solent marine cluster including the marine businesses in Gosport to make a significant contribution to the PUSH authorities' employment and GVA growth targets over the period to 2026.

5.66 Key employers in this sector include Gosport. Haslar and Royal Clarence Marinas, Qinetiq, Crewsaver and Mabway Training. The marinas provide over 1,100 berths for boats. The sector provides a diverse range of supply chain businesses and local suppliers of general engineering equipment can supply the marine sector. The future prospects of the marine sector in Gosport will continue to be heavily influenced by the presence of the Royal Navy in Portsmouth Harbour.

5.67 The Waterfront Strategy states that it is essential that the public sector and its partners play a significant role in facilitating the growth and diversification of the sector. In particular this will include the identification and protection of key waterside sites as well as training and business support measures. It recommends that LDFs should include policies to identify, safeguard and/or allocate sites for marine uses.

5.68 The Study identifies a number of marine sites of strategic economic importance including:

- HMS Daedalus
- Haslar to Priddy's Hard
- RNAD Frater/Bedenham
- Fleetlands

5.69 Daedalus is considered to have regional potential and consequently has been designated as an Enterprise Zone following a successful bid by the Solent Local Enterprise Partnership.

5.70 It is considered to be the only sizeable near-coastal site on which marine industries could be accommodated with room to expand. The Study adds that in order to fulfil its potential, access to the shore and to the Solent would need to be improved. Research conducted by SEEDA and its consultants in relation to Daedalus has identified demand for land in the Gosport area for marine related businesses.

5.71 The Waterfront Strategy recognises that the shore between Haslar and Priddy's Hard contains a mix of land uses and activities with a long history of marine activity. The current prominent marine use is linked to Gosport, Haslar and Royal Clarence marinas. Key assets include the presence of boat yards with deep water access at all tides and the use of a 180 tonne lifting crane. There are also large marine testing tanks at the Haslar Marine Technology Park.

5.72 The Frater/Bedenham and Fleetlands sites are considered to be of national importance as part of the Portsmouth Harbour naval (or associated) sites which are important for employment purposes and regional GDP.

5.73 These sites are considered to have more than local significance with the potential for further expansion of the marine sector including opportunities at the Royal Clarence Yard: Retain Area which is currently owned by the MoD which has access to deep water and forms part of the Gosport Waterfront.

5.74 The Strategy sets out a number of future trends for sectors relevant to Gosport. The boatbuilding and repair and marine equipment sectors remain strong in the UK due largely to technological innovations. Key issues facing the industry are skill shortages particularly over the next 10 years or so as a significant proportion of people working in the industry will be expected to retire. One of the key issues relating to the Solent has been the rise of commercial land values making the Solent one of the most expensive locations outside of London. The Study states that this reflects a shortage of allocated land and pressure for both prime and low cost sites, and also a growing expectation of residential value on coastal sites (SEEDA 2007). Waterfront sites in Gosport such as Daedalus and the Gosport Waterfront therefore have the potential to offer lower cost sites to develop marine industries.

5.75 In terms of marina demand, evidence suggests that the majority of marinas within the Solent have reached full berthing capacity and have long waiting lists with strengthening demand along the south coast. It has been recognised that the profile of boat ownership is becoming more diverse which has implications regarding the design and management of marinas with differing needs for different types of leisure craft (SEEDA 2007).

5.76 The Strategy recognises the importance for policymakers to consider the needs of emerging marine industries. This is particularly important for new and growing technology and knowledge-driven activities. Examples include marine renewable energy, marine environmental monitoring and risk management and marine research centres.

Advance manufacturing

5.77 This sector is established around a core of activities that have evolved from long-standing industries such as defence. However there are some entrants and more established businesses evolving their products and services to reflect changing technology and markets. There are approximately 1,300 workers employed in advance manufacturing in Gosport representing 6% of the total employment. In addition it is recognised that there is much more employment contained in supply chain and associated industries. Advanced manufacturing represents approximately 46% of all manufacturing employment in the Borough. This is significantly higher than the SE with 25% and the national average is 18%. The proportion of employment in this cluster in Gosport in approximately three times higher than the average across the South East. Between 1998 and 2008 the growth in the advanced manufacturing workforce in Gosport increased by 223% (DTZ 2012).

5.78 The sector is important in terms of GVA generation. For example the sector generates £66,500 GVA per worker (UK level ABI 2007) which is significantly higher than the average of £34,800 GVA per worker across the whole economy. Thus its important to the Gosport economy is magnified (DTZ 2012).

5.79 Research undertaken by TBR (2008) on businesses in growth sectors in South Hampshire has shown that the sector is displaying growth despite decline in other types of manufacturing. Its research included detailed discussions with businesses within particular sectors. Analysis suggests that support should focus on sector development initiatives such as improving collaboration, increasing innovation and skills. The study recommends that suitable land is made available for larger advanced manufacturers to expand and that further investigation is required to find suitable sites. The sector relates closely with the marine and aviation sectors. The Daedalus site is clearly a key site for the future development of this cluster giving its favourable attributes for both marine and aviation. The site is now formally designated as the Solent Enterprise Zone which will focus on advanced manufacturing sectors offering financial incentives for such businesses to become established and grow.

Aerospace and Aviation Sector

5.80 The aerospace sector is one of the UK highest value added manufacturing sectors. It provides the UK with one of the largest exporting industries, with exports accounting for 69% of the sector's sales in 2008[53]. In addition as a sector it generates significant supply chain employment. Employment in the Borough within this cluster has increased between 1998 and 2008 (additional 800 workers) whilst nationally employment declined by 3% over the same period. GVA per worker is high within this sector increasing to 71,200 (2007) (Gosport has a very strong concentration of aerospace employment with almost 4% of the workforce employment in the sector compared with 0.3% regionally DTZ 2012).

5.81 The maintenance, repair and overhaul aerospace related subsector has good growth prospects and offers the potential for Gosport to diversify its aerospace sector into civil and commercial aerospace markets as currently there tends to a large focus on work in the defence sectors.

5.82 Business strengths in this sector include Vector. The Daedalus site has a number of aviation and aerospace businesses and this is set to grow significantly with planning permission for expansion of this sector in both the Gosport and Fareham parts of the site. Daedalus benefits from having an airfield which provides providing the focus for a cluster of aviation and aerospace businesses together with support industries. These sectors will benefit from the site being an Enterprise Zone.

Environmental Technologies

5.83 According to work undertaken by DTZ (2012) there are 700 workers employed in the environmental technologies sector within Gosport representing 3% of the workers employed in the area with a GVA per worker of £61,400 which is 75% higher than the average GVA per worker for the whole economy.[54] Up until the recession employment growth in this sector has been strong increasing by 500 over the decade to 2008. There is consequently significant potential for sectors within this cluster to continue to grow post-recession. This is likely to be a growing cluster with increased pressures to develop sustainable solutions for energy generation and consumption.

5.84 The sector includes research and development, architecture and engineering related activities. The R&D sector relates to the Borough's existing strengths in advanced manufacturing, aerospace, marine and defence with significant crossovers to environmental technologies in both research and advanced manufacturing. The Borough has a number of assets which could assist including marine testing tanks, its coastal location and transferable skills in closely related sectors.

Knowledge industries

5.85 Access to highly qualified and motivated labour is a key component for the knowledge economy which includes business services, high-tech research and development. Gosport has a relatively low proportion of residents in higher skilled occupations and a relative high number in low and unskilled occupations when compared with the South East regional average. Evidence relating to average earnings also suggests that the labour market is not geared towards modern, knowledge based sectors although there is some recent evidence to suggest that this is beginning to change particularly with a rise in managerial professions in recent years. (MVA 2008).

[53] UK Trade and Investment Website- Sectors Aerospace (Civil) accessed 14/2/2010 DTZ
[54] ABI 2007 using UK level figures

5.86 Employment in the financial and business sector in Gosport has grown by 1,000 workers over the period 1998 and 2008 (2,800 workers) representing an increase of 59% albeit from a small base. This includes research and development activities including those at Qinetiq which operates within the advance business services sector.

Creative industries

5.87 The creative industries sector is typically made up of lots of very small businesses each employing only a few workers. Despite employment growth in the creative industries in Gosport the cluster is still underrepresented when compared with the South East and the sector can be viewed as very small and undeveloped.

5.88 The work conducted by TBR (2008) identified the need to develop more business incubation units, exhibition spaces and workshops to help develop the sub-region's creative and media industries. The cluster presents some limited opportunities for Gosport as the economy begins to recover post-recession. Much of the creative industries sector has relatively low start-up costs and low barriers to entry with modern technology meaning that people can start businesses from home or in cheap shared office space.

5.89 A Study commissioned by local authorities and Arts Council England[55] found that developing the creative economy in Hampshire would require a stronger infrastructure of specialist advice and support for businesses. This could look at closer links with other economic development areas such as tourism or by providing value adding services for traditional industries.

5.90 Waterside locations in Gosport at reasonable rates could provide attractive sites for new start-up businesses in this sector. Priddy's Hard, Daedalus, the Gosport Waterfront, Haslar Hospital and Blockhouse sites all have potential. Superfast broadband which is being prioritised at the Solent Enterprise Zone at Daedalus may also help facilitate expansion of these industries.

Distribution and Logistics Sector

5.91 PUSH commissioned Roger Tym and Partners (2008) to provide an assessment of the property requirements for the distribution and logistics sector in South Hampshire. Local property agents Lambert Smith Hampton have provided a market perspective for the needs and requirements of this sector within the sub-region. The study concluded that the Daedalus site, the main strategic site for employment development in Gosport, is not suitable for strategic distribution and logistics due to its relative distance from major highways and motorway junctions and that there are no rail links. No other sites in Gosport have been identified as being particularly suitable for major B8 development.

5.92 The Roger Tyms Study indicates that such sites in Gosport may be appropriate for smaller scale distribution development. Indeed the University of Portsmouth Clusters Study identified that distribution services has been a growing cluster in recent years, albeit from a small base, and this is evident from recent surveys of Gosport's industrial estates.

5.93 The GVA assessment within the Gosport Employment and Commuting Study confirms that Gosport's attractiveness as a major centre for distribution is

[55] *Creative Returns, The Economic and Social Impact of Cultural Investments in Hampshire and the Isle of Wight* (Local authorities, Arts Council January 2008) cited by GBC Gosport Economic Profile (2012)

relatively limited as preferred locations for distribution centres are close to the motorway system. It acknowledges however that the Borough has a sizeable logistics company operating at the northern end of the Borough which has more convenient access to the motorway network (MVA 2008). There may therefore be a need to supply land to accommodate smaller scale operations.

Office Sector

5.94 The *Town Centres: Retail, Leisure and Office Study* (September 2007) undertaken by GVA Grimley on behalf of the Borough Council has concluded that in terms of offices, the majority of requirements for floorspace are currently from local businesses with modest floorspace requirements. Gosport has limited and old office stock in the town centre.

5.95 It recognises and concurs with work undertaken by DTZ on behalf of PUSH that Southampton and to a lesser extent Portsmouth will be the primary focus for office development in the sub-region. Out-of town business parks, particularly on the M27 corridor, have continued to attract new investment and businesses. This has led to a decline of the office markets in many urban areas within the sub-region, with the notable exception of Southampton prior to the recession.

5.96 It is acknowledged that Gosport has seen an increase in this sector, albeit from a small base as new land has been released for development following disposals by the Ministry of Defence. Overall however the office and business services sector has failed to compensate for the losses of jobs in other sectors.

5.97 The GVA Study states that now that the MoD is releasing land, Gosport will have sites with office potential outside the town centre in the foreseeable future, although it is difficult to see large-scale demand being developed, unless the Borough's accessibility problems are resolved. Local agents have confirmed that Gosport is not particularly a prime office location.

General Industrial uses

5.99 Market assessment conducted by GVA Grimley as part of the Gosport Employment and Commuting Study (MVA 2008) demonstrates good take-up and limited available supply. There is recognition in the property market that Gosport has capacity for industrial businesses and increasing land supply will help to confirm the market view. The Study states the Borough's relative poor transport infrastructure is not perceived as a limiting factor for the attractiveness of Gosport as an industrial location with maybe the exception of industries relying on large quantities of goods that need to be transported.

Perceptions of existing businesses

5.100 The two most recent general surveys of local businesses are the IMPACT Project (Mackinnin Partnership 2006)(100 responses) and the Council's own survey (2006) (210 respondents).

5.101 The IMPACT Project was funded by SEEDA's Area Investment Framework. The survey part of this project focussed on training and advice issues for local business and includes some useful information about Gosport as a place for employment development. Similarly the Gosport Business Survey includes useful information on business perceptions and objectives.

5.102 According to the IMPACT survey just under 40% of Gosport businesses have a negative perception of Gosport as a location for business. The Gosport

Business Survey (Table 5.17) highlights the main benefits cited about Gosport as a business location. Living locally and the customer base are the most important cited benefits in both surveys.

Table 5.17: What are the main benefits of your business being located in Gosport?

Benefits	Number of Replies	Proportion of responses
Live Locally/Reduced travel to work time	114	23.2%
Proximity to customers	103	20.9%
Location	95	19.3%
Pleasant working Environment	70	14.2%
Low Property costs	42	8.5%
Quality Commercial Property	27	5.5%
Proximity to suppliers	20	4.1%
Access to workforce	15	3.0%
Low labour costs	5	1.0%
Other	1	0.2%
Total	492	100%*

Source: GBC Business Survey (2006) *does not sum to 100% due to rounding

5.103 In the Gosport Business Survey only 5.5% of existing businesses stated that the quality of commercial property is one of the main benefits of being located in Gosport. Similarly in the IMPACT survey 5% of the businesses stated that the availability of quality premises was the best thing about doing business in Gosport.

5.104 In terms of the worst thing identified about Gosport as a business location, transport links is cited as the overwhelming matter with 77% respondents, all other reasons received less than 5% of responses. When breaking the information into sectors the manufacturing/construction sector had a stronger view on this issue with 82.4% stating that transport links was the worst thing compared to 74.2% amongst service industries. The quality or availability of premises was not cited as a key issue for existing businesses (IMPACT survey).

5.105 Both surveys asked what factors would provide the greatest benefit to your business. It is clear from the responses to the Gosport Business Survey (Table 5.18) improving local transport is overwhelmingly the most important. Only 4.8% of businesses stated that the availability of sites and premises would provide the greatest benefit to businesses.

Table 5.18: Which of the following would provide the greatest benefit to your business?

	Response	Proportion of responses
Reduce Road Congestion	172	29.4%
Improve Gosport's image	109	18.6%
Improve Public Transport	74	12.6%
Reduce business crime and nuisance	46	7.8%
Suitable labour	43	7.3%
Better working environment	39	6.7%
Improve workforce and motivation	34	5.8%
Information for business in one place	31	5.3%
Availability of sites/premises	28	4.8%
Other – Mainly parking in Lee and signage	10	1.7%
Total	**586**	**100%**

GBC Business Survey (2006)

5.106 It would appear that there are significant variations between sectors regarding business priorities (Table 5.19). Reducing road congestion is overwhelmingly important for all three sectors. Improving Gosport's image and public transport is much more relevant to the business service sector than the manufacturing and the warehouse and distribution sectors. Suitable labour is of particular relevance to the manufacturing sector but not considered an issue for the other two sectors.

5.107 A key point for the Employment Land Review is that the availability of sites and premises is of similar importance to the manufacturing and warehouse/distribution sector (15.4% and 13.3%) respectively whereas it has not been cited as an issue for the business service sector.

Table 5.19: Which of the following would provide the greatest benefit to your business?: Proportion of businesses in key sectors.

Benefit	Proportion of business services	Proportion of manufacturing businesses	Proportion of warehouse/ distribution
Reduce Road Congestion	93.3%	88.5%	86.7%
Improve Gosport's image	73.3%	42.3%	26.7%
Improve Public Transport	46.7%	19.2%	20%
Reduce business crime and nuisance	13.3%	23.1%	6.7%
Suitable labour	0%	46%	6.7%
Better working environment	13.3%	11.5%	20%
Improve workforce and motivation	13.3%	23.1%	13.3%
Information for business in one place	33.3%	7.7%	0%
Availability of sites/premises	0%	15.4%	13.3%
Other	13.3%	15.4%	13.3%

GBC Business Survey (2006)

5.108 In the Impact Survey respondents were asked, '*what is the one thing that could be done to improve Gosport as a place for your business*?' Again improving transport links received 69% of the response with improving the retail/visitor offer having the second most responses with 12%. No responses were made in relation to improving the quality and quantity of business premises. Table 5.20 sets out the main factors (over 10%) for each business category.

Table 5.20: What is the one thing that could be done to improve Gosport as a place for your business?

Category Of business	**Main reasons (over 10% of responses)**
Sector	
Manufacturing/Construction	Improve transport links (82.4%)
Services	Improve transport links (62.1%) Improve retail/visitor offer (16.7%) Reduce/remove parking charges (10.6%)
Size of business	
Less than 10 employees	Improve transport links (63.8%) Improve retail/visitor offer (12.1%) Reduce/remove parking charges (12.1%)
10 or more employees	Improve transport links (76.2%) Improve retail/visitor offer (11.9%)
All businesses	Improve transport links (69.0%) Improve retail/visitor offer (12%)

Source Gosport IMPACT Project: Baseline Evaluation Report and associated business survey (Mackinnon Partnership 2006

5.109 In the Gosport Business Survey the businesses were asked what their growth objectives are over the next two years (Table 5.21). It is clear that a significant number of businesses aim to expand over the short term with a fifth aiming to grow rapidly and a tenth planning to relocate to new premises. Analysis of three of the main business sectors show that a large proportion of businesses in these sectors aim to grow with the highest proportion of business expecting growth in the in warehousing/distribution sector (71.8%), followed by business services (64.7%) and manufacturing (61.3%). All three sectors have a higher than the Gosport average of businesses aiming to relocate their business to alternative premises with 16.7% in warehouse/distribution, 12.9% in manufacturing and 11.8% in business services. It is recognised that this survey took place before the onset of the current recession and that this would have a significant bearing on current objectives of Gosport businesses. The table does highlight that there is a large proportion of businesses that potentially may wish to expand when the economy improves again providing that they have the support needed to deal with the impacts of the recession.

Table 5.21: What are your objectives in the next 2 years (2006-2008)?

