

## Planning Advice for Application 2050517 Land off Basingstoke Road

### Outline Planning Permission:

Wokingham Borough Council is committed to encouraging both the training and use of local labour in the construction phase of major developments as illustrated both within the Economic Development Strategy (2016) and within the Managing Development Delivery DPD (Policy TB12: Employment Skills Plan).

The ESP will form part of the contractual basis of planning permission and so be incorporated as part of the Section106 Agreement for the development.

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.

ESPs are worked out using the Construction Industry Training Board (CITB) benchmarks which are based on the value of construction. Planning applicants will need to submit an estimated construction value for the development or this value can be calculated using the proposed floor space in the planning application and applying BCIS industry standard build costs (£1025 m<sup>2</sup>).

The number of employment and training outcomes for the site specific ESP will be derived by applying the value of construction for the development to the benchmarks set out in the below table:

|                                                                  | Bands   |         |        |         |         |         |         |         |         |         |
|------------------------------------------------------------------|---------|---------|--------|---------|---------|---------|---------|---------|---------|---------|
| Outcomes                                                         | 1       | 2       | 3      | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
|                                                                  | £1-3.5m | £3.5-6m | £6-10m | £10-15m | £15-20m | £20-30m | £30-40m | £40-50m | £50-60m | £60-100 |
| <b>Community Skills Support – CSCS cards, school visits etc.</b> | 3       | 5       | 7      | 9       | 11      | 13      | 16      | 18      | 19      | 21      |
| <b>Apprenticeship starts</b>                                     | 0       | 2       | 4      | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| <b>Jobs created</b>                                              | 1       | 2       | 3      | 6       | 7       | 8       | 9       | 9       | 11      | 11      |

Organisations are required to provide a Method Statement setting out how they would intend to deliver the ESP.

As this application comprises a mix of development such as:

- Residential homes
- Care home
- Employment space
- School
- GP surgery

Each element will require its own ESP with associated targets based on the cost of construction. If development is to be managed by one main contractor we are happy for one overall employment and skills strategy to be supplied with each separate element requiring a simplified ESP providing confirmation of agreed targets. This is to reduce the amount of admin for the developer and to ensure a cohesive approach to the development.

*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. 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.*

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

**Nicky Phillips**  
**Skills and Employment Service Manager**  
**Wokingham Borough Council**