

CHAPTER 4 : EMPLOYMENT AND EDUCATION

4.1 Introduction

- 4.1.1 Broxbourne shares many of the characteristics of its neighbouring London Boroughs in the Lee Valley with a higher level of employment in the manufacturing and retailing/distribution sectors than other Hertfordshire Districts. Whilst the local economy has recovered from recession of the early 1990s, the local rate of business formation and economic growth lags behind other parts of the County. Surveys of the resident workforce also suggest that many are not as well equipped to meet the needs of tomorrow's employers in terms of education and skills as residents elsewhere in Hertfordshire. Land use policies to support job generation, education and training are therefore critical for the prospects of residents and the Borough's local economy.
- 4.1.2 Supporting and expanding the local economy is integral to the sustainable development of the Borough. Without local job opportunities or the right skills and education, many of the aims of this plan to improve the quality of life for residents and employees cannot be achieved. Pressures to develop local employment sites which would increase the dependency on commuting and the lack of public transport infrastructure must also be addressed. Improvements to leisure, tourist and shopping facilities will also support the local economy which are covered by specific policies in Chapter 5 and 7 of this Plan.

4.2 Economic Profile and Workforce

- 4.2.1 Broxbourne businesses and employees account for around 7% of the Hertfordshire total. There are over 400 firms occupying the main industrial estates in the Borough covering a diverse range of activities. Predominant amongst them are companies in wholesaling or the sale, maintenance and repair of motor vehicles.
- 4.2.2 There were estimated to be 30,000 employees working in the Borough in 2000. Broxbourne has an above average share of manufacturing jobs compared with the county average. However, it is under-represented in 'growth' sectors of the economy such as research and high technology industries and in terms of professional and clerical employees. Recent trends indicate that while the number of businesses and total employment has grown, Broxbourne's performance has lagged behind the County average. There are significantly less people employed in the Borough than the mid 1980s. As businesses have closed or relocated, employment sites have been redeveloped with the balance of the remaining stock shifting towards B1 office and industrial space.
- 4.2.3 A majority of the resident workforce travels to work outside the Borough. This has a significant impact on the nature and extent of traffic congestion and movement patterns. Similarly, there are also significant flows of workers into the Borough from the rest of Hertfordshire, Essex and Outer London Boroughs. By providing job opportunities within the Borough, employment allocations and policies in this Plan will help to contribute to the objective of reducing the need for travel and consequent congestion pressures.

- 4.2.4 The Borough's resident population of working age is estimated to be 51,500. The level of participation in the workforce has been increasing during the 1990s, particularly among women, who have benefited from the growth in service sector jobs and more part-time and flexible working. In 1991, nearly 60% of residents in employment were professional, managerial or skilled (non-manual) workers compared with the County figure of 65%. The proportion of manual, semi-skilled and unskilled residents (40%) is significantly higher than the County average of 33%.
- 4.2.5 The demand and opportunities for a more highly educated, better trained and flexible workforce is expected to increase. Recent surveys show that supporting local training initiatives, improving basic skills and investment in lifelong learning opportunities will be critical to economic success and the continuing employability of the local workforce. A Hertfordshire TEC household survey in 1998 highlighted that 13% of those it surveyed in the Broxbourne workforce had no qualifications and that the proportion of the workforce qualified to degree level or above was 20%, this being less than half the County average (44%). The survey also identified that relative to other Hertfordshire districts, those surveyed in Broxbourne lag behind in terms of the respondents ability and confidence in computer use.

4.3 Unemployment

- 4.3.1 While local levels of unemployment are well below the national average, the Borough area has consistently experienced among the third highest rates of unemployment in the County. The district currently has the highest unemployment rate in Hertfordshire of 1.8% (3/2005) compared with the County average of 1.6%. For many years, Broxbourne has also experienced the highest rates of long term unemployed (LTU) in the County and the proportion of LTU is still above the County average. The Borough unemployment rate masks one or two pockets of relatively high local unemployment. At a town level, Waltham Cross tops the unemployment league in Hertfordshire. The designation of the Park Plaza site will help to address this issue. (see policy EMP2)
- 4.3.2 Recent trends indicate that the fall in unemployment levels experienced between 1995-1999 has slowed. These suggest that the climate for local employment growth appears less certain than previous years. While the numbers of young long-term unemployed has fallen, the bulk of long-term unemployed now consist of older or unskilled workers.