Objective	Total Number of responses* (includes other non-B uses)	Proportion of all responses (includes other non-B uses)	Proportion of business services	Proportion of manufacturing businesses	Proportion of warehouse/ distribution
Close Down	2	0.8%	0%	0%	0%
Sell the Business	5	2.0%	0%	3.2%	0%
Downsize	5	2.0%	5.9%	0%	0%
Expand	103	42.2%	35.3%	41.9%	44.0%
Grow Rapidly	53	21.7%	29.4%	19.4%	27.8%
Hand the Business on	7	2.9%	0%	0%	5.6%
Remain the same size	38	15.6%	17.6%	22.5%	5.6%
Re-Locate	27	11.1%	11.8%	12.9%	16.7%
Other	4	1.6%	0%	0%	0%
Total	244	100%	100%	100%	100%

Source: Gosport Business Survey (2006)
Figures don't add to the 205 businesses that responded to this question as there were a number of multiple responses.

5.110 It is fairly difficult to draw firm conclusions from the business surveys and this evidence will need to be supplemented by additional detailed research as and when it comes available in order to provide on-going monitoring of employment demand in Gosport. There are, however, some clear elements from the survey particularly in relation to the need to improve transport to and from the peninsula as well as the need to improve the image of Gosport as a place to do business.

5.111 A large proportion of businesses are aiming to expand in the short term with around 10% looking to relocate to new premises. The availability of manufacturing and warehousing premises in particular is important to around 15% of existing businesses.

<u>Perceptions of local residents</u>

5.112 The Gosport Partnership's Vision for Gosport consultation 'Making Your Mark' conducted in December 2006 to inform the Sustainable Community Strategy and the Council's Core Strategy highlighted considerable support for additional new jobs in the Borough. 96% of the respondents (686 responses) agreed that there should be new jobs in the Borough. Of these respondents there was strong support to encourage investment to attract new businesses in the Borough and give local people the skills to fill jobs in Gosport.

<u>Assessment of Gosport's locational advantages and disadvantages</u>

5.113 An independent assessment (GVA Grimley as part of MVA Study 2008) has identified a number of locational disadvantages for Gosport which include poor transport infrastructure and relatively low skills levels compared with other areas. However a number of advantages have been identified:

- Situated within an area with a relatively strong economy- Gosport should be able to benefit from being located within a thriving regional and sub-regional economy. Although there is clear evidence of a local transport deficit, exacerbated by its peninsula location, Gosport has relatively good access to the motorway network, railways, ports and airports compared with many other parts of the country.

- Quality of life- Gosport's location on the south coast next to the Solent provide it with a high quality of life with good access to outstanding landscapes (South Downs, New Forest) as well as major urban centres such as Portsmouth and Southampton.
- Low cost of housing- housing costs are relatively low in Gosport which can be attractive for young professionals and families. This in turn can be, especially in combination with the good quality of life, an attractive factor for young growing businesses.
- MoD sites- the MoD will remain an important part of the local economy providing skilled employment.
- Tradition in manufacturing- Gosport has a tradition in manufacturing and still has in proportional terms more manufacturing employment than Hampshire and the South East. This tradition and the existing skills can be the basis for a new, high-tech based manufacturing industry focusing on aviation and marine technologies.

Future Requirements: Conclusions

5.114 It is clear that if Gosport is to achieve at least the 84,000sq.m. set out in the PUSH South Hampshire Strategy there will need to be a consideration of other factors other than the supply of sufficient land. This includes improvements in transport accessibility and the enhancement of the local skills base which will improve the perception of the Borough as a place for business. It is clear that local residents support an employment-led strategy for the future of Gosport. If Gosport is to achieve economic growth it will be important to attract businesses into the area as well encouraging entrepreneurs to start new businesses on the Peninsula.

5.115 Regeneration is a key element of the PUSH strategy. Locally this includes the need to secure significant employment opportunities to compensate for lost MoD and other jobs over the recent two decades, the re-use of brownfield sites, and the reduction of out-commuting and congestion. For these reasons it is considered that Gosport needs to find additional land over and above the forecasts particularly in the light that the Borough Council is aware that additional MoD sites may be released during the period to 2029. Consequently a significant proportion of this released land will be needed for employment uses to partly compensate for the likely loss of local employment. These additional sites are explored in Stage 3 of the ELR process (Section 6).

5.116 The Employment Land Review focuses on the land supply element which will play an important role in attracting new businesses to the area. As evidenced above there will not only be the need to ensure that there is sufficient quantity of land but sites need to be good quality suited to the needs of modern business particularly the existing and emerging clusters. These issues will now be considered in Section 6.

Section 6: Identifying a portfolio of employment sites

Objectives and Approach

6.1 The third stage of the Employment Land Review represents the detailed site assessment and search.

6.2 The key objectives of Stage 3 are:

- to undertake a detailed review of all significant sites in the existing employment site portfolio;
- to confirm which of them are unsuitable/unlikely to continue in employment use;
- to establish the extent of any gaps in the portfolio; and
- if necessary identify additional sites to be allocated or safeguarded.

6.3 The key outcome of this stage is to identify a portfolio of sites that will meet local and strategic planning objectives while serving the requirements of businesses and developers. This assessment will provide evidence for the Local Development Framework (ODPM 2004).

6.4 The Borough Council needs to ensure sites are likely to:

- respond well to the expectations of occupiers and property developers,
- meet sustainability criteria, and
- accord with the PUSH policy objectives for employment-led regeneration in South Hampshire.

Methodology for Gosport Assessment

6.5 In order to assess the portfolio of sites for Gosport a detailed set of criteria has been devised which includes market considerations as well as sustainability/planning issues. The ELR has a size threshold of 0.25 hectares or 500sq.m. of floorspace.

6.6 Each site in the Gosport Employment Land Review has been assessed in accordance with criteria relating to six key indicators. The criteria are set out in a ‘scorecard’ for each indicator in Appendix 4. Two scorecards have been produced: one for existing sites; and the other for existing allocations and additional potential employment sites not yet identified in the planning process. The criteria set out in the scorecards are based on those included in Annex E: Site Appraisal Criteria as set out in the Government Guidance on Employment Land Reviews (ODPM 2004). These criteria have also been supplemented by certain criteria used by the Hampshire Economic Partnership to provide some strategic assessment on certain indicators rather than just from a local perspective.

6.7 Key considerations for each quality are given in Table 6.1. A score of 0 to 5 is normally given for each criterion. A percentage is then calculated for each indicator. A score of over 70% is considered to have a high value in relation to that particular indicator from a local perspective. 41-69 % is considered to have medium value and below 40% is considered to have a low value. A site scoring equal proportion of 4’s and 3’s for all the attributes would score 70% and this appears to be a reasonable cut-off point to be classified as scoring high for a particular indicator. Whereas scoring all 2’s or lower would achieve a maximum percentage of 40% and is considered a fair representation of scoring low for a particular indicator.

Table 6.1: Key consideration for each type of employment land appraisal indicator

- ***Market attractiveness-***
  The market attractiveness indicator includes a number of criteria that combines whether the site is in a prime location for business, together with evidence of market interest. It assesses the Borough's location in a strategic context (i.e. sub-regional and county-wide). This is similar to criterion 3.1 Strategic Access of Box E1 of the Government guidance (ODPM 2004). This consequently reflects Gosport's peninsula location.

  The Existing Site Scorecard includes information relating to recent site activity and occupancy rates, whilst the Allocations/Possible Site scorecard includes information relating to developer interest and market viability. This corresponds to the market condition/perception and demand section (4.1-4.3) of Box E1 in the Government guidance.

- ***Site quality for existing sites or***
  Developability for allocations and possible sites
  The scorecard for existing sites focuses on site quality criteria and includes the quality of existing premises, on-site environment and prominence.

  The score card for allocations and potential employment focuses on site development constraints such as site access, size and shape of site, biodiversity, utilities and historic environment (covering criteria set out in Sections 1 and 6 in Box E1 of the Government guidance).

- ***Location Quality-Suitability of Uses***
  A separate assessment has been made for offices, light industry, and general industry and warehousing. The indicator focuses on a site's compatibility with adjacent uses and the appropriateness of that use in that location with regards to key characteristics required for each type of use. These are based on key locational requirements which differ with use (Criteria in section 2 of Box E1 of the Government guidance is applicable).

- ***Location Quality-Accessibility***
  Accessibility to the main road network, public transport and services used by businesses and employees (covering criteria set out in Sections 1, 2 and 7 in Box E1 of the Government guidance) are included in this section.

- ***Availability to the open market***
  This indicator is of particular relevance to allocations and possible sites and focuses on economic and ownership constraints for bringing the site to the open market. There is some relevance to existing sites which may have some land available for development or may be a Ministry of Defence employment site which may have the possibility to be made available to the market. This section covers elements set out in Section 5 in Box E1 of the Government guidance.

- ***Planning policy and Sustainability***
  This indicator focuses on planning policy and sustainability issues and provides an assessment on how well sites meet established national and local policy considerations in terms of location with the urban area, flood risk and whether a site is brownfield. It also takes into consideration social and regeneration policy. This indicator covers elements set out in Sections 8 & 9 in Box E1 of the Government guidance.

  A high score is considered to have good compatibility with planning and sustainability objectives. It is important to acknowledge that sites will still need to go through the sustainability appraisal as part of developing options.

6.8 It is considered that the actual process of appraising each site is very important as it can highlight a number of issues arising from a particular indicator. From the issues raised it is possible to make recommendations regarding whether the site is appropriate to be retained or allocated for employment purposes, or whether the site should be considered for an alternative use. It also raises issues that can be considered as part of the Local Plan employment land policy.

6.9 Whilst it is accepted the scoring for each site is subjective it is considered that the overall score for each indicator provides a fair assessment of each site and allows some way of comparing sites at a local scale in the Gosport context. The high, medium, and low categorisation for each indicator provides a broad assessment to assess the appropriateness of the site for employment. Some issues raised by low rankings can be surmountable whilst on other sites the issues may indicate that a site is not appropriate for employment development.

Results of assessment and recommendations

6.10 A summary of recommendations of all the employment sites assessed is contained within Appendix 5, whilst the more detailed information for each site is contained in the companion document, '*Employment Site Profiles'*. The assessment was originally considered in Spring/Summer 2008 and updated in Autumn 2012 where there have been known changes in circumstances on particular sites. It is acknowledged that a review of sites will need to take place as part of on-going monitoring.

6.11 The results are divided into three sections:

- Existing employment sites,
- Existing employment allocations and other identified sites,
- Newly identified and other assessed sites.

Existing employment sites

6.12 36 existing sites have been assessed as part of the Employment Land Review, many of these sites are already identified as 'Existing Employment Areas' in the Local Plan Review, a number of others were either employment or mixed use allocations in the Local Plan Review and have subsequently been developed for employment uses. There are a small number of sites however that have existing employment uses but have not been formally allocated in the Local Plan Review either because they were considered as small isolated sites within residential areas that did not warrant protection or that they were operational MoD sites that were not considered appropriate to designate at that time. This assessment considered all these sites which have a B1, B2 or B8 type use and assessed whether it is appropriate to allocate as an employment site. Non-training MoD sites have been included and assessed in relation to the most relevant employment use class depending on the function of the site. MoD training bases have been excluded from the existing site assessment as they do not relate directly to these types of uses although it is acknowledged that they employ a significant number of people and provide important skills training.

6.13 The assessment below considers the six categories used to assess each site and makes some broad recommendations including a suggested portfolio of sites and a number of sites that are not appropriate to safeguard.

Market attractiveness

6.14 With existing sites, recent market interest and the strength of demand in the employment land segment are particularly strong indicators of market attractiveness.

6.15 Of the 36 existing sites assessed for market attractiveness 25% were considered as high, 42% as medium and 33% as low. The highly rated sites tended to be two types of sites:

- established general purpose industrial estates where there had been continued market interest, and low vacancy rates; or
- More recently developed employment sites in general industrial segment (Heritage Business Park, Glenmore and Regent)

6.16 The sites that scored low in terms of market attractiveness tended to be long-established single users of sites where there is unlikely to be floorspace available and consequently there has been limited, if any, market demand and thus the sites have not shown to be attractive to the general market. However this does not preclude the site being attractive to the market if it were to be released.

Recommendation 2:
Consider measures to improve the attractiveness of employment sites particularly those with high and/or rising vacancy rates.

Site quality

6.17 It is considered that Gosport has a large proportion of high quality employment sites (61%) which reflects that there has been a recent surge in new sites being completed including Heritage Business Park and the various employment areas at Frater Gate. There are also more established sites with good employment assets such as Fareham Reach, Vector Aerospace and the Haslar Marine Technology Park.

6.18 There is however a number of lower quality sites (28%), many of which are well-established with high levels of occupancy but could benefit from refurbishment in the medium term, particularly if vacancy levels increase. A number of lower quality sites are small isolated sites within/or in close proximity to residential areas which may not be suited for protection as employment uses.

Recommendation 3: Encourage the refurbishment of well-established industrial estates to ensure high occupancy rates and that they continue to meet the modern needs of business.

Recommendation 4: Do not safeguard employment uses on a small number of low quality employment sites that are not suited to modern business and are small constrained sites within residential areas.

Suitability of uses: Offices

6.19 A large number of existing sites (24 out of 36) are considered suitable for offices including:

- Gosport Town Centre and edge of centre sites;
- Lee and Stoke Road District Centres;
- Highly accessible employment areas on the A32
- Office functions to serve specialist sites (e.g. Haslar Marine Technology Park, Institute of Naval Medicine, HMS Centurion, DM Gosport).

6.20 Gosport Town Centre together with the adjacent mixed use allocations at the Gosport Waterfront sites (such as the Bus Station and Coldharbour allocations) are the best locations in the Borough to develop office employment. The town centre is adjacent to a high quality waterfront with links to the national rail network via the Gosport ferry as well as having a range of business services in the vicinity and facilities for the workforce. The primary ground floor retail and service function of the High Street will need to be maintained and enhanced and therefore B1 office is likely to be inappropriate for ground floor units. Above ground floor is the most appropriate for office uses as well as a number of opportunity sites that may become available in the town centre on streets outside of the prime shopping area which will be suited for a range of uses including office employment, retail, leisure and community uses.

6.21 There is currently limited office space at present in the Lee-on-the-Solent and Stoke Road shopping centres and there is limited scope for new build development. Any future schemes would need to safeguard the primary retail and service function of the centre and consequently office development will be more appropriate above ground floor. However there may be more scope in Stoke Road than other centres to allow greater flexibility of uses and encourage B1a uses at ground floor. This is because of the higher level of vacant ground floor premises at Stoke Road.

6.22 Due to the Borough's compact nature there are also a number of other suitable locations for office development particularly where there are good bus services, established employment areas and accessibility to a range of support services. These areas include sites on or close to the A32.

6.23 The least appropriate sites for offices are small constrained sites within residential areas.

Recommendation 5: Offices should be located in Gosport Town Centre, edge of centre sites, Lee-on-the-Solent and Stoke Road centres and on employment sites in the Borough's most accessible locations for public transport, cyclists and pedestrians.

Recommendation 6: Gosport Town Centre to be designated a principal shopping centre with a policy setting out the potential for office development including:

- *identifying the potential for other possible sites in and around Gosport Town Centre (e.g. under-used car parks or under-performing retail areas) for office uses (as well as leisure, retail and community uses)*
- *acknowledging the potential for intensification within this area;*
- *encouraging above ground floor office development.*

Recommendation 7: Lee-on-the-Solent and Stoke Road centres to be designated as retail and service centres acknowledging the potential for office development. It is also worth considering the use of ground floor areas in Stoke Road for B1a uses.

Recommendation 8: Office development will be encouraged in, or close-to, well-established employment areas served by good public transport including sites on or close to the A32.

Suitability of uses: light industry

6.24 Many of the existing employment sites (19 out of 36) are considered highly suitable for light industrial purposes including:

- specialist hi-tech sites (e.g. Haslar Marine Technology Park, DM Gosport)
- large accessible industrial estates (Fareham Reach)
- newer business parks (Heritage Business Park, employment sites at Frater Gate)

6.25 The least suitable sites are town and district centre sites and the small constrained sites in residential areas.

Recommendation 9: Light industrial uses should be located on a variety of employment sites in terms of size and market segment. They should be in accessible locations for public transport, cyclists and pedestrians.

Suitability of use: general industry and warehousing/logistics

6.26 These sites have been grouped together as in many instances the on-site requirements are very similar, including the need for large sites to include significant volume buildings with good road circulation within the site and access suitable for large vehicles. The warehousing/logistics sector will have a stronger site requirement to be close to the motorway and rail network.

6.27 As acknowledged in Section 5 of this Report, the PUSH study relating to this sector shows that Gosport is not the prime location for strategic logistic and warehousing business, although from recent take-up it is clear that there is a local market for smaller-sized premises. At a local scale 9 sites are considered to be particularly suitable for the warehousing/logistics sector and the general industrial (B2) type uses. These include:

- large sites that currently have manufacturing and warehousing functions that are relatively accessible to the A32 and can accommodate large buildings (Huhtamaki, Fareham Reach, Heritage Business Park);
- large sites with the potential space for new buildings and close to the A32 (DM Gosport if any land were to be released)

6.28 A large number of sites have been considered to have low suitability for general industrial uses and warehousing including town centre and edge of centre sites, other centres, small sites, those constrained sites within residential areas, or on relatively minor roads (e.g. on the Haslar peninsula).

Recommendation 10: General industrial and warehousing/logistics businesses should be accommodated on large sites, with significant buffers from residential areas and good access to Gosport's main road network.

Accessibility

6.29 This indicator relates to a number of attributes regarding a site's location including its proximity to regular bus services, its location in relation to services used by employees (e.g. food, bank and other services) and a site's access to the main road network. A large proportion of sites (75%) are considered to be in good locations reflecting that the many of sites are close to bus stops with regular bus services, close to facilities and that off-peak have relatively good access to the motorway network. Well-located sites for employment include:

- Gosport Town Centre and edge of centre sites;
- Sites on the A32.

6.30 The least accessible sites are considered to be those on the Haslar Peninsula which have the potential to be improved through the provision of more regular bus services.

