

ESP Planning Advice

Policy TB12 of the Wokingham Borough Council MDD, requires planning applications for all major development (both commercial and residential) in Wokingham Borough to submit an employment skills plan (ESP) with a supporting method statement. The attached is the Wokingham Borough Council Guidance for Developers which sets out the details for how employment skills plans are calculated.

ESPs are worked out using the Construction Industry Training Board (CITB) benchmarks which are based on the value of construction.

*The value of the construction for planning application **251486 – Land West of Edney's Hill** has been identified as being approximately **£1,373,500**.*

*This is calculated by multiplying the interior floor space of **1,340m²** by £1025, which is the cost of construction per square metre as set out by Building Cost Information Service of RICS.*

We may calculate a more accurate ESP when we have a more detailed planning information. If the developer would like to provide more accurate data they should contact the council before the S106 agreement is finalised.

Calculations are based on the methodology set out in the attached WBC Employment and Skills Guidance.

*This means that based on the CITB benchmarks the employment skills plan for **Land West of Edney's Hill** is seeking*

251486 – Land West of Edney's Hill	
Project value	£1,373,500
Community Skills Support E.g. work experience	3
Apprenticeship starts	0
Jobs created	1

Once this Employment Skills Plan has been approved by Wokingham Borough Council planning team it will be written into the S106 for this application. It is recommended that the developer contact the council at the earliest opportunity for further advice in preparing and delivering the plan.

The applicants/owners bound by the planning obligation will be available to communicate progress on the ESP with the Economic Prosperity and Place team of the Council at any time but will be required to provide regular status reports on the progress on delivering the ESP at pre-agreed intervals. Primarily, before start on site and 50%, and 75% of construction of the development. If the applicants/owners bound by the planning obligation elects to deliver the ESP rather than pay the ES Contribution in lieu, the applicants/owners bound by the planning obligation will be required to notify the Council in writing of the trigger points set out in the previous sentence and deliver the ESP in accordance with the KPIs. This will include an update of the ESP demonstrating the achievements and providing evidence against each of the agreed employment and skills areas and KPIs.

Should insufficient progress have been made on achieving the KPI's to the Council's satisfaction and in accordance with the approved ESP and if the default continues despite reasonable opportunity being afforded to correct the default the ESP Contribution shall in accordance with the planning obligation become payable forthwith.

The applicants/owners bound by the planning obligation is required to provide an estimated start on site date and a build duration for the Employment Skills Plan.

*If for any reason the applicants/owners bound by the planning obligation is unable to deliver the plan (or elects to pay the ES Contribution) as set out above they can provide the ES Contribution in lieu. This is based on the cost to WBC supporting the employment outcomes of the plan. The cost to WBC to oversee and support each employment target is £3,750. So a total of **£3,750** (£3,750 x1) would be required in lieu of an ESP on this application. Payment of this sum is required before commencement on site.*

14/04/26

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