4.4 Economic Development

- 4.4.1 Employment Policies in the Structure Plan are based on an industrial strategy which aims to develop the competitiveness of the County around a 'knowledge-based' economy and by balancing economic growth with sustainability. Policies 14 and 15 of the Structure Plan set out the appropriate locations and criteria to be considered in relation to employment development (categorised as B1, B2 and B8 uses). Policy 15 identifies both Park Plaza, Waltham Cross and Essex Road,

Hoddesdon as 'Key' employment sites which will play a major long-term role in the County's economy.

4.4.2 East London and Lee Valley are identified in RPG9 and the merging RPG14 as a Priority Area for Economic Regeneration (PAER) This includes an area up to North East Hoddesdon. The Council support the designation of PAER status as it should considerably enhance the prospect of external financial assistance for infrastructure and environmental improvements over the life of this plan.

4.4.3 Broxbourne's Economic Development Strategy acknowledges that while the health of the local economy and unemployment rates have improved over the last five years, the economy has under-performed when compared to other districts in Hertfordshire. A number of factors can be put forward to explain the Borough's under-performance in the 1990's. These include:

- (I) The lack of firms in the Borough in growth sectors (offices, high-technology, financial and business services) and higher proportion in manufacturing sectors which have been in decline.
- (II) Economies of scale: larger commercial centres will generally outperform smaller ones
- (III) Lower levels of local enterprise & business formation - this reflects both skill levels in the workforce, the lack of large firms which 'spin-off' local businesses and the size/prosperity of the local economy
- (IV) The predominance of competing opportunities in London for the workforce
- (V) Competition from neighbouring areas with grants and incentives
- (VI) Deficiencies in infrastructure provision
- (VII) Quality and availability of suitable employment premises

4.4.4 There also remain a number of serious constraints in achieving the Council's objectives, the need to broaden the local economic base, to improve employment opportunities for all residents and to support a prosperous and growing local economy. Issues of concern include:

- pockets of relatively high local unemployment (particularly in Waltham Cross);
- the relative lack of the right skills and qualifications in the local workforce;
- improving access to employment areas and commercial centres.

The Council's employment policies focus on facilitating development proposals to provide jobs of the right type, quality and in the right location. This will in turn assist the process of broadening the range of local firms (the economic base), address localised unemployment issues and the shortfall in skills.

Infrastructure

- 4.4.5 While policies in this chapter address the provision and retention of employment land, the Council will also seek to improve the accessibility of the Borough's employment areas. This will be important in encouraging new and continuing investment and supporting the competitiveness of businesses located in the Borough. Many of the Borough's industrial estates would benefit from practical measures to improve access to the A10 and M25. This is reflected in policies to improve Essex Road and accessibility around the Greater Brookfield area (covered in the Transport chapter).
- 4.4.6 Public Transport access to the employment areas is a key area of concern. There are no bus services which currently serve the main employment areas. These locations are also isolated from the bus priority route (Green Route) between Hoddesdon and Waltham Cross. There is also the need to improve linkages between rail stations at Rye Park, Cheshunt, Waltham Cross and adjacent industrial estates. Development proposals for significant employment-generating uses will be required to consider measures to reduce the dependency on the private car for employees and visitors. These are considered in greater detail in the Transport chapter.

Employment Policy Objectives

- 4.4.7 The objectives of the policies in this chapter in respect of the provision and retention of employment land are:
- (I) To bring forward development of the Borough's 'Key' sites and ensure the maximum benefits accrue to the local economy and workforce.
 - (II) To ensure provision of a range of sites, in location, size and quality to meet the boroughs employment needs over the plan period.
 - (III) To have regard to the need to encourage established employers to remain in the Borough and be sympathetic to their development needs.
 - (IV) To ensure that any loss of employment sites does not prejudice local employment needs.
 - (V) To actively promote improvements to the environment and infrastructure of the Borough's employment areas
 - (VI) To support and promote provision of facilities to improve the educational and practical skills of the local workforce