> *Recommendation 11: Employment sites should be located in accessible locations with good access to public transport users, cyclists and pedestrians. They should be within easy reach to business services and service important to employees such as a convenience store, cashpoint and food outlets.*
>
> *Opportunities to improve bus services, cycle and pedestrian access should be sought.*
>
> *Local facilities should be safeguarded and encouraged where appropriate to serve key employment areas.*

Availability to the open market

6.31 A large number of existing sites (53%) are considered as having a high availability to the open market. These tend to be employment areas with a multiple number of tenants which have a turn-over of occupants such as industrial estates, Gosport Town and other centres. The significant level of low availability to the market of existing employment (39%) reflects the relatively large number of sites that are occupied by a single occupier where there is no known land or premises available to the open market. These are large MoD employment sites or large manufacturers such as the Huhtamaki sites.

Planning policy and sustainability

6.32 All but one of the existing sites rate highly in terms of planning policy and sustainability. All sites rate highly on the criteria relating to the local economy as they provide local jobs to minimise the need to travel and congestion and are in relatively close proximity to areas of deprivation. The medium rated site is Qinetiq Alverstoke on Fort Road which does not score as high as other sites due to a combination of its relative inaccessibility and potential flood risk.

Portfolio of existing sites

6.33 As highlighted in Section 6 there is a need to find additional employment land to support the PUSH objectives for employment-led regeneration and Gosport's objectives to provide significant employment opportunities to provide residents with the choice to work locally and thereby reduce out-commuting and congestion. In the light of the importance of providing sufficient employment land in the Borough and taking into account the site assessments it is considered that most of the existing employment sites should be safeguarded for employment purposes. Sites that have not previously been designated as employment sites on the Policies Map should also be considered for inclusion on the forthcoming Policies Map for the Gosport Borough Local Plan 2029 and safeguarded as an 'existing employment site'. These sites include newly developed sites that were previously employment or mixed use allocations as well as some MoD sites which are considered to be employment sites with B1, B2 and/or B8 type uses (e.g. parts of DM Munitions Gosport).

6.34 Through this assessment it has been found that many of the existing sites have the potential to provide additional employment. This includes underused areas within industrial estates as well as the potential for intensification by increasing the density of floorspace. As stated above there may be potential sites within Gosport Town Centre for employment development and also be the possibility of redesignating part of Stoke Road for office use. Many of these issues will need to be investigated further as part of the consultation for the emerging Gosport Borough Local Plan 2029.

6.35 It is considered that successfully developed employment areas at Royal Clarence Yard should be safeguarded within the wider mixed use allocation which has yet to be completed.

6.36 There are a small number of existing employment sites that do not score particularly well and it is considered that these sites should not be safeguarded for employment purposes. However it is considered that the existing employment operations are acceptable on these sites. If the businesses did decide to relocate it is acknowledged that such sites may be more suitable for alternative uses.

6.37 Some existing older sites could be used to accommodate lower value industrial uses that may be displaced from other sites being redeveloped for higher value employment sectors.

6.38 The following recommendation sets out the proposed portfolio of existing employment sites over the Plan period.

Recommendation 12: Proposed portfolio of existing sites:
It is recommended that these sites are put forward in the forthcoming Gosport Borough Local plan 2029 (details are contained in Appendix 5 and the relevant site profiles)

Protect as an 'Existing Employment Site'.

Brockhurst Industrial Estate	Frater Gate: Glenmore Business Park	Huhtamaki, Rowner Road
Cement Works, Fareham Road	Frater Gate: Gosport Business Centre	Institute of Naval Medicine
Cranbourne Industrial Estate	Frater Gate: Oaklands Office Park	Quay Lane Industrial Estate
Defence Munitions (DM) Gosport (not whole site only core area)	Frater Gate: Ordnance Business Park	Regent Trade Park
Fareham Reach	Haslar Marina	Royal Clarence Yard (The Cooperage and North Meadow)
Former Cyanamid	Haslar Marine Technology Park	St George Barracks South
Forton Road Industrial Estate	Heritage Business Park	Vector Aerospace
Frater Gate Business Park	Huhtamaki, Grange Road	Venture Business Park

Safeguard these sites as key centres within the Borough with a predominant retail function but acknowledge the potential for office use.

Gosport Town Centre	Stoke Road Centre	Lee-on-the-Solent Centre

Sites with existing employment uses not to be safeguarded

Bury Cross	Royal Mail Depot, Forton Rd	Westfield Road Industrial Estate
Clayhall Road	Solent Buildings Supplies site, Forton Road	Wilmot Lane Depot

Existing Employment Allocations

6.39 There are four outstanding allocations in the Local Plan Review which have the potential for new employment uses. These are:

* Coldharbour (part of the Gosport Waterfront)	* Gosport Bus Station (part of the Gosport Waterfront)
* Daedalus, Lee-on-the Solent	* Priddy's Hard Heritage Area

6.40 It is proposed that the Coldharbour and Gosport Bus Station allocations will form a much larger mixed use allocation known as the Gosport Waterfront. It is also important to note that an additional key element of the Gosport Waterfront is the Retained Area at Royal Clarence Yard which is considered in the 'newly identified and other assessed sites' section.

6.41 In addition the Local Plan Review identifies the Grange Road site, south of Huhtamaki, as a potential employment site if it is no longer required as a transport depot. Hampshire County Council has confirmed that the site is no longer required and consequently employment use has been identified as the most appropriate use.

Market attractiveness

6.42 This indicator differs from the assessment from existing sites as it does not include indicators relating to occupancy rates. Consequently more weight is given to its strategic location as well as developer interest and availability of public funding to deal with difficult sites.

6.43 The Daedalus site scores high in terms of market attractiveness given significant market interest and public sector investment including its designation as the Solent Enterprise Zone. This status offers fiscal benefits for firms choosing to locate on this site in particular sectors (including aerospace, advanced manufacturing and marine) as well as simplified planning and prioritisation for infrastructure investment such as new road infrastructure (the Newgate lane improvements) and superfast broadband.

6.44 The Coldharbour part of the Gosport Waterfront was considered to be attractive to the market in terms of marine industries given its deep water access and the presence of established marine and marina businesses.

6.45 The other sites were currently considered to have medium market attractiveness in however there has been some form of market interest on these sites and consequently the sites' attractiveness to the market is likely to increase as on-site issues are resolved. From the evidence outlined in Section 5 the improvement of transport infrastructure in the Borough is considered a key factor to improve the attractiveness of Gosport's employment sites including both improved road infrastructure (improvements to Newgate Lane) and public transport schemes (such as an extension to the Bus Rapid Transit).

Recommendation 13: Continue to seek transport infrastructure improvements to improve the attractiveness of proposed allocations for employment purposes.

Developability

6.46 The criteria for this indicator are used for allocations and possible sites and reflect potential constraints and difficulties of developing a site.

6.47 The Grange Road site on land south of Huhtamaki is considered to have high developability reflecting its undeveloped nature and the lack of constraints. Daedalus is also considered to have high developability with the opportunities to develop a good access and junction. It is considered that many large modern premises could be developed for employment purposes in parts of the site that are not constrained by the historic buildings.

6.48 The other three sites are considered to have medium developability due to the presence of constraints over a large part of the site such as presence of historic buildings that need to be retained or that there are a number of buildings that will require demolition and other issues relating to its location. Flood risk is also a key issue at the Gosport Waterfront particularly at Coldharbour which will need to be addressed.

6.49 It is considered that all the sites are developable and should therefore be retained as employment allocations.

Recommendation 14: All existing allocations (Bus Station, Coldharbour, Daedalus and Priddy's Hard) are considered developable and should be retained as employment allocations.

The Bus Station and Coldharbour sites should form part of a wider mixed use allocation known as the Gosport Waterfront.

The Grange Road site south of Huhtamaki is also considered developable.

Suitability of uses: Offices

6.50 Due to their close proximity to Gosport Town Centre and their good location in relation to bus, ferry and train services (Portsmouth Harbour station via the ferry) it is considered that the Gosport Waterfront sites are particularly suited for office development. Such sites could offer a prestigious location overlooking Portsmouth Harbour.

6.51 The Grange Road site may also offer a good location for office development having good accessibility to bus services and being close to the A32. It is also close to other office uses such as HMS Centurion and sites along the A32.

6.52 Priddy's Hard is considered to have medium suitability due to mainly its relative poor links to public transport and distance from the town centre and certain site characteristics. It may offer small specialist offices linked to other uses on the site.

6.53 The office market at Daedalus is more difficult to ascertain (and overall has been assessed as medium). There may be opportunities to convert historic buildings on the site or new build in connection with potential aviation, marine and advance manufacturing on the site.

6.54 Gosport has a limited office market to date and consequently the possibility of office development will need to be closely monitored and reviewed.

Recommendation 15: The following sites are particularly suited for office uses:
** Gosport Waterfront sites (Coldharbour and the Bus Station)*
** Grange Road site*

Suitability of uses: Light Industrial

6.55 Daedalus and the Grange Road site are considered to be highly suitable for light industrial purposes. The Coldharbour part of the Gosport Waterfront site is considered appropriate for light industrial uses if it is used in connection with marine uses requiring water access.

6.56 The Priddy's Hard site is considered to have medium suitability and is most likely suited to small scale workshop type uses rather than larger premises.

Recommendation 16: The following sites are particularly suited for light industrial uses:
** Gosport Waterfront (Coldharbour -for marine related uses where water access is required)*
** Daedalus*
** Grange Road site*

Suitability of uses: General industrial and Warehouse and Distribution

6.57 The Daedalus and the Grange Road site are considered to be suitable for warehouse and distribution type uses and general manufacturing purposes.

6.58 The Coldharbour site could accommodate marine industrial uses where access is required to deep water in relation to boat building and maintenance, as demonstrated by current uses on the site. Assets such as waterfront access and the lifting crane need to be protected and wherever possible enhanced.

6.59 Similarly at Daedalus access to important employment assets is required including the slipways and the airfield. The available space at Daedalus makes it suitable for large premises suited to the needs of general industrial and warehouse/logistics use. Much of this may be linked to aerospace, advanced manufacturing and the marine sector which are priorities of the Solent Enterprise Zone.

6.60 The Grange Road site has the potential for such uses due to the available space and the nature of neighbouring uses. It is particularly suited for one or two specific site occupiers.

6.61 It is important to note that the warehouse/distribution/logistics sector in Gosport is likely to be of a limited scale serving local businesses rather than strategic users. This has been confirmed by the PUSH Study on this sector (Tym and Partners/Lambert Smith Hampton/MDS Transmodel June 2008).

Recommendation 17: The following sites are suited for marine related manufacturing uses:
- *Gosport Waterfront (Coldharbour part)*
- *Daedalus*

Recommendation 18: There is a need to protect important economic assets such as access to deep water, and access to the airfield.

Recommendation 19: The following sites are suited for general industrial and warehouse/logistics uses:
- *Daedalus*
- *Grange Road site*

Accessibility to services

6.62 As would be expected the Gosport Waterfront sites score very highly in terms of accessibility to facilities and public transport due to their town centre location. The Grange Road site is also considered to have good accessibility with frequent bus services and close proximity to a variety of services.

6.63 The Daedalus site is considered to have medium accessibility at this stage however once improvements to Newgate Lane and associated works are completed as well as the creation of new access points, the accessibility to the site both locally and sub-regionally will be significantly improved. As part of the redevelopment of the Daedalus it will be necessary to improve bus services to the site, improve links with Lee Centre and provide new facilities to serve employees on the site.

6.64 The Priddy's Hard site is considered to have relatively low accessibility to services and facilities again this is likely to be improved as new facilities are built at this site and at nearby Royal Clarence Yard. The issue of bus access remains an important consideration for this site.

Recommendation 20: There is a need to ensure that there are improved bus services to serve new employment sites as well as good links to existing facilities for employees. There may be opportunities to provide certain services and facilities for employees on- site.

Availability to the open market

6.65 The Daedalus site is in transition with new infrastructure being put in place. Outline planning permission has been agreed in principle by both Gosport and Fareham Borough Councils and work is underway by the Solent Local Enterprise Partnership to bring new employment to the Solent Enterprise Zone. The Enterprise Zone status increases its attractiveness to the market offering fiscal benefits as well as further investment in infrastructure. Currently apart from the temporary uses on the site and a small number yet significant aviation companies on the site there is limited general availability to the preferred sectors of advanced manufacturing, aerospace and aviation, or other users that may be appropriate for certain parts of the site. Consequently the site is considered to have medium availability to the open market at this stage but this will significantly improve as infrastructure and new premises are completed and management arrangements are put in place.

6.66 The Priddy's Hard Heritage Area has benefitted from planning permission for employment facilities (although now expired) and the owners are currently considering proposals which would include various forms of employment generating uses. It is currently considered to have a medium availability as further work is required to make the site available for businesses to move in.

6.67 The two Gosport waterfront sites (Bus Station and Coldharbour) are currently considered to have low availability to the open market in terms of a redeveloped mixed use site. This is due to complex issues relating to the site including ownership, phasing and development considerations. Consequently the development of this area is seen as a long term scheme and will require other parts of the Gosport Waterfront (i.e. the Retained Area at RCY) to be used for employment purposes. More details regarding the Gosport Waterfront will be considered as part of the forthcoming Supplementary Planning Document (SPD).

6.68 Grange Road site is currently considered to have a low availability due to the lack of any known attempts to market it for development. However that said should the owner wish to bring the site forward the site is considered to have relatively few constraints compared to others in the Borough.

Planning policy and sustainability

6.69 All the sites identified in the Local Plan Review (2006) are considered to be highly rated as employment sites in terms of planning policy and sustainability. They are very much in accordance with the PUSH objectives of bringing brownfield land forward for employment and regeneration purposes. All existing allocations (Bus Station, Coldharbour, Daedalus and Priddy's Hard) are mixed use sites and it will be necessary to ensure that the sites bring forward sufficient employment as part of the wider redevelopment proposals. Daedalus and the Gosport Waterfront in particular are considered key for delivering many of the objectives of the emerging Local Plan 2029 including employment-led regeneration.

6.70 The Grange Road site is considered suitable as a new employment allocation and along with the other sites will be important in contributing towards the overall supply of land for employment necessary to increase the job density of the Borough and providing local job opportunities.

Recommendation 21: Proposed portfolio of existing allocations and other identified sites:

It is recommended that the following sites are identified in the Gosport Borough Local Plan 2029 (details are contained in Appendix 5 and the relevant site profiles.

Continue to identify as a mixed use allocation with significant employment uses

Daedalus	Priddy's Hard Heritage Area
Gosport Waterfront	

It will be necessary to ensure that the employment densities are increased on these sites and that important employment assets (access to deep water, aviation facilities) are protected and enhanced.

Identify as an employment allocation

Grange Road site

Newly identified sites and other assessed sites

6.71 When taking account of the site assessments it is clear that the large majority of existing sites are very suitable for employment uses and should not be re-allocated for other uses. A very small number of sites are considered suitable for employment but should not necessarily be safeguarded given their small size, constrained nature and location within a residential area.

6.72 As identified in Section 6, when taking into account existing employment sites, allocations and other sites currently identified in the Local Plan Review there is a need to find additional sites for employment uses in order to reach the PUSH target for Gosport of 84,000 sq.m. net gain of employment floorspace.

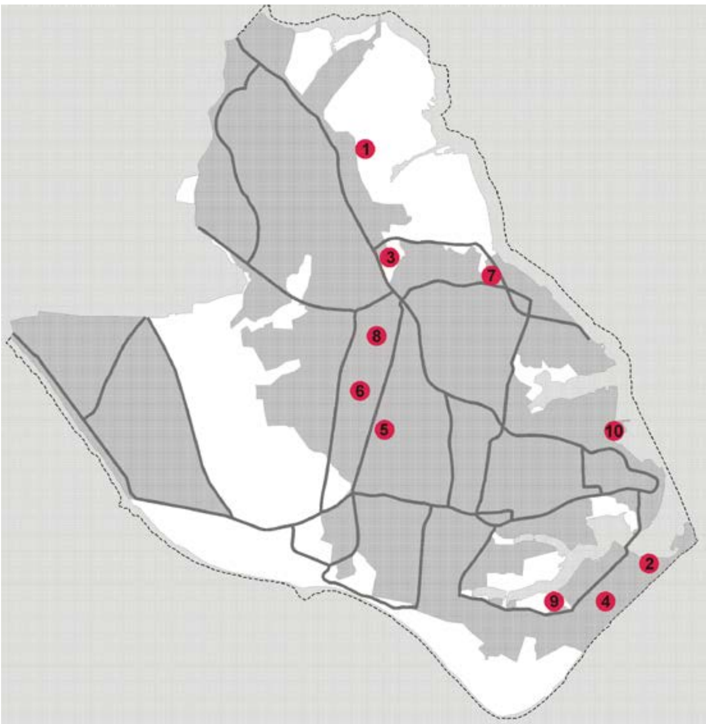
6.73 With 79,500 sq.m already identified it would appear that it is only necessary to identify a modest 4,500sq.m of B1, B2 and/or B8 employment floorspace. However it is considered important to identify sufficient sites to exceed this requirement in case certain sites do not come forward. This contingency is considered particularly necessary as significant parts of the undeveloped land identified within MoD ownership (identified as potential within existing employment sites) may remain undeveloped in the long-term unless parts are released to the open market for employment purposes. This land could accommodate approximately 10,000 sq.m and therefore a buffer of additional sites is deemed necessary.

6.74 Consequently in order to identify additional supply a number of sites have been assessed to ascertain their suitability. More detailed information regarding the recommendation for each site is contained in Appendix 5 and the Site Profile document.

6.75 Due to the built-up nature of the Borough and the significant amount of the Borough which is in long term Ministry of Defence ownership there are limited known sites available.

6.76 The assessed possible sites are shown in Figure 6.1.

Figure 6.1: Possible sites assessed as employment sites[56]



1 Aerodrome Road
2 Blockhouse
3 Former Frater House Site, Fareham Road
4 Haslar Hospital
5 HMS Sultan East Site
6 HMS Sultan West Site
7 Land off Elson Road and Heritage Way
8 Land South of Huhtamaki, Grange Road *[1]
9 Piggeries, Clayhall Road
10 Retained Area, Royal Clarence Yard

6.77 Of these sites Blockhouse and the two HMS Sultan sites have been excluded from the supply figures due to the uncertainty regarding their release. However due to the importance of these sites they have been considered later in the section.

Market attractiveness

6.78 In relation to the current attractiveness to the market three sites have been considered as medium, these are: Royal Haslar Hospital, the Retained Area at Royal Clarence Yard (RCY), the former Frater House site (only the area within the urban area boundary i.e. excluding the sports field) and the Piggeries . This is due to evidence of some developer interest and their potential viability.

Developability

6.79 The criteria for this indicator reflect potential constraints and difficulties of developing a site. Two sites have been assessed as high in terms of developability (Aerodrome Road site and the former Frater House site).

[56] The land south of Huhtamaki site, off Grange Road has been considered in the previous section relating to allocations, as it has been identified as a potential employment site in the Gosport Local Plan Review although not formally allocated as an employment site. To date the other 8 sites have not been identified in the planning process as employment sites.

6.80 The Aerodrome Road is considered to be highly developable given that it has very few constraints and its position is off a new access road off the A32 adjacent other recently developed employment sites.

6.81 The former Frater House site (excluding sports ground) has been assessed highly developable as the area is situated within the urban area and has few constraints although careful consideration would need to be given to any design due to its proximity to Fort Brockhurst which is a Scheduled Ancient Monument.

6.82 The other sites have significant constraints although they are considered as being surmountable although may limit the range of employment opportunities available on the site. For instance the Haslar Hospital site has a number of constraints that will affect the developability of the site including road access and numerous historic features including Listed Buildings, Listed Park and burial areas.

6.83 The Piggeries is considered to be low in terms of developability for employment purposes for a variety of reasons including its constrained nature and shape.

<u>Suitability of uses: Offices</u>

6.84 The Aerodrome Road site and the former Frater House site are considered to be particularly suitable for office development. The Aerodrome Road site is close to speculative office development close to the A32 and the former Frater House site occupies a prominent site on the junction of the A32 and Heritage Way and offers the potential for a landmark office building.

6.85 Whilst the assessment showed that the Retained Area at RCY is suitable for office use, given that it has deep-water access it may be more suited for marine related industrial uses which require water access.

6.86 Haslar is also suited to office development with the potential for the conversion of historic buildings on the site. Offices linked to retained medical facilities will be particularly appropriate. The Piggeries and Elson Road sites are not considered appropriate for office use.

> *Recommendation 22: The following sites are particularly suited for office uses:*
> ** Aerodrome Road site* ** Former Frater House site*
> ** Haslar Hospital Site*

<u>Suitability of uses: Light Industrial</u>

6.87 A number of assessed new sites are considered suitable for light industry, particularly the Retained Area in relation to marine uses with the use of deep water facilities as well as the Former Frater House site, Haslar Hospital (the re-use of appropriate buildings) and new build at the Aerodrome Road site.

Recommendation 23: The following sites are particularly suited for light industrial and Research and Development uses:
** Aerodrome Road site* ** Former Frater House site*
** Haslar Hospital Site* ** Retained Area at RCY*

Recommendation 24: There is a need to protect important economic assets such as access to deep water and on-site medical facilities that can be used for research purposes.

Suitability of uses: General industrial and Warehouse and Distribution

6.88 The Retained Area at RCY has the potential for marine related general industrial type facilities given its good access to deep water.

6.89 The Aerodrome Road site could be used for logistics and general industry however given the propose size of the allocation the scope to attract such business to this site may be limited. Although there may be scope for such uses in conjunction with adjoining land.

6.90 The former Frater House site may have some potential for logistics and warehousing and/or general industry given its prominent roadside potential on the A32/Heritage Way junction. However given its limited size it is unlikely to be particularly attractive to either of these markets but may be of interest to a smaller local concern and therefore it is only considered to have medium suitability.

6.91 The other sites are not considered suitable for these uses due to a number of on-site constraints.

Accessibility to services

6.92 The former Frater House, Aerodrome Road and the Retained Area sites have reasonable access to bus services and facilities useful to workers. The Elson Road site also has rated highly in this category although because of its low rankings in other categories it may be more suited for residential rather than employment uses if it were to become available. The other sites are rated medium and it would suggest that improved bus services would increase accessibility to Haslar and the Retained Area at RCY. Facilities at Haslar as part of a mixed use site would also improve its rating for this category.

Recommendation 25: There is a need to liaise with bus operators to improve bus services to serve new employment sites.

There may be opportunities to provide facilities for employees within the Haslar site.

Availability to the open market

6.93 The Haslar Hospital site has also been sold to a development consortium is currently putting together proposals for a care-led mixed use development scheme being disposed.

6.94 The former Frater House site has been sold by the MoD to a private company and does not appear to be currently available for B1, B2 and B8 employment uses

6.95 The future of the Retained Area at RCY currently owned by the MoD is yet to be established. However they have been working with the Borough Council and other partners to explore development opportunities compatible with the rest of the Gosport Waterfront area. The Aerodrome Road site is also a MoD site and whilst there were earlier indications for release at the time of the preparation of the Local Plan Review (2006) there do not appear to be any immediate plans for release of this site to the open market.

6.96 The Piggeries may also be released in the short-medium term and thus is considered as having medium availability. The future release of the Elson Road/Heritage Way is not known and therefore has been assessed as low.

Planning policy and sustainability

6.97 The use of Royal Haslar Hospital for employment uses is rated highly in terms of planning policy and sustainability grounds as it represents the re-use of a brownfield site to secure much need job opportunities. It is considered that Haslar is most suited for health/medical/care led uses to take into account both specialist facilities on the site as well as reinforcing the site's distinctive character. Similarly all the other sites except the Piggeries score highly in this category. The Piggeries site is a greenfield site in an unsuitable location and is not required for development as the Borough has sufficient brownfield land in more appropriate locations.

6.98 In the light of the above assessment it is proposed that the Aerodrome Road site, the part of the former Frater House site within the existing urban area boundary, the Retained Area at RCY, and Haslar Hospital should be allocated as possible employment sites. The Piggeries and the Elson Road sites are not considered appropriate for employment purposes having scored low in a number of key appraisal categories.

Recommendation 26: Proposed portfolio of newly identified sites for employment:

It is recommended that the following sites are identified in the Gosport Borough Local Plan 2029

Identify as a mixed use allocation which includes employment uses

Haslar Hospital Site – the mix of uses should be health/ medical/care-led to make best use of existing employment assets and the character of the site.

Identify as part of a wider mixed use allocation which includes employment uses

Retained Area, Royal Clarence Yard – to be considered one of the main employment areas within a larger mixed use allocation known as the Gosport Waterfront. The site should focus on marine-related activities to make best use of the deep water access at this site.

Identify as employment allocations

Aerodrome Road site	former Frater House site (area within existing Urban Area Boundary only)

Sites excluded from the employment supply due to uncertainty regarding long-term availability: Blockhouse

6.99 There is uncertainty regarding the Blockhouse site regarding whether part, or all, of the site will be released for development during the Plan period.

Consequently it is not considered appropriate at this stage to include the sites as part of the identified employment supply. However it is considered appropriate to identify it on the Proposals Map of the forthcoming Gosport Borough Local Plan 2029 as a mixed use site which would include employment and leisure uses. It will therefore be necessary to continue to monitor the situation.

6.100 The Blockhouse site is used for a variety of MoD uses including training and accommodation of service personnel. It also includes the submarine museum. It is estimated that it employs just under 400 people (University of Portsmouth 2008). As the site is primarily related to training functions the floorspace is not counted towards the Borough's existing total as it is not considered to be within the B1, B2 or B8 uses and therefore outside the scope of the Employment Land Review (as defined by Government guidance).

6.101 The site already has an employment role and if released the site would have enormous potential to provide additional employment to contribute towards increasing the Borough's job density. It is recognised that the employment uses would be part of a mixed use site. The site is considered to be particularly appropriate for marine related offices and light industrial purposes given its peninsula location at the mouth of the Harbour and adjacent Haslar Lake. General industry or warehousing is not considered appropriate. The site ranks highly in terms of planning policy and sustainability, although it will be necessary to improve public transport and local services.

Recommendation 27: That Blockhouse site is identified in the Gosport Local Plan 2029 as a mixed use site with the potential for employment particularly marine related uses as well as other uses such as training. leisure-related uses. and residential where appropriate.

Due to the uncertainty regarding its release the potential employment floorspace figures should not be included in the Borough Council's employment land supply. If released employment should be a priority in order to maintain or exceed recent average employment densities of this site.

Sites excluded from the employment supply due to uncertainty regarding long-term availability: HMS Sultan

6.102 There is considerable uncertainty regarding the two HMS Sultan sites and whether they will be released for development during the Plan period. Consequently it is not considered appropriate to include these sites as part of the potential employment supply at this stage but to continue to monitor the situation and to revise allocations for employment where appropriate.

6.103 The HMS Sultan base is made of two enclosures, east and west of Military Road. Most of the site is used for training and consequently has not been included as an existing employment site as it does not fit within the strict definition included in the Employment Land Review guidance (ODPM 2004). The west site is 57.53ha and contains most of the specialist training facilities whilst the east site measures 11.6ha and provides accommodation and associated facilities.

6.104 The HMS Sultan site is one of the largest employers in the Borough and currently accommodates the Royal Navy School of Marine Engineering and the Royal Naval Air Engineering and Survival School. The sheer size of the organisation generates spare capacity that is sold on to foreign Navies and British industry in the form of bespoke courses and apprenticeships. The site employs almost 2,600 people (including approximately 1,350 trainees, 450 service personnel and 800 civilians) (University of Portsmouth 2008).

6.105 Two relatively small parts of the site have been included as part of the existing employment supply (HMS Centurion and the Admiralty Buildings) as these are considered to have a primary non-training function and have been included as office floorspace.

6.106 It remains unclear whether the Ministry of Defence will retain the site after 2020 for training purposes and whether the land will be released or used for other defence purposes after this date. As the site's potential release falls within the Plan period it is necessary to consider these implications.

6.107 The closure of the site would be a tremendous loss to the local economy which will need to be replaced. It is estimated that HMS Sultan contributes £18.8 million to the local economy including direct, induced and indirect expenditure (University of Portsmouth 2008). The site has the potential to be used for significant employment with an opportunity to increase densities on the site. This could deliver a significant number of jobs that could not only maintain and increase job densities but also diversify the local economy.

6.108 It is important state that it is the Borough Council's view that the both east and west parts of the site should be retained as a training base. However it has been necessary to make an assessment to make contingencies for any changes in the current situation. The western site ranks highly in terms of developability, planning policy and sustainability, and accessibility to services. It is also considered very suitable for offices, light and general industry and logistics and warehousing. Due the presence of private sector companies using the site it also scores medium on market attractiveness despite the fact that the premises are not generally available. Understandably due to its medium term use as a training base it scores low in relation to the availability to the market. It is estimated that the site could provide 200,000 square metres of additional net floorspace (as existing floorspace is excluded from the employment floorspace supply)

6.109 The eastern site scores high on developability and planning policy and sustainability, but is considered medium for offices and light industrial use and low for general industrial and warehousing uses, primarily due to its close proximity to residential areas and consequently is not considered a priority for employment purposes.

- *Recommendation 28: That HMS Sultan West be identified in the Gosport Borough Local Plan 2029 as an 'Employment Priority Site' highlighting its potential for employment uses if the site should be released.*

- *Priority should be given to employment uses on this site to maintain or exceed recent average employment densities on these sites.*

Total estimated supply of revised portfolio of sites

6.110 Table 6.2 updates the net supply situation given in Section 4 to include the recommended additional possible sites and highlight potential of other MoD releases to extend the PUSH target (see Recommendation 27 and 28).

Table 6.2: Summary of identified employment floorspace (B1-B8) supply in Gosport Borough (April 2012) (net)

	Net floorspace (sq.m)
Known sites (completions, permissions, existing allocations)	
Loss of employment floorspace (1/4/11 - 31/3/12)	0
Total completions (1/4/11 - 31/3/12)	0
Outstanding planning permissions (as at 1/4/12)	3,682
Estimated potential floorspace within existing employment sites	11,365
Allocations and other identified sites [57]	64,400
Sub Total	**79,447**
Possible employment sites to be developed with the Plan period (2026)	
Former Frater House site	5,000
Royal Hospital Haslar (medical/health care led with employment)	2,500
Aerodrome Road	1,100
Gosport Waterfront[58]	Estimated no net gain/loss
Minimum Identified Total	**88,047**

6.111 The above table shows that the potential supply of employment floorspace in the Borough is just over 88,000 sq.m. This figure is almost 5% above the 84,000sq.m set out in the South Hampshire Strategy. It is recognised that some of the identified floorspace particularly within existing MoD owned employment sites (amounting to some 9-10,000 sq.m) may not necessarily come forward hence there is a need to have a buffer over the South Hampshire Plan requirement. Consequently all identified sites are considered necessary as part of the supply and these should be considered as the minimum. Exceeding the target is encouraged by PUSH in order to maximise employment and economic opportunities in the sub-region.

6.112 This figure in Table 7.3 does not include any potential floorspace at HMS Sultan or Blockhouse which if released will need to provide at least the equivalent of existing employment floorspace (all types of employment generating floorspace not just B1-B8). In addition there is the potential for new employment floorspace on a small number of opportunity sites within Gosport Town Centre. However it is unlikely that there will be an overall net gain or loss of office space within the centre.

[57] Daedalus 55,000 sq., (net), Grange Road 8,400 sq.m (net), Priddy's Hard (1,000sq.m) net

[58] Retained Area (+9,500sq.m net), Bus Station (+2900sq.m net) Coldharbour (-12,600sq.m net)

- *Recommendation 29: It will be necessary to ensure that there is a small buffer of additional employment floorspace over and above the South Hampshire Strategy requirement of 84,000 sq.m as a contingency in case certain elements of identified sites do not come forward. This accords with the PUSH approach whereby employment should be maximised within the sub-region.*

Other sources of supply

6.113 It is important to note that the PUSH target for Gosport is a minimum figure as the South Hampshire Strategy is based on maximising economic opportunities within the sub region and that the residential target of 55,600 homes in South Hampshire is predicated on significant economic growth. This strongly accords with the Borough Council's key objectives to create a significant number of jobs in order to increase job density and reduce out-commuting. Consequently it is necessary to consider other sources of supply that may become available to maximise employment floorspace or provide alternative floorspace if part of the outstanding allocations or possible sites do not deliver as much has been estimated (Table 7.3). Sources of supply include:

The intensification of existing sites

6.114 It is clear from the Employment Land Review that the plot ratio on a number of sites is relatively low and has the potential to provide greater floorspace and additional employment. This includes existing MoD sites such as DM Gosport. This could also include the development of office floorspace above ground floor in shopping centres.

Additional floorspace requirement on identified allocations

6.115 There may be scope for requiring additional employment floorspace on the proposed employment and mixed use allocations, particularly if as a result of monitoring insufficient supply in the Borough is being achieved. This may require a greater proportion of land on mixed use sites for employment purposes or more intensive usage on mixed use and employment allocations to generate higher employment densities.

The release of MoD sites

6.116 As stated above there is significant uncertainty regarding the release of HMS Sultan and Blockhouse, such sites have the potential to provide significant supply of employment floorspace, particularly HMS Sultan West. However it is likely that much of the newly developed employment floorspace will be replacing existing employment in relation to the site's training function and consequently it will be necessary if possible to increase employment densities within these sites.

6.117 In addition there may be further MoD releases as yet identified that could provide employment opportunities, particularly when considering the MoD owns over 20% of the land in the Borough. This situation will need to be monitored and suitable sites identified in future updates of the Employment Land Review.

The release of other sites not yet identified

6.118 Over the Plan period it is likely that other sites may become available that could be used for employment purposes. The Council could consider whether there is the potential to develop sites within the town centre for offices such as underperforming retail areas like the Precinct.

<u>The encouragement of higher density employment uses and resistance to lower employment density uses</u>

6.119 As stated previously low employment generating uses should be discouraged wherever possible and higher densities encouraged. However it is important to note that certain sectors are considered as low employment density sectors such as warehousing/logistics can have employment densities on par with industrial sectors. Clearly sufficient information regarding employment densities will need to be submitted as part of any planning application. It is also important to note that the presence of low density employment uses may attract other businesses with higher job densities and therefore overall it is important to accept certain key lower density sectors.

Recommendation 30:

- *Need to monitor the supply of employment land being released, the amount of employment floorspace being developed and the employment densities being achieved. This will help ascertain that sufficient employment levels are being achieved to regenerate the Borough and meet PUSH's objectives for South Hampshire.*
- *Review supply figures as and when new sites have been identified and consider their suitability for employment purposes.*
- *Ensure the Local Plan 2029 has an enabling policy to allow alternative sources of employment supply to come forward.*

Quality of employment premises

6.120 It is important to note that improving the quality of existing and new supply is very important and can help increase productivity. This can include the refurbishment of existing employment sites including improving the quality of buildings for modern business needs. It will be important that new sites meet the modern ICT requirements for businesses.

6.121 The users/owners of existing buildings will need to consider measures to improve energy efficiency to reduce carbon emissions and reduce fuel costs. There is an increasing awareness by investors and occupiers who will demand energy efficient buildings that are easily accessible by their workforce. The presence of undesirable energy inefficient buildings has the potential to reduce the attractiveness of existing sites within the Borough.

Recommendation 31:

Encourage the refurbishment of existing employment sites within the Borough to provide quality premises suited to the needs of business. This could include redevelopment of existing sites and extensions to existing buildings. It will be necessary to take into account technological changes required for modern business as well as improving energy efficiency of buildings.

Section 7: Conclusion

7.1 The Employment Land Review has included three main components
* taking stock of the existing situation;
* creating a picture of future requirements;
* identifying a new portfolio of sites

7.2 Gosport has had a long reliance on the Ministry of Defence as a major source of employment. This has served the Borough well for many years and has shaped the character of the Borough and its community. Importantly for today's economy the presence of the MoD has led to the development of a number of advance manufacturing industries in the Borough that have high levels of productivity. However due to significant rationalisation over the past two decades this reliance has led to a number of significant weakness in the local economy including loss of MoD bases which have to a large extent not been replaced with new jobs. This has led to the skilled workforce finding jobs elsewhere in South Hampshire. The significant increase of out-commuting to employment locations on the M27 corridor and a loss of jobs in Portsmouth has led to significant congestion at peak times on limited road infrastructure with relatively poor public transport options which are exacerbated by the peninsula location. There has been an almost continual fall in the number of jobs in the Borough and consequently Gosport has the lowest job density in the South East of England.