4.5 Supply of Employment Land

- 4.5.1 The majority of the Borough's employment areas are comprised of older established industrial estates. In recent years, a number of speculative and owner-occupied redevelopment schemes have taken place increasing the range and quality of units available including those developed by the Council.
- 4.5.2 The Council's most recent estimates of the stock of employment floorspace in the Borough (excluding retail, leisure and town centre premises) is 590,000 m² (April

1998). Over 500,000 m² is located in the industrial estates of which a significant proportion is warehousing space (27%). Since 1991, the stock of employment floorspace in the Borough has fallen as a result of the redevelopment of industrial sites and office premises for housing. In the previous Plan Review, existing and allocated industrial sites in the Borough totalled 243ha - excluding the town centre and commercial premises. Approximately 15ha (6%) has been lost through redevelopment between 1991 and 2000.

- 4.5.3 The County Structure Plan contains no specific land and floorspace allocations, but emphasises the importance of monitoring levels of stock, vacancy, derelict land and permissions in order to ensure an adequate and balanced supply of employment floorspace. Development approvals will also need to reflect local business needs, the state of the local labour market and the objectives of local, county-wide and regional economic development strategies.
- 4.5.4 Changing business needs and practices have made it increasingly difficult to predict exactly how much land will be required to support a prosperous local economy over the plan period. The Council will therefore continue to monitor the stock and quality of industrial, commercial and office accommodation to ensure that the economic base of the area is not eroded to any significant extent.

4.6 Employment Area Policies

- 4.6.1 It is proposed that the supply of employment land in the Borough over the plan period will be provided by:
- (I) the key sites at Park Plaza and North East Hoddesdon;
 - (II) existing industrial estates; and
 - (III) local employment sites.

The Council is also promoting a 2.5ha southward extension of the North East Hoddesdon Key Site.

- 4.6.2 The retention of employment land is particularly important given the pressures for redevelopment to other uses. Proposals for non-employment uses will be resisted in the areas allocated for employment use.

Borough of Broxbourne : Employment Areas

- 4.6.3 A number of older industrial estates are enclosed by residential areas. These can provide valuable local employment opportunities and need to be supported. However, the Council will take into account the impact of noise and traffic on the surrounding neighbourhood in assessing changes to working hours, extensions or new developments. Office and research and development uses ancillary to existing industrial and warehousing uses will be permitted, subject to their impact on adjoining uses, traffic generation and conformity with Supplementary Planning Guidance. The Council has also retained policies to assist the relocation of 'bad neighbour' uses and will impose appropriate conditions to minimise noise and disturbance from industrial premises adjacent to residential areas.

- 4.6.4 Warehouse and distribution uses (Class B8) give rise to substantial heavy goods vehicle movements. They need to be well located in relation the primary road network or have potential rail links. The most suitable locations for these uses are in North East Hoddesdon
- 4.6.5 Proposals affecting units in New River Trading Estate in Turnford are covered in the Greater Brookfield Chapter. The Council will consider a more flexible approach to employment uses in this estate given its proximity to the Brookfield retail centre
- 4.6.6 Whilst the Council seeks to retain employment areas for uses within Class B, it is recognised that there is a need for flexibility for sui generis and recycling facilities. In considering proposals for non Class B uses in Employment Areas the Council will pay attention to the resultant employment density of the proposed development, the impact on the vitality and viability of the district's town centres and the impact on local transport infrastructure and environment.

EMP1 EMPLOYMENT AREAS

- (I) WITHIN THE EMPLOYMENT AREAS IDENTIFIED ON THE PROPOSALS MAP, THE COUNCIL WILL PERMIT DEVELOPMENT OR CHANGE OF USE WITHIN CLASS B (USE CLASSES B1A, B1B, B1C, B2 & B8) SUBJECT TO THE FOLLOWING CRITERIA:
- (a) PROVISION OF ADEQUATE LAYOUT, ACCESS, AND PARKING, IN CONFORMITY WITH THE COUNCIL'S STANDARDS
 - (b) THAT THE PROPOSAL WOULD NOT SIGNIFICANTLY AFFECT THE AMENITIES ENJOYED BY OCCUPIERS OF PROPERTIES ADJOINING THE EMPLOYMENT AREA;
 - (c) THE PROPOSAL WOULD NOT CREATE