7.3 The long-term reliance on the MoD for training and employment opportunities has also lead to a lack of diversification of the local economy and a relatively low level of business density. There are also significant pockets of income, skills and employment deprivation.

7.4 It is in the light of these key issues that the Employment Land Review has been undertaken and that policies for the Gosport Local Plan 2029 will be developed. Clearly one of the key objectives of the Local Plan is to provide a significant number of local employment and improve local skills. New jobs will provide opportunities for residents to work locally and reduce the need to travel and thereby reduce congestion.

7.5 The Employment Land Review recognises the potential for Gosport as a business location particularly in relation to developing its employment clusters, however it is also recognised it will not be the prime location for employment development in the sub-region with office development being focussed on Portsmouth and Southampton city centres in accordance with PUSH's policy of City Centres First. In relation to industrial and logistics uses the market will tend to be attracted to more accessible sites close to the M27 or sites with rail access.

7.6 Gosport must therefore build on its geographical strengths relating to its attractive waterfront and deep water access and its strengths relating to its military legacy including the presence of a runway and hi-tech defence related businesses and skills. The improvement of infrastructure, particularly transport infrastructure will need to be implemented as part of proposals by Transport for South Hampshire and Hampshire County Council in order to increase the attractiveness of Gosport for business investment. The designation of Daedalus as an enterprise zone, the completion of the first stage of the BRT and the proposed improvements to Newgate Lane are key elements in attracting these new businesses.

7.7 The Employment Land Review has demonstrated that where land has recently been made available for employment there has been a successful take-up of these sites (e.g. Heritage Business Park and Frater Gate). There are a number of strong market segments including general industrial sites. There is a need for sufficient flexibility to address changes in the market particularly in the light of increasing globalisation of the economy and the current recession. It may also be appropriate to develop certain segments that have a small presence in the Borough such as the office market which could make use of key sites in the Borough, particularly where there is relatively good public transport access, including the area close to the Ferry/Bus interchange with links across to Portsmouth Harbour railway station.

7.8 The Government acknowledges the need to identify and plan for existing and emerging sectors. The Borough's clusters such as advanced manufacturing, aviation and marine industries make use of Gosport's strengths. Land suitable for the expansion of these clusters will need to be made available. Importantly key economic assets such as access to deep water and runways will need to be protected to ensure that these clusters continue to thrive. There may also be scope to develop new emerging clusters and consequently appropriate sites will need to be made available. It is clear that there will be new business opportunities for environmental technologies that businesses in South Hampshire and Gosport are well-positioned to take advantage of, particularly in relation to strengths in advanced manufacturing.

7.9 PUSH has provided evidence to ensure that there is sufficient employment land to deliver significant economic regeneration for the sub-region. The PUSH apportionment work resulted in a target of 84,000sq.m for Gosport; this is considered a realistic but challenging target. The PUSH figures are minimum targets and it is clear that to meet the overriding objectives to increase job density in the Borough that it should be a key aim of the Gosport Borough Local Plan 2029 to meet and if possible exceed this provision.

7.10 By appraising existing and possible sites (Section 6) it is clear that the minimum target can be achieved although it is now necessary to include a small buffer above the requirement as a contingency in case certain sites do not come forward. Meeting the PUSH floorspace target will increase job density in the Borough and is required to meet GVA targets across the PUSH area. It will be important to monitor completions and any losses as well as the estimated employment densities on new sites to ensure that the overall objectives to increase job density are being met.

7.11 The appraisal of the existing employment sites indicates that they are well used and provide significant jobs and that most should be protected in the emerging Gosport Borough Local Plan. It is also accepted that such sites could also accommodate some other ancillary and related uses particularly if they are generating employment. However it is clear that these sites should remain predominately for employment uses (B1-B8)

7.12 As part of the appraisal process strengths and/or weaknesses have been identified for individual sites. Potential improvements for certain sites have been identified and it will be necessary to ensure that an enabling policy allows for the refurbishment of such sites. In a small number of cases it is recognised that the existing employment use is not necessarily appropriate to safeguard due to a variety of site constraints. The continued use of these sites by business is supported but should a site be vacated an alternative use may be deemed more appropriate.

7.13 In relation to the existing allocations in the Local Plan Review (2006) it is considered that all the mixed use site allocations are considered appropriate for employment purposes and should be included within the forthcoming Local Plan. Indeed Daedalus is considered the key site in the Borough for additional employment development particularly as it now the Solent Enterprise Zone

7.14 It is considered that the Coldharbour and Bus Station allocations should form part of a large mixed use designation known as Gosport Waterfront and that this should also include a new allocated site known as the Retain Area at Royal Clarence Yard. This allocation would involve a reorganisation of uses on the site with marine uses requiring deep water access being concentrated at the Retained Area. Other parts of the site would include marine-related employment as well as offices and other employment generating uses such as retail and leisure. Ultimately there may not actually be an increase of employment floorspace within the Gosport Waterfront but more jobs would be created as they would be at a greater density than the current situation.

7.15 Priddy's Hard will provide a small amount of specialist employment floorspace. In addition the Grange Road site on land south of Huhtamaki has been identified in the Local Plan Review as a potential employment site as it is no longer required as a transport depot. It is recommended that this site should be allocated as an employment site in the forthcoming Local Plan.

7.16 In order to meet both the PUSH minimum target additional employment sites have been identified. These 'possible' sites have a varying degree of certainty of whether they will come forward but it is clear that they have employment potential. The extent of employment use will depend on site characteristics, as explained in each of the site profiles. Therefore it is clear that the Aerodrome Road site and former Frater House site (within the existing urban area boundary) are ideal employment sites adjacent the A32. It is also clear that the Royal Hospital Haslar site, despite issues relating to heritage and road access has the potential to accommodate employment uses (potentially medical/health related) as part of the re-use of existing buildings.

7.17 There a number of sites that may become available during the Plan period to 2029 but due to significant uncertainty regarding release by the Ministry of Defence, a specific floorspace figure has not been included as part of the supply figures. Blockhouse offers the potential for employment creation as well as a range of other uses and it is proposed to be identified in the forthcoming Local Plan as mixed use allocation. The HMS Sultan training base already employs a significant number of people and the Borough Council will continue to ensure that the site remains a training base. However if it is released in the long term the Borough Council considers that it should be used for employment uses that can help diversify the local economy and support existing clusters.

7.18 It is acknowledged that PUSH will need to initiate a robust monitoring regime covering employment land allocations, planning applications and approvals, build rates and the end uses to assess the extent to which the targets set out by PUSH are being achieved.

7.19 In cases where monitoring shows that the targets are not being achieved PUSH will initiate a review of the apportionment figures and, in consultation with individual districts, agree revised figures where considered necessary to deliver the floorspace requirements. Consequently it will be necessary to provide regular updates of the employment supply for the Borough to ensure the overall objectives of the forthcoming Gosport Borough Local plan Review are being met.

Glossary of Terms

Cluster
A collection of business activities which are related to one another. They are broadly related in three ways:

- generic output they make (product or service)- eg the aerospace and defence cluster would include aircraft manufacture;
- use of similar inputs (components or services) in producing their outputs;
- dependant on a small number of major customers (University of Portsmouth 2006).

Economically Active Population - This includes the number of people that are in employment, either employees or self-employed and those that are unemployed of working age and who are looking and available to start work.

Gross Value Added
One of the most commonly used measures of economic well-being is Gross Value Added (GVA). It is the difference between output and intermediate consumption for any given sector/industry. That is the difference between the value of goods and services produced and the cost of raw materials and other inputs which are used up in production. GVA measures the contribution to the economy of each individual producer.

Locational Quotient
A calculated ratio between the local economy (Gosport) and the economy of some reference unit (i.e. the South East of England). This ratio is calculated for all industries to determine whether or not the local economy has a greater share of that industry than expected. If an industry has a greater proportion in the local economy than the regional economy, then the locational quotient is greater than 1, if it has less than the regional proportion the figure is less than 1.

Market Segment
For the purposes of the Employment Land Review, the Government has defined a number of market segments (ODPM 2004). These are a general classification of employment sites from a market perspective such as Office Locations, High Quality Business Parks and General Industrial Areas. These are outlined in full in Appendix 3.

Planning Use Classes

Use Classes (Amendment) Order 2005	Description
A1: Shops	Shops including retail warehouses, hairdressers, undertakers, travel and ticket agencies, post offices, dry cleaners, internet cafes, etc. Pet shops, cat-meat shops, tripe shops, sandwich bars Showrooms, domestic hire shops, funeral directors
A2: Financial and Professional Services	These include: Banks, building societies, estate and employment agencies Professional and financial services, betting offices
A3:Restaurants & Cafes	Restaurants, snack bars, cafes
A4: Drinking Establishments	Pubs and Bars
A5: Hot food Take-Aways	Take-Aways
Sui Generis	Shops selling and/or displaying motor vehicles, retail warehouse clubs,

	launderettes, taxi or vehicle hire businesses, amusement centres, petrol filling stations
B1: Business	(a) offices, not within A2 (b) Research and development including studios, laboratories and high technology based. (c) Light industry
B2: General Industry	General Industry
B8: Storage or Distribution	Wholesale warehouse and distribution centres
Sui Generis	Any work registerable under the Alkali, etc. Works Regulation Act, 1906
C1: Hotels	Hotels, boarding and guest houses
C2: Residential Institutions	Residential schools and colleges Hospitals and convalescent/nursing homes
C3: Dwelling Houses	Dwellings, small businesses at home, communal housing of elderly and handicapped persons
Sui Generis	Hostels
D1: Non-residential institutions	This includes: Places of worship, church halls. clinics, health centres, crèches, day nurseries, consulting rooms museums, public halls, libraries, art galleries, exhibition halls non-residential education and training centres
D2: Assembly and Leisure	Cinemas, music and concert halls Dance, sports halls, swimming baths, skating rinks gymnasiums Other indoor and outdoor sports and leisure uses, bingo halls, casinos
Sui Generis	Theatres, nightclubs

Productivity
Annual labour productivity represents GVA per employee

Use Classes- see Planning Use Classes.

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Appendix 1: The Steps Involved in the Three Stages of Employment Land Reviews

Stage 1: **Taking Stock of the Existing Situation** see Section 4 of the Gosport Employment Land Review	Step1: devise brief for Stage 1 Step 2: collate data on land stock and revealed demand Step 3: devise and apply site appraisal criteria Step 4: undertake preliminary site appraisal Step 5: confirming the brief for stage 2 and 3
Stage 2: **Identifying Future Requirements** see Section 5 of the Gosport Employment Land Review	Step 6: understand market areas and segments Step 7: select and apply suitable forecast model/demand analysis Step 8: quantify employment land supply Step 9: translate employment forecasts to land requirements Step 10: scenario testing
Stage 3: **Identifying a 'New' Portfolio of Sites** see Section 6 of the Gosport Employment Land Review	Step 11: devise qualitative site appraisal criteria Step 12: confirm existing sites to be retained or released and define gaps in portfolio Step 13: identify additional sites to be brought forward Step 14: complete and present employment land review

Source: Employment Land Reviews: Guidance Note (ODPM (December 2004)

Appendix 2: Existing Employment Land within Gosport
As identified in the Gosport Local Plan Review (2006)

Existing Employment Sites
(Identified by Policy R/EMP3 of the Gosport Borough Local Plan Review)

	Whole site area
Brockhurst Industrial Estate	5.35ha.
Cranbourne Industrial Estate	4.71ha.
Cyanamid and Fareham Reach	22.83ha.
Forton Road Industrial Estate	5.13ha.
Huhtamaki I	3.30ha
Huhtamaki II	3.74ha
Quay Lane Industrial Estate	5.26ha.
QinetiQ Technology Park	12.63ha.
Town Centre Existing Employment Area	0.93ha.
Vector Fleetlands (formerly DARA)	28.29ha.
Venture Business Park	1.81ha.
Westfield Road Industrial Estate	1.29ha
Total	**95.27 ha.**

Employment Allocations
(Identified by Policy R/EMP1 of the Gosport Borough Local Plan Review)

	Whole site area
Frater 1, Frater Gate	4.04 ha.
Heritage Business Park	3.34 ha.
Westfield Road Industrial Estate	0.52 ha.
Total	**7.9 ha**

Mixed Use Allocations
(Identified by Policy R/EMP2/R/DP4 of the Gosport Borough Local Plan Review)

	Whole site area	Estimated employment area (Stage 1 Assumptions April 2007)
Coldharbour	7.56 ha	2.37 ha
Daedalus	33.43 ha.	13.9 ha. (Based on the assumption that Areas 3 and 5, as shown in the Daedalus Development Strategy, have the potential for employment uses particularly as Area 6 will now be used for MoD Married Quarters.).
Gosport Bus Station	0.78 ha.	0.78 ha.
Priddy's Hard Heritage Area	10.43 ha.(largely now developed for housing)	1.24ha (maximum- includes leisure and A3 use)
Royal Clarence Yard	8.28 ha.	2.0 ha
St George Barracks South	3.44 ha.	0.27 ha
Total	63.92ha.includes the potential for a variety of uses	**20.56 ha**

Appendix 3: A Classification of Employment Property Market Segments and Types of Site

Established or Potential Office Locations
Sites and premises, predominately in, or on, the edge of town and city centres which are already recognised by the market as being capable of supporting pure office (or high technology R&D/business uses).

High Quality Business Parks
These are likely to be sites, no less than 5ha but more often 20ha or more, already occupied by national or multi-national firms or likely to attract those occupiers. Key characteristics are quality of buildings and public realm and access to main transport networks. Likely to have significant pure office, high office content manufacturing and R&D facilities. Includes 'Strategic' inward investment sites.

Research and Technology/Science Parks
Usually office based developments, which are strongly branded and managed in association with academic and research institutions. They range from incubator units with well-developed collective services, usually in highly urban locations with good public transport access to more extensive edge/out of town locations.

Warehouse/Distribution Parks
Large, often edge/out of town serviced sites located at key transport interchanges.

General Industrial/Business Areas
Coherent areas of land which are, in terms of environment, road access, location, parking and operating conditions, well suited for retention in industrial use. Often older, more established areas of land and buildings. A mix of ages, qualities and site/building size.

Heavy/Specialist Industrial Sites
Generally large, poor quality sites already occupied by or close to manufacturing, and processing industries. Often concentrated around historic hubs such as ports, riverside and docks.

Incubator/SME Cluster Sites
Generally modern purpose built, serviced units.

Specialised Freight Terminals e.g. Aggregates, Road, Rail, Wharves, Air
These will be sites specifically identified for either distribution or, in the case of airports, support services. Will include single use terminals e.g. aggregates.

Sites for Specific Occupiers
Generally sites adjoining existing established employers and identified by them or the planning authority as principally or entirely intended for their use.

Recycling/Environmental Industries Sites
Certain users require significant external storage. Many of these uses e.g. waste recycling plants can, if in modern premises and plant, occupy sites which are otherwise suitable for modern light industry and offices. There are issues of market and resident perceptions of these users. Some sites because of their environment (e.g. proximity to heavy industry, sewage treatment works etc) may not be marketable for high quality employment uses.

Source: ERM cited by ODPM (2004)

Appendix 4: Stage 3 Scorecard Criteria for Assessing Employment Sites

Part 1: Scorecard for existing sites

Based on Site Appraisal Criteria in Annex E (ODPM 2004). The scorecard also uses aspects of HEP Study and parts of the Stage 1 assessment.

A: Market attractiveness

Strength of local demand in segment	5- Over 60% of completed and occupied employment floorspace has been of this segment (i.e. general industrial/business area) 4- 51%- 60% of completed and occupied employment floorspace has been of this segment 3- 26% - 50% of completed and occupied employment floorspace has been of this segment 2- 11%- 25% of completed and occupied employment floorspace has been of this segment (i.e. incubator/SME cluster sites) 1- 1-10% of completed and occupied employment floorspace has been of this segment (i.e. established or potential office locations/site for specific occupiers) 0- No completions (i.e. all other sites)
Recent market activity Land/premises has been available on the open market over recent years	5- Site has had private market turnover in the last 3 years 3- Site has had private market turnover in the last 5 years 0- Site has not had private market turnover in the last 5 years
Strategic Location (HEP Study)	5- Prime Location- M3 and M27 Corridors 4- Sub-prime location A3 (around Petersfield), A303 (around Andover) 3- Median location- City commercial core (Southampton and Portsmouth) 2- Sub-median location-Major towns (most accessible parts of Gosport Borough) 1- Secondary location-all other sites (least accessible parts of Gosport Borough) 0- Strategic open areas
Recent site activity: Has there been any recent development activity within the last 5 years? This could include works on site but also new or revised planning applications. (based on Stage 1 of ELR)	5- New buildings have been built completed and occupied 4- New buildings have been built completed and partially occupied (i.e. 1-99% occupancy) 3- New buildings have been built completed and not yet occupied (by B1, B2, B8 uses) 2- Buildings have been refurbished (evidence could include new businesses locating? (compare previous industrial estates registers)- and/or new buildings have been granted permission not yet started? 1- Initial interest for refurbishment/marketing. Refused pp. 0- No recorded site activity
Occupancy Rate of site (based on Stage 1 of ELR)	5- 100% of units occupied 4- 90-99% of units occupied 3- 80-89% of units occupied 2- 70-79% of units occupied 1- 60-69% of units occupied 0- Under 60% of units occupied
Total possible score Percentage score	25 X4 to get %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

B: Site Quality -use only for existing development sites

Quality of existing portfolio and internal environment	
Quality and design of Buildings	5 – Very good condition – prominent in appearance and design 4 – good condition – not quite as prominent in appearance and design aspects but appearing to be well maintained 3 – Fair condition - could be in need of some maintenance work although not essentially required. Buildings are functional. 2 – Poor condition – may require refurbishment or renewal in parts. Buildings may only be partly functional due to their condition. 0 or 1 – Very poor condition – unusable and unoccupied requiring full scale demolition or renewal, etc.
Perceived environmental conditions * 1 Risk of operational pollution (dust, noise etc. and potential for land contamination).	Potential for the existing uses to generate operational pollution and/or contamination of land or buildings: Use following scale (use of separate mini-matrix) 5- considered no or insignificant risk 4- Low risk 3- Low to medium risk 2- Medium risk 1- Medium to high risk 0- High risk
State of the external areas and public realm	5- Very good – clean and tidy with visible maintenance. Good quality parking areas, lighting, and signage looked after landscaping, outdoor sitting areas, etc. 4- Good – clean and tidy with evidence of maintenance. Parking areas, lighting, signage and landscaping may be included but may not be so prominent. 3- Fair – some maintenance or improvements may be required. Additions may also be required to any of the following; e.g. parking areas, lighting, signage or landscaping. 2- Poor – overall maintenance required. Parking areas, landscaping, lighting or signage if existing may be in visible need of improvement, renewal and/or replacement. 0 or 1- Very Poor – in a poor state of repair. Parking areas, landscaping, signage or landscaping may not exist or be in a very poor state of repair. Safety and security could be an issue for consideration.
Parking, internal circulation and servicing	5- Very good – Parking and servicing areas readily available with prominent site access. 4- Good – Parking and servicing areas available with good site access. 3- Fair – Overall, the parking, site access and surfacing areas to a sufficient standard but may need some improvements 2- Poor – Overall, the parking, site access and surfacing areas may be limited or in need of a number of improvements. 0 or 1- Very Poor – Congested environment. Parking opportunities and servicing areas limited or non-existent. Site access may also be in need of essential improvements.
Prominence	5- High- Gateway site to a prominent estate, visible from major road 4- Above average- Visible site in a main road or prominent estate 3- Average- On a main road or prominent estate,

	tucked away from view 2- Visible on a minor road or estate 0 or 1- Low- Minor road or estate tucked away from view
Total possible score Percentage score	25 X4 to get %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

*1 Perceived environmental conditions- This is a crude informal assessment for the purposes of the Employment Land Review only and does not have any weight as part of a planning application or Environmental Statement. It is based on the consideration of known existing and previous uses and known available information. Detailed technical work will be necessary in relation to any development proposals

C: Suitability of Uses

Quality of the wider environment	
Compatibility in relation to surrounding uses	5- Very Good compatibility- For example surrounding area is the same type of use 4- Good compatibility- For example-different surrounding uses but particular employment use is compatible (e.g. other commercial uses) 3- Fairly good compatibility- For example- different surrounding uses, may be the occasional issue but generally the employment use will cause little difficulties (e.g. office and residential) 2- Fair- For example- site has potential to cause some difficulties with surrounding areas- consideration could include that the industrial area is large and well-established 1- Poor- For example- Potentially can cause regular difficulties particularly its close proximity to adjacent uses 0- Very Poor –Not compatible – For example- Potentially regular operational difficulties created by employment use to wider adjacent uses.
Suitability of employment use in this location Taking into account location, environmental, historic and economic assets. Points to consider: Offices-locational characteristics: Town centre first; followed by edge of centre, established business areas with good public transport links; other areas with good transport links. Warehouse/General Industry- locational characteristics: Best-Large sites with good access to the road network Medium- medium size sites with good access Worst- Small sites access to constrained local road network e.g. small roads, on-street parking etc.	5 **essential** to be in this location to make use of environmental/economic assets e.g. marine uses on the waterfront- town centre offices 4 **desirable** to be in this location to make use of environmental and economic assets whilst preserving or enhancing environmental assets- e.g. prestigious offices with harbour views 3-**suitable**- to be in this location- does not particularly need to be in this location but is suitable and preserves or enhances the wider environmental assets 2- **generally unsuitable**/potentially detracts (minor impact**)** from the wider environmental quality-other employment or other uses more suitable 0 or 1-depending on scale and extent- considered to **detract or harm** the local environmental assets
Total possible score Percentage score	10 X 10 for %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

D: Accessibility to services

Access	
Access to main road network (access to road motorway network is the main determinant in accessing rail, sea and air freight facilities which can all be found in the sub-region).	5- Very Good- Site is adjacent motorway junction **and** accessible for all commercial vehicles 4- Good- Site is within 15 minutes of motorway junction (off-peak) **and** accessible for all commercial vehicles 3- Fair - Site is within 30 minutes of motorway junction (off-peak) **and** accessible for all commercial vehicles 2- Poor- Site is within 45 minutes of motorway junction (off-peak) **or** restricted access for HGVs (road network not suitable) 1- Very Poor- Site is within 1 hour of motorway junction (off-peak) **or** restricted access for all commercial vehicles (road network not suitable) 0- Not within an hour of motorway network
Accessibility	
Local facilities for workforce (based on HEP scoring-GBC amendments)- Basic services for this purpose include convenience store, (including petrol station shop), pub/cafe, and bank.	5- Very good- Within 400 metres walking distance from a Principal/District Centre 4- Good- Within 400 metres walking distance from a Local/Neighbourhood Centre 3- Fair- Within 400 metres walking distance from a convenience store and pub, café or bank 2- Poor- Within 800 metres of at least a convenience store and pub, café or bank 1- Very Poor- Not within 800 metres of a convenience store, pub, café or bank 0-No facilities- with 1200 metres/
Access by public transport	5-Within 400 metres of bus stop served by 16 buses per hour (peak) 4- Within 400 metres of bus stop served by 8-15 buses per hour (peak) 2- Within 400 metres of bus stop served by 4-7 buses per hour (peak) 1- Within 400 metres of bus stop served by 2/3 buses per hour (peak) 0- Less provision or beyond 400 metres of a bus stop
Total possible score Percentage score	15 X 6.66 for %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

E: Availability to the open market

Economic constraints to open market *This could include a wide range of considerations* *Obstacles to development would include access difficulties,* *infrastructure requirements,* *contaminations and remediation costs etc.* *number of premises available to buy/let on site*	5- Immediately available- Already developed or there are no obstacles to development **<u>or</u>** large number of premises and buildings therefore average turnover would allow some space available to the open market 4- Available short term- Minor obstacles to development, relatively easy, quick and cheap to resolve **<u>or</u>** medium number of premises and buildings therefore average turnover would allow some space available to the open market 3- Available medium term- Minor obstacles to development, more difficult expensive and time consuming to resolve 2- Available long term- Major obstacles to development, very expensive and time consuming to resolve **<u>or</u>** Low number of premises- likely to be few if any existing premises available 1- Potentially available- Major obstacles to development, extremely difficult, expensive and time consuming to resolve **<u>or</u>** one premises/business on-site/established business so unlikely to be any premises available 0- Not realistically available- prohibitive costs to resolve problems with site
Ownership constraint for bringing site to open market for employment (based on questions at ELR stage 1)	5- Immediately available- Site owners currently marketing the site for employment/no ownership constraints as site is already developed for employment development which is on the open market 4- Available short term- Site owned by a developer or another agency that is actively bringing the site forward for significant employment development 3- Available medium term- Site owned by a developer(s) or another agency known to undertake employment development 2- Available long term- the site is owned by an organisation(s) that is likely to bring the site forward for development including employment use 1- Possibility- the site is owned by an organisation(s) that may bring the site forward for development including employment use: established site for specific occupier 0- Site is owned by an organisation(s) unlikely to bring it forward for development in the long term
Total possible score Percentage score	10 X10 to get %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

F: Planning policy and sustainability

Sequential Test and Brownfield/Greenfield	
Planning status	5- Immediately available – Detailed planning permission/or outstanding consents still apply. 4- Available short term- outline planning permission/reserved matters pending 3- Available medium term- e.g. published development brief still applicable 2- Available long term- Local Plan allocation for employment use 1- Identified in emerging planning documents under the Local Development Framework 0- Not yet identified.
Location within urban area	5- Site within 400m of Principal, District, Local or Neighbourhood Centre 4- Site within 800m of Principal, District, Local or Neighbourhood Centre 3- Site within urban area boundary 2- Site currently outside urban area boundary but adjacent/ to it 1- Other sites outside urban area boundary
Brownfield/Greenfield	5- Wholly brownfield 4- 75% brownfield 3- 50% brownfield 2- 25% brownfield 1- Wholly greenfield 0- Strategic green spaces
Flood risk	5- No risk 4- Some of the site is located in Flood Zone 2 to with other areas located on areas at no risk of flooding 3- Flood Zone 2 or predominantly located within this Flood Zone. 2- Some of the site is located within Flood Zones 2 or 3 with other areas at no risk of flooding 1- Predominantly located within Flood Zone 3 - still scores one point as mitigation measures could be implemented. Industrial and office uses are also less vulnerable land users in respect of the sequential test being applied. 0- Would not be acceptable in flood risk terms
Social and regeneration policy	
Availability of other jobs locally	5- Gosport has the lowest job density in the South East
Deprivation in local communities (based on three domains of indices of multiple deprivation-income, employment education and skills). SOA-Super output area 5km is approximately ½ of average travel to work distance (Census 2001)	**The site is within 5 km of** 5- One SOA within Top 5% most deprived in England or five SOAs within Top 20% most deprived. 4- One SOA within Top 10% most deprived in England or four SOAs within Top 20% most deprived. 3- One SOA within Top 15% most deprived in England or three SOAs within Top 20% most deprived. 2- Two SOAs within Top 20% most deprived in England 1- One SOA within Top 20% most deprived in England 0- No SOAs within Top 20% most deprived in England
Total possible score Percentage score	30 X3.33 to get %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

Part 2: Scorecard for allocations and potential employment sites

A: Market attractiveness

–mixed use site in this context includes significant employment component

Strategic Location (HEP Study)	5- Prime Location- M3 and M27 Corridors 4- Sub-prime location A3 (around Petersfield), A303 (around Andover) 3- Median location- City commercial core (Southampton and Portsmouth) 2- Sub-median location-Major towns (most accessible parts of Gosport Borough) 1- Secondary location-all other sites (least accessible parts of Gosport Borough) 0- Strategic open areas
Developer interest	5- Employment development has started (or is existing) on the site 4- Permission has been granted for employment uses and/or significant planning proposals being brought forward (e.g. DPD in liaison with developer) 3- Site has received significant recent interest for employment uses. 2- Site has received some recent interest for employment uses. 1- Site has received limited developer interest including for employment uses. 0- Site has not formally been identified and as yet received no known developer interest for employment uses. -1 Site has formally been identified for 1 year and as yet received no developer interest for employment uses. -3 Site has formally been identified for 10 or more years and has received no or little significant developer interest for employment uses.
Viability: Would employment development on this site be viable, without public funding to resolve infrastructure or other on-site constraints? Considerations include infrastructure and contamination issues.	5- Employment development on the site is taking place without public funding to resolve infrastructure or other on-site constraints 4- Employment development on the site is likely to take place without public funding to resolve infrastructure or other on-site constraints. 3- Public funding is/would be required to resolve infrastructure or other on-site constraints- this has been secured 2- Public funding is required to resolve infrastructure or other on-site constraints- this is likely to be secured 1- Significant public funding is required to resolve infrastructure or other on-site constraints- this may be secured 0- Significant public funding is required to resolve infrastructure or other on-site constraints- this is unlikely to be secured
Total possible score Percentage score	15 X6.67 to get %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

B: Developability
-use only for **potential** sites

Site development constraints	
Junction, site access	5- Very good 4- Good 3- Fair 2- Poor 0 or 1- Very Poor
Size shape (based on HEP scoring)	5- Good size, clear plot no obstructions 4- Good size Regular shaped plot, obstructed 3- Medium, Regular shaped plot, fragmented 2- Irregular shaped plot, obstructed 1- Irregular plot, fragmented 0-Overriding shape/size difficulties
Utilities (i.e. water, gas, electricity connections, etc?)	5- Very good – 4- Good 3- Fair 2- Poor 1- Very Poor 0- none
Biodiversity constraints	5- Very low e.g.Contains no nature conservation designations nor will likely impact on other nature conservation designations in the area. Potential for nature conservation enhancement. 4- Low e.g. Contains no nature conservation designations but may contain potential nature conservation interest 3- medium e.g. Contains or adjacent/near to a SINC or local designation including a TPO-but no significant impact 2- High e.g.-Could have an impact on a SINC or other local designation 1- Very High e.g.- Could have an impact on legally protected species, Ramsar, SPA, SAC and or SSSI-appropriate assessment required 0- Insurmountable constraints Would have a significant impact on Ramsar, SPA, SAC and or SSSI
Historic constraints	5- Contains no identified heritage feature 0-4 There are heritage features of national or local importance within the site or the site may affect the setting of such features. Score 0-4 where a proposed developed could affect the significance of the heritage feature where 0 is where a national asset would be significantly damaged or lost and 4 is where an asset could be easily incorporated within the development or the setting is not affected.
Total possible score Percentage score	25 X 4 to get %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

C: Location Quality: Suitability of uses

Quality of the wider environment/adjacent uses	
Prominence	**Office (B1)** 5- High- prominent principal town centre/edge of centre site OR Gateway site to a prominent estate, visible from major road 4- Above average- Other town centre/edge of centre site OR prominent district town centre/edge of district centre site OR Visible site in a main road or prominent estate 3- Average- On a main road or prominent estate, tucked away from view 2- Visible on a minor road or estate 1- Low- Minor road or estate tucked away from view 0- very poor **Light Industrial/ R&D/General Industrial/Warehouse and Distribution (B1b B1c, B2 and B8)** 5- High- Gateway site to a prominent estate, visible from major road 4- Above average- Visible site in a main road or prominent estate 3- Average- On a main road or prominent estate, tucked away from view 2- Visible on a minor road or estate 1- Low- Minor road or estate tucked away from view 0- very poor
Compatibility in relation to surrounding uses	5- Very Good compatibility- For example surrounding area is the same type of use 4-Good compatibility- For example-different surrounding uses but particular employment use is compatible (e.g. other commercial uses) 3- Fairly good compatibility- For example- different surrounding uses, may be the occasional issue but generally the employment use will cause little difficulties (e.g. office and residential) 3- Fair- For example- site has potential to cause some difficulties with surrounding areas- consideration could include that the industrial area is large and well-established 2- Poor- For example- Potentially can cause regular difficulties particularly its close proximity to adjacent uses 0- Very Poor –Not compatible – For example- Potentially regular operational difficulties created by employment use to wider adjacent uses.

Perception of the wider environmental assets-waterfront views, nature conservation, historic buildings Suitability of employment site within its context	5 **essential** that use is in this location to make use of environmental assets e.g. marine uses on the waterfront 4 **desirable** that use is in this location to make use of environmental assets and preserves or enhances environmental assets-prestigious offices with harbour views 3- **suitable**- does not particularly need to be in this location but is suitable and preserves or enhances the wider environmental assets 2- **potentially detracts (minor impact)** from the wider environmental quality-other employment or other uses more suitable 0 or 1-depending on scale and extent- considered to **detract or harm** the local environmental assets
Total possible score Percentage score	15 X 6.66 to get %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

D: Location Quality: Accessibility

Access	
Access to main road network (access to road motorway network is the main determinant in accessing rail, sea and air freight facilities which can all be found in the sub-region).	5- Very Good- Site is adjacent motorway junction **and** accessible for all commercial vehicles 4- Good- Site is within 15 minutes of motorway junction (off-peak) **and** accessible for all commercial vehicles 3 Fair - Site is within 30 minutes of motorway junction (off-peak) **and** accessible for all commercial vehicles 2 Poor- Site is within 45 minutes of motorway junction (off-peak) **or** restricted access for HGVs (road network not suitable) 1 Very Poor- Site is within 1 hour of motorway junction (off-peak) **or** restricted access for all commercial vehicles (road network not suitable)
Accessibility	
Local facilities for workforce (based on HEP scoring-GBC amendments)- Basic services for this purpose include convenience store, (including petrol station shop), pub/cafe, and bank.	5- Very good –Within 400 metres walking distance from a Principal/District Centre 4- Good- Within 400 metres walking distance from a Local/Neighbourhood Centre 3- Fair- Within 400 metres walking distance from a convenience store and pub, café, bank and similar facilities 2- Poor- Within 800 of at least a convenience store and pub, café or bank and similar facilities 1- Very Poor- Not within 800m of at a convenience store, pub, café or bank and similar facilities
Access by public transport	5-With 400m of bus stop served by 16 buses per hour(peak) 4- With 400m of bus stop served by 8-15 buses per hour(peak) 2- With 400m of bus stop served by 4-7 buses per hour(peak) 1- With 400m of bus stop served by 2/3 buses per hour(peak) 0- Less provision or beyond 400 m of a bus stop
Total possible score Percentage score	30 X3.3 for %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

E: Availability to the open market -

Economic constraints to open market (i.e. from MoD control) *Obstacles to development would include access difficulties, infrastructure requirements, contaminations and remediation costs etc*	5- No obstacle to development 4- Minor obstacles to development, relatively easy, quick and cheap to resolve 3- Minor obstacles to development, more difficult expensive and time consuming to resolve 2- Major obstacles to development, very expensive(or currently unknown) and time consuming to resolve 1- Major obstacle to development; extremely difficult, expensive and time consuming 0- Prohibitive costs to resolve problems with site
Ownership constraint for bringing site to open market for employment (B1-B8 use)(based on questions at ELR stage 1)	5- Immediately available- Site owners currently marketing the site for employment 4- Available short term Site owned by a developer or another agency that is actively bringing the site forward for significant employment development 3- Available medium term- Site owned by a developer(s) or another agency known to undertake employment development 2- Available long term- the site is owned by an organisation(s) that is likely to bring the site forward for development including employment use 1- Possibility- the site is owned by an organisation(s) that may bring the site forward for employment development including employment use Site-specific occupier –uncertain whether will bring to market 0- the site is owned by an organisation(s) unlikely to bring it forward for employment development in the medium- long term
Total possible score Percentage score	10 X10 to get %

Ranking
High= 70% and over
Medium 41%-69%
Low 40% and under

F: Planning policy and sustainability

Sequential Test and Brownfield/Greenfield	
Planning status	5- Immediately available – Detailed planning permission (i.e. outstanding consent(s) still apply). 4- Available short term- outline planning permission/or site already containing some employment use but with no further consents at this time. 3- Available medium term- Current published (or previously published) development brief 2- Available long term- Local Plan allocation for employment use 1- Identified in emerging planning documents 0- Not yet identified.
Location within urban area	5- Site within 400m of Principal, District, Local or Neighbourhood Centre 4- Site within 800m of Principal, District or Local Centre 3- Site within urban area boundary 2- Site currently outside urban area boundary but adjacent 1- Other sites outside urban area boundary 0- Strategic green space
Brownfield/Greenfield	5-Wholly Brown field 4- 75% brownfield 3- 50% brownfield 2- 25% brownfield 1- Wholly greenfield 0- Strategic green space
Flood risk	5 – Flood Zone 1-little risk 4 –Some of the site is located in Flood Zone 2 to with other areas located on areas at no risk of flooding 3 – Flood Zone 2 or parts of the site predominantly located within this Flood Zone. 2 –Some of the site is located within Flood Zone 3 with significant areas at no risk of flooding or flood zone 2 1 Flood Zone 3 - mitigation measures could be implemented. Industrial and office uses are also less vulnerable land users. 0- Difficult to envisage what mitigation measures could be used within Flood zone 3
Social and regeneration policy	
Availability of other jobs locally	5- Gosport has the lowest job density in the South East
Deprivation in local communities (based on three domains of indices of multiple deprivation-income, employment education and skills). SOA-Super output area 5km is approximately ½ of average travel to work distance (Census 2001)	**The site is within 5 km of** 5- One SOA within Top 5% most deprived in England or five SOAs within Top 20% most deprived. 4- One SOA within Top 10% most deprived in England or four SOAs within Top 20% most deprived. 3- One SOA within Top 15% most deprived in England or three SOAs within Top 20% most deprived. 2- Two SOAs within Top 20% most deprived in England 1- One SOA within Top 20% most deprived in England 0- No SOAs within Top 20% most deprived in England
Total possible score Percentage score	20 x5 to get %

Ranking
High= 70% and over Medium 41%-69%   Low 40% and under

Appendix 5: Employment Sites: Summary of Recommendations (with Plans)

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
Sites to be protected as 'Existing Employment Sites'				
E/EL/1	Brockhurst Industrial Estate	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Well-used established industrial estate
E/BN/1	Cement Works, Fareham Road	'Existing Employment Site'	Protect as an 'Existing Employment Site'.	Small site adjacent the Defence Munitions site
E/TN/1	Cranbourne Industrial Estate	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Well-used established industrial estate
E/BS/7	Defence Munitions (DM)Gosport	Not currently protected as employment site	Protect as an 'Existing Employment Site'.	Current MoD site. Potential for significant intensification.
E/BN/2	Fareham Reach	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Key strategic site with relatively good access to the motorway. One of the main employment sites in the Borough
E/BN/3	Former Cyanamid	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Key strategic site with relatively good access to the motorway.
E/FT/1	Forton Road Industrial Estate	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Potential for refurbishment particularly for light industrial purposes such as starter units. There is some developable land on the site.
E/BS/3	Frater Gate Business Park	'Allocated Employment Site'	Protect as an 'Existing Employment Site'.	Quality site adjacent the A32

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
E/BS/4	Glenmore Business Park	'Allocated Employment Site'	Protect as an 'Existing Employment Site'.	Quality site adjacent the A32
E/BS/2	Gosport Business Centre	'Allocated Employment Site'	Protect as an 'Existing Employment Site'.	Quality site adjacent the A32 offering start-up facilities for new businesses. Space for expansion
E/TN/6	Haslar Marina	Not currently protected as employment site	Protect as an 'Existing Employment Site'.	Protect the existing business area as an 'Existing Employment Site' recognising that the site is suitable for marine related leisure uses. Offers the potential to further develop the important marine cluster in Gosport.
E/AG/2	Haslar Marine Technology Park	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Potential for intensification
E/EL/2	Heritage Business Park	'Allocated Employment Site'	Protect as an 'Existing Employment Site'.	Quality site close to the A32
E/BH/3	Huhtamaki, Grange Road	'Existing Employment Site'	Protect as an 'Existing Employment Site'.	Major employment site within the Borough
E/RH/1	Huhtamaki, Rowner Road	'Existing Employment Site'	Protect as an 'Existing Employment Site'.	Major employment site within the Borough
E/AG/3	Institute of Naval Medicine	Not currently protected as employment site	Protect as an 'Existing Employment Site'.	Whilst there are accessibility issues the site currently provides a pleasant office environment
E/BS/5	Oaklands Office Park	'Allocated Employment Site'	Protect as an 'Existing Employment Site'.	Quality site adjacent the A32

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
E/BS/6	Ordnance Business Park	'Allocated Employment Site'	Protect as an 'Existing Employment Site'.	Quality site adjacent the A32
E/HD/2	Quay Lane Industrial Estate	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Potential for refurbishment and small scale marine related industries.
E/BN/4	Regent Trade Park	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Site adjacent the A32 at the northern end of the Borough.
E/CC/1	Royal Clarence Yard	Mixed Use Site Allocation	Protect as an 'Existing Employment Site'.	RCY has two existing employment areas, North Meadow and the Cooperage, which need to be protected for employment purposes.
E/TN/5	St George Barracks South	'Mixed Use Allocation'	Protect employment building as an 'Existing Employment Site'.	The Gymnasium provides important edge of centre office accommodation and should be safeguarded for such purposes.
E/BN/5	Vector Aerospace	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Key strategic site with relatively good access to the motorway.
E/BS/1	Venture Business Park	'Existing Employment Site'.	Protect as an 'Existing Employment Site'.	Site adjacent the A32.

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
Sites to be allocated as an 'Employment Site'				
E/EL/4	Former Frater House site	Not currently protected as employment site	Allocate the area within the current Urban Area Boundary as an employment site.	The site is located on the Fareham Road/Heritage Way junction and would provide an excellent prominent employment site. The sports field would remain an area of open space.
E/BH/6	Grange Road 'Depot' site	Currently allocated as the LRT Depot.	Allocate as an employment site	The Local Plan Review states that if this site is no longer required as a transport depot the site is appropriate for employment purposes.
Sites to be allocated as 'Mixed Use Sites' as part of the Gosport Waterfront Allocation				
E/TN/4	Coldharbour	Mixed Use Site Allocation	Retain as a 'Mixed Use Site Allocation' (amend boundaries to exclude newly built residential areas) with a policy ensuring that there is significant employment land within the site and that waterfront access and associated facilities are maintained and if necessary improved for marine-related industries.	Coldharbour is a key strategic site in the Borough adjacent Portsmouth Harbour which has the potential to develop the marine cluster as well as the office segment. The site includes the existing Mumby Road Industrial Estate. However it is considered that there may a significant net loss of floorspace as general business uses are relocated to other sites in the Borough. There is a level of uncertainty regarding proposals for this site which will need to be continually reviewed.

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
E/TN/1	Gosport Bus Station	Mixed Use Site Allocation	Retain as a ‘Mixed Use Allocation’ Include a policy ensuring that there is a significant employment component to the development.	The site is currently under-utilised in this prime location and offers significant potential for redevelopment which could potentially include significant office type employment use.
E/CC/3	Retained Area, Royal Clarence Yard	Not currently protected as employment site	Allocate as a ‘Mixed Use Allocation’	The site has good deep-water access and has the potential to accommodate marine related uses. The site has potential linkages with the adjacent cooperage employment site with Royal Clarence Yard. The site should be included as part of the wider Gosport Waterfront allocation in the Local Plan 2029 given its proximity to Coldharbour mixed-use site. It is understood that the MoD wish to release this site in the short to medium term and therefore it is appropriate to include as an employment allocation
Sites to be allocated as ‘Mixed Use Sites’				
E/AG/5	Blockhouse	Not currently protected as employment site	Allocate as a ’Mixed Use Site’	Site has the potential for significant employment particularly for marine related uses as well as a range of leisure and other uses. Contains a number of potential specialist employment facilities (diving tank).

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
				It is not possible at this stage to include a figure as part of the employment floorspace supply.
E/LW1	Daedalus	Mixed Use Site Allocation	Retain as a 'Mixed Use Allocation' with a revised boundary to include the land to the north of the existing allocation currently outside the Urban Area Boundary and the area with outstanding planning permission for married quarters but excluding the area already developed for married quarters. Include a policy ensuring that there is significant employment land within the site and key economic assets such as the potential to use the waterfront and runway are maintained and if necessary improved for marine-related and aviation industries	This is a strategically important site in the Borough and within the wider sub-region which could provide a range of uses including significant employment opportunities. A Supplementary Planning Document has been approved by the Borough Council. Outline planning permission for an employment –led mixed use site has been granted in principle by Gosport Borough Council subject to conditions and the terms of a legal agreement being agreed.
E/AG/6	Haslar Hospital	Existing Health/Community Facility	Allocate the site as a Mixed Use site	The uses are to be informed by the Enquiry by Design process. It is acknowledged that there may be scope for B1 uses on the site but difficult to estimate amount at this stage. There is the potential for a range of office/light industrial uses including conversions of existing buildings. Medical related uses and research are particularly well-suited.

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
E/HD/1	Priddy's Hard	Mixed Use Site Allocation	Retain as a 'Mixed Use Site Allocation' Include a policy to ensure the site includes employment-generating uses.	The mixed use proposal will include a mix of leisure, commercial and residential opportunities based around the existing Explosion! Museum facilities.
Sites to be identified as 'Employment Priority Area				
E/BH/1	HMS Centurion (within HMS Sultan West site)	Not currently protected as employment site	Site to be allocated as a 'Employment Priority Area'	Whilst the central administration functions are not technically part of the HMS Sultan training base. For all practical purposes the site forms part of western HMS Sultan site and consequently if HMS Sultan is released the Centurion area will need to be considered as part of the whole site.
E/BH/5	HMS Sultan West site	Not currently protected as employment site	Site to be allocated as a 'Employment Priority Area'	The site should remain as a training base. This site already employs a very large number of people as part of its training function and has significant potential for additional B1, B2 and B8 type employment uses if released by the MoD However due to the uncertainty regarding the site's release it is not possible to include as an employment allocation to form part of the PUSH target at this stage. An enabling policy should be included in the emerging Local Plan to ensure that priority is given to employment uses on suitable sites if released.

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
E/BH/2	HMS Sultan West site:- Admiralty Buildings	Not currently protected as employment site	Site to be allocated as a 'Employment Priority Area'	Whilst the central administration functions are not technically part of the HMS Sultan training base. For all practical purposes the site forms part of western HMS Sultan site and consequently if HMS Sultan is released the Admiralty building will need to be considered as part of the whole site.
Sites to be designated as a principal shopping centre with a policy setting out the potential for office development				
E/TN/3	Gosport Town Centre	Part of the designated shopping centre is designated as 'Existing Employment Site'.	Site to be designated as a principal (primary tier)shopping centre with a policy setting out the potential for office development	Gosport Town Centre together with the adjacent mixed use allocation at the Gosport Waterfront is the best location in the Borough to develop office employment due to its quality waterfront location, relatively good access to public transport including links to the national rail network as well as the provision of business services in the vicinity and facilities for the workforce.
Sites to be designated as a district shopping centre with a policy acknowledging the potential for office development				
E/LW/2	Lee-on-the-Solent District Centre	Not currently protected as employment site	Site to be designated as a district shopping centre acknowledging the potential for office development	Limited existing office space at present and limited scope for new-build office development. Any future schemes would need to safeguard the primary retail and service function of the centre and consequently office development will be more appropriate above ground floor.

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
E/CC/2	Stoke Road District Centre	Not currently protected as employment site	Site to be designated as a shopping centre acknowledging the potential for office development	Limited existing office space at present and limited scope for new-build office development. Any future schemes would need to safeguard the primary retail and service function of the centre. There may be more scope within the Stoke Road Centre than elsewhere in the Borough to allow greater flexibility of uses and encourage B1a uses at ground floor level. This is because of the higher level of vacant ground floor premises at Stoke Road.
Sites with employment uses not to be protected for employment purposes				
E/AV/1	Bury Cross	Not currently protected as employment site	Not to protect as an employment site. This does not suggest that the current employment use is inappropriate but alternative uses would be considered.	This is a relatively small and constrained site, particularly in relation to its access points. However it is acknowledged that the existing garage services provide an important service and is appropriately located adjacent a petrol station. Consequently this recommendation by no means suggests that the current employment use should be relocated only that alternative uses would be considered. The site could be considered as a potential residential site by the SHLAA
E/AG/1	Clayhall Road	Not currently	Not to protect as an employment site.	Due to its location within an established

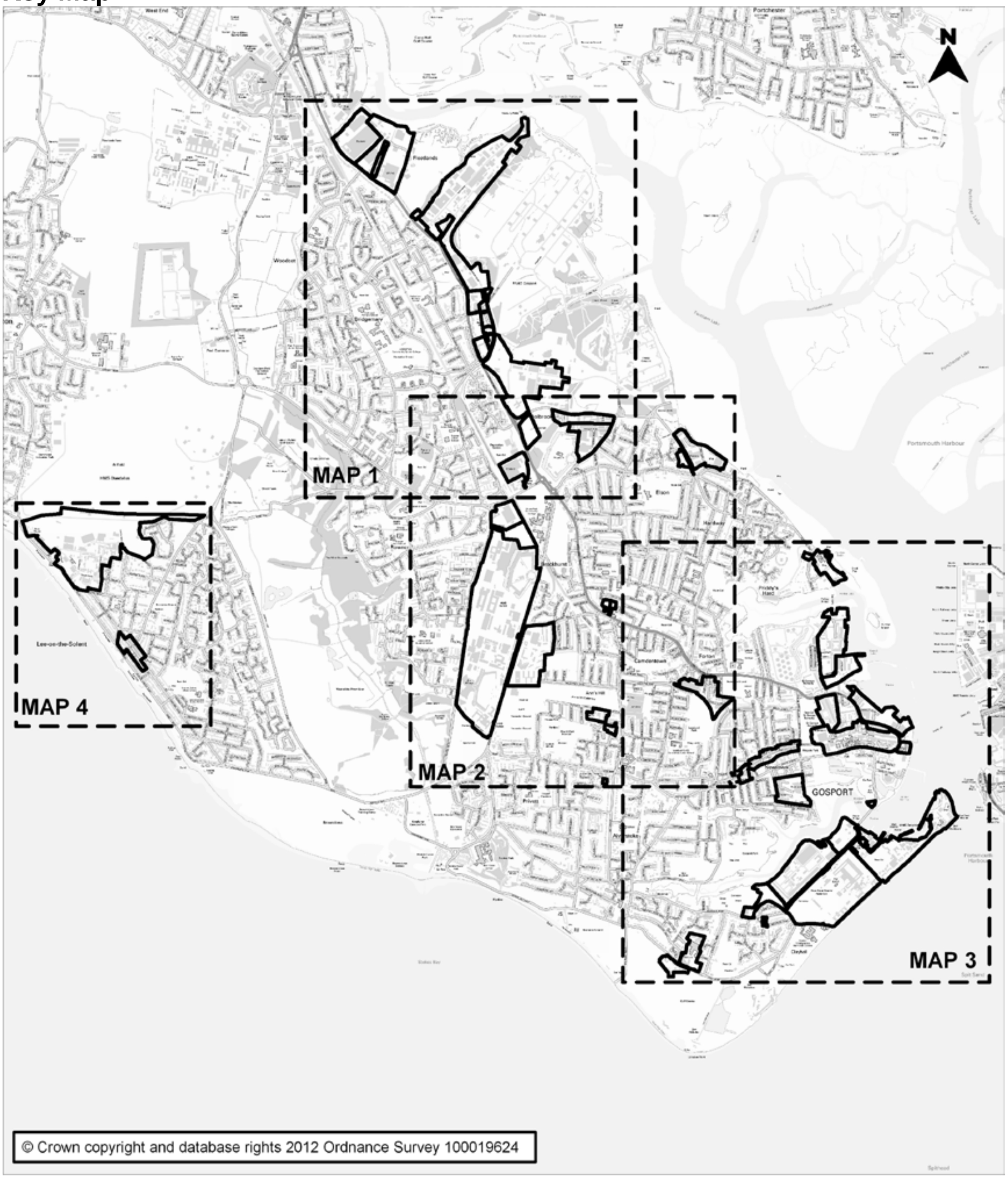
Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
	(80-84)	protected as employment site	This does not suggest that the current employment use is inappropriate but alternative uses would be considered.	residential area with relatively difficult access it not considered appropriate to protect for employment uses. The site could be considered as a potential residential site by the SHLAA.
E/BH/4	HMS Sultan East Site	Not currently protected as employment site	Not to designate as an employment site	This part of the base primarily includes accommodation and associated facilities. The site should remain as a part of the training base.
E/AG/4	Qinetiq Alverstoke	Not currently protected as employment site	Not to protect as an employment site.	The site has now been vacated since the previous ELR and it is considered that the site may be difficult to re-use for employment purposes given the nature of some of the buildings on-site.
E/FT/2	Royal Mail Depot, Forton Road	Not currently protected as employment site	Not to protect as an employment site.	Due to the constrained nature of this site it considered not appropriate to protect for alternative employment uses. However it is important that the current depot and collection facilities remain. This recommendation by no means suggests that the current employment use should be relocated only that alternative uses would be considered.

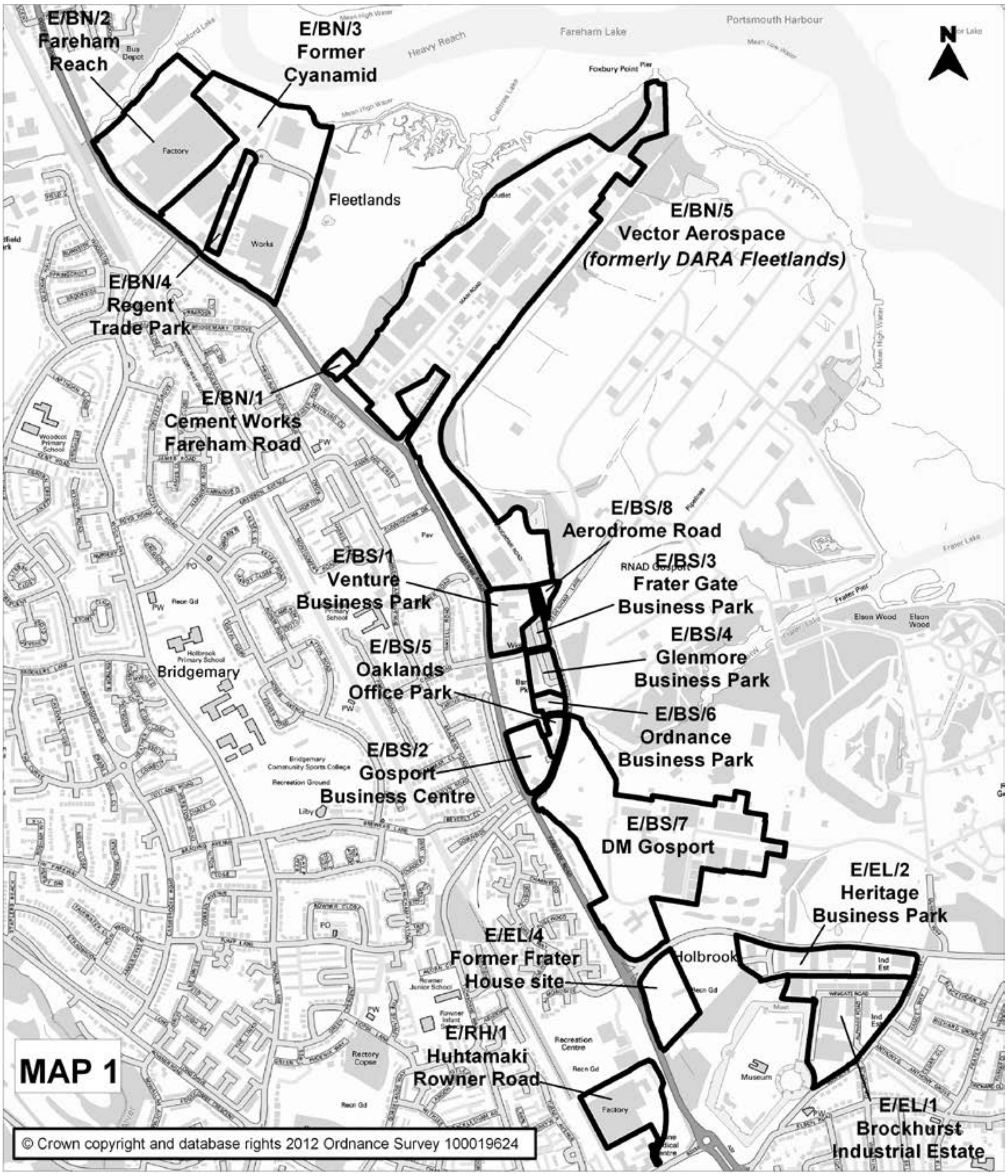
Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
E/FT/3	Solent Building Supplies site, Forton Road	Not currently protected as employment site	Not to protect as an employment site.	Due to the constrained nature of this site within a residential area it is considered not appropriate to protect as an employment site.
E/PV/1	Westfield Road Industrial Estate	'Allocated Employment Site'	Not to protect as an employment site. This does not suggest that the current employment use is inappropriate but alternative uses would be considered	Well-occupied site with access constraints in a residential area. It is acknowledged that the site accommodates a number of small businesses creating local employment. Consequently this recommendation by no means suggests that the current employment use should be relocated only that alternative uses would be considered if the site were to be vacated.
E/PV/2	Wilmot Lane Depot	'Existing Employment Site'.	Not to protect as an employment site.	Not ideal use within residential area and potential access difficulties. This does not suggest that the current employment use is inappropriate but alternative uses would be considered. If this site be vacated it may be more appropriate for alternative uses such as residential use to be considered.

Ref	Site name	Current Development Plan employment designation	Recommendations	Notes
Assessed possible sites that are not be allocated for employment purposes				
E/AG/7	The Piggeries	Not currently protected as employment site	Not to designate as an employment allocation.	Current greenfield site not considered appropriate for employment purposes.
E/EL/5	Elson Road/ Heritage Road	Not currently protected as employment site	Not to designate as an employment allocation.	It is considered not appropriate to identify this site for employment purposes due to the site being small and irregular in shape, having a constrained access for commercial vehicles and its proximity to residential development.

Location Plans of Assessed Sites

Key Map

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Reach
E/BN/3
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E/BN/5
Vector Aerospace
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Regent
Trade Park
E/BN/1
Cement Works
Fareham Road
E/BS/8
Aerodrome Road
E/BS/1
Venture
Business Park
E/BS/3
Frater Gate
Business Park
E/BS/5
Oaklands
Office Park
E/BS/4
Glenmore
Business Park
E/BS/6
Ordnance
Business Park
Bridgemary
E/BS/2
Gosport
Business Centre
E/BS/7
DM Gosport
E/EL/2
Heritage
Business Park
E/EL/4
Former Frater
House site
Holbrook
E/RH/1
Huhtamaki
Rowner Road
E/EL/1
Brockhurst
Industrial Estate
MAP 1
Portsmouth Harbour
Fareham Lake
Heavy Reach
N
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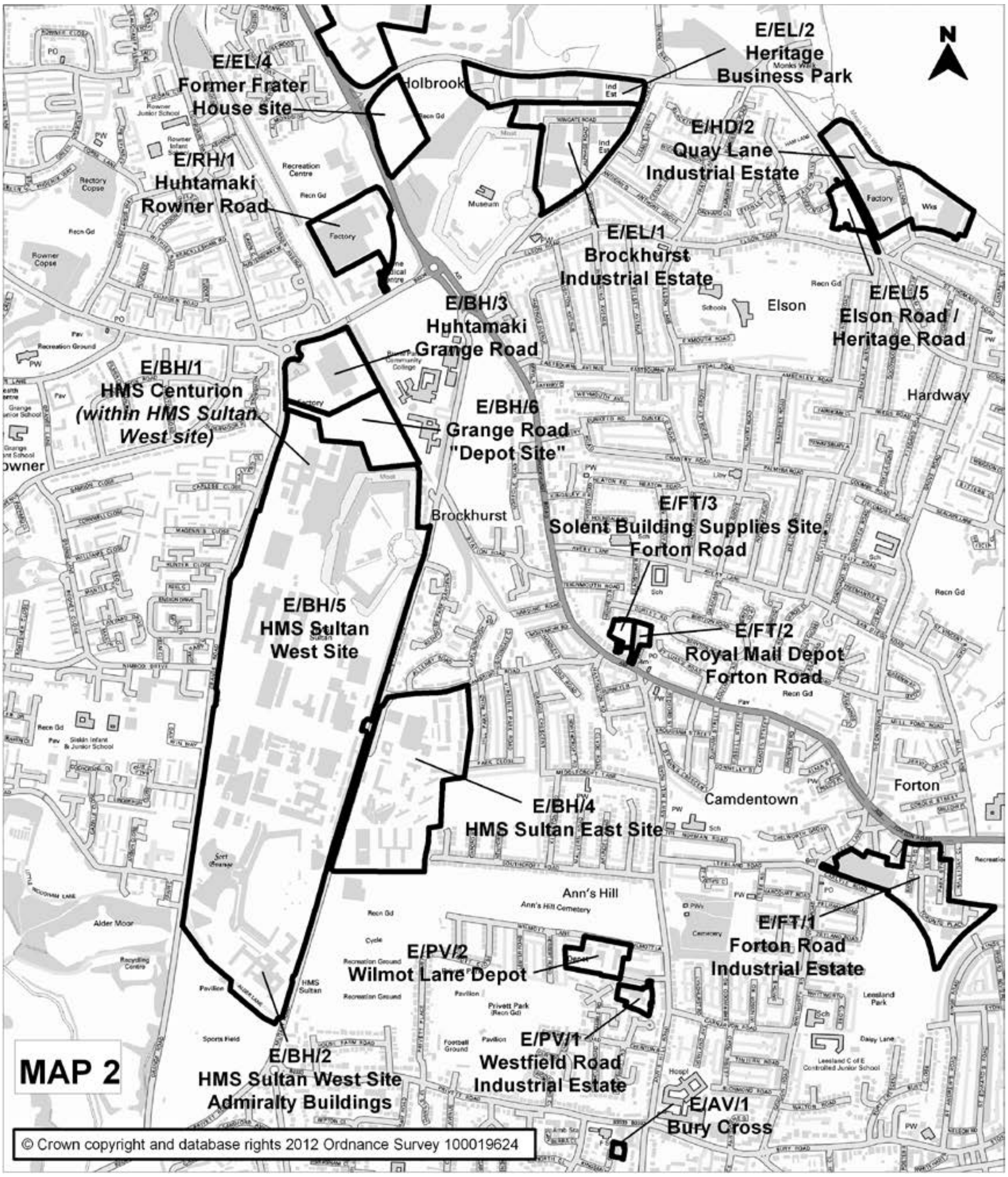
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House site
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E/EL/1
Brockhurst
Industrial Estate
E/EL/5
Elson Road /
Heritage Road
Elson
E/BH/3
Huhtamaki
Grange Road
E/BH/1
HMS Centurion
(within HMS Sultan
West site)
E/BH/6
Grange Road
"Depot Site"
Hardway
Brockhurst
E/FT/3
Solent Building Supplies Site,
Forton Road
E/BH/5
HMS Sultan
West Site
E/FT/2
Royal Mail Depot
Forton Road
Forton
Camdentown
E/BH/4
HMS Sultan East Site
Ann's Hill
E/FT/1
Forton Road
Industrial Estate
E/PV/2
Wilmot Lane Depot
E/PV/1
Westfield Road
Industrial Estate
MAP 2
E/BH/2
HMS Sultan West Site
Admiralty Buildings
E/AV/1
Bury Cross
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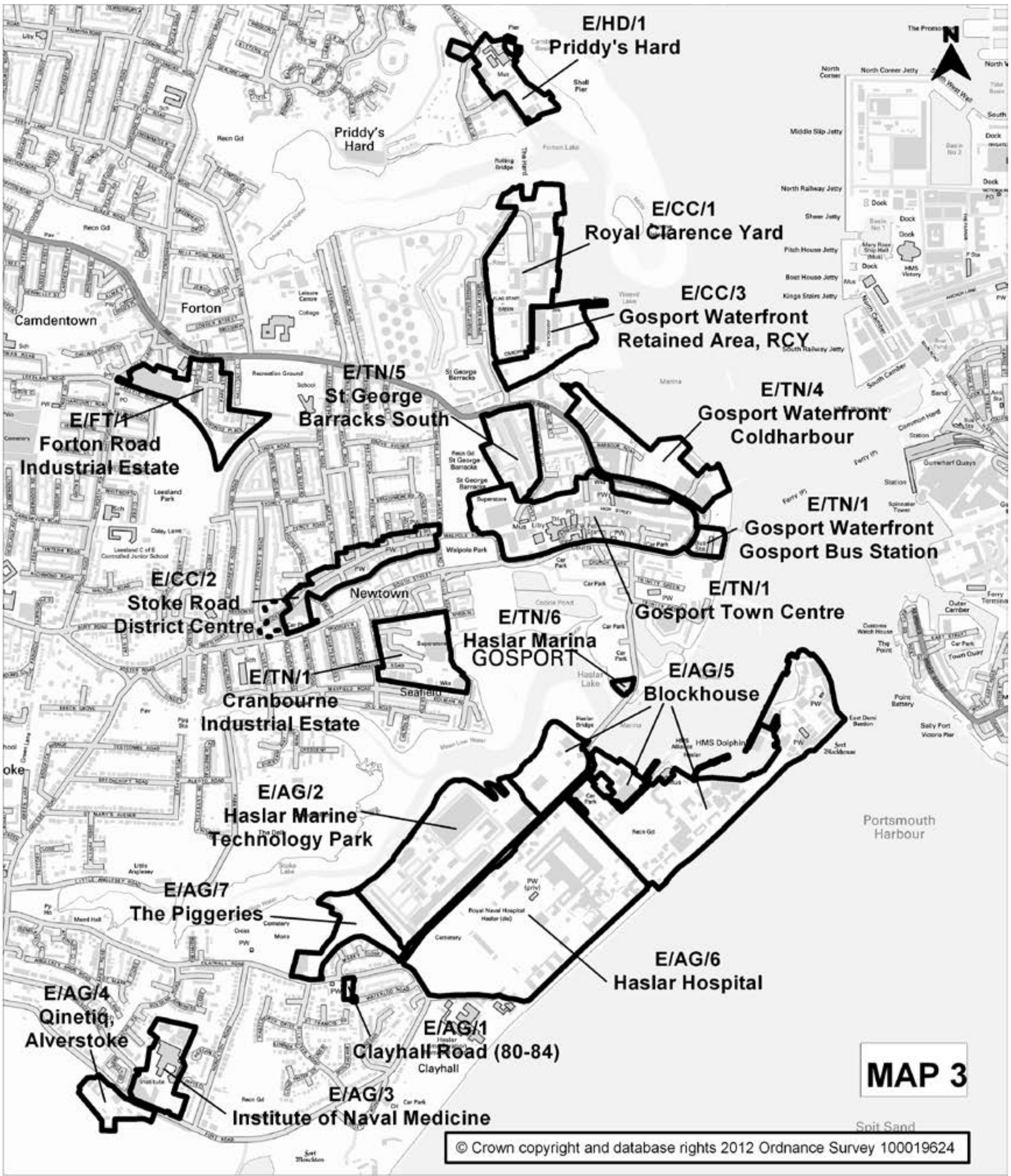
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E/CC/1
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Retained Area, RCY
E/TN/4
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E/TN/5
St George
Barracks South
E/FT/1
Forton Road
Industrial Estate
E/TN/1
Gosport Waterfront
Gosport Bus Station
E/TN/1
Gosport Town Centre
E/CC/2
Stoke Road
District Centre
E/TN/6
Haslar Marina
GOSPORT
E/TN/1
Cranbourne
Industrial Estate
E/AG/5
Blockhouse
E/AG/2
Haslar Marine
Technology Park
E/AG/7
The Piggeries
E/AG/6
Haslar Hospital
E/AG/4
Qinetiq,
Alverstoke
E/AG/1
Clayhall Road (80-84)
E/AG/3
Institute of Naval Medicine
MAP 3
Priddy's Hard
Forton
Camdentown
Newtown
Portsmouth
Harbour
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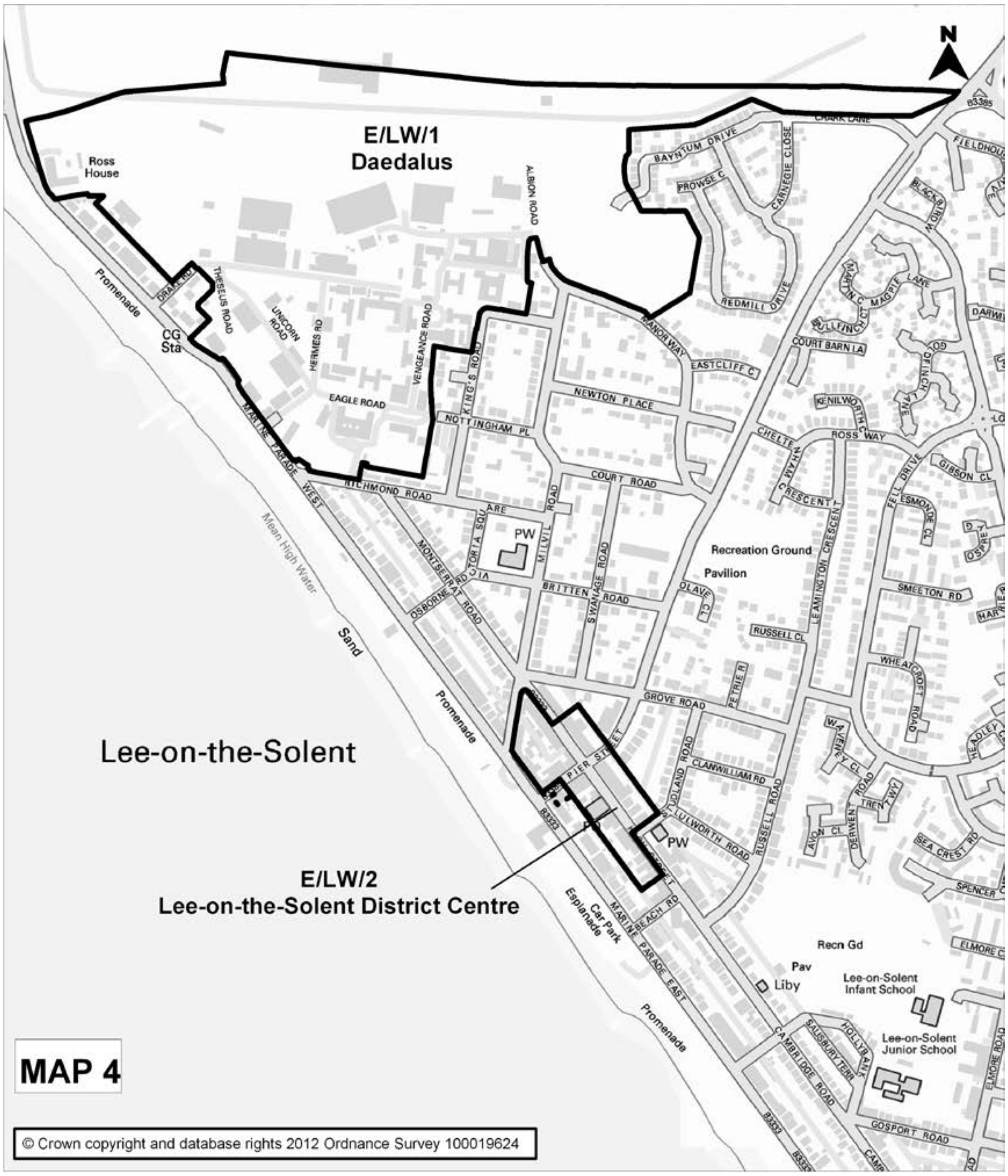
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Theseus Road
Unicorn Road
Hermes Rd
Vengeance Road
Eagle Road
King's Road
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Court Road
Richmond Road
Redmill Drive
Carnegie Close
Court Barn La
Ross Way
Fell Drive
Smeeton Rd
Russell Cl
Leamington Crescent
Recreation Ground
Pavilion
Britten Road
Swanage Road
Montserrat Road
Osborne Rd
Grove Road
Pier Street
Clanwilliam Rd
Lulworth Road
Russell Road
Wheatcroft Road
PW
Promenade
CG Sta
Marine Parade West
Mean High Water
Sand
Lee-on-the-Solent
E/LW/2
Lee-on-the-Solent District Centre
Car Park
Esplanade
Marine Parade East
Beach Rd
Recn Gd
Pav
Liby
Lee-on-Solent Infant School
Lee-on-Solent Junior School
Cambridge Road
Gosport Road
MAP 4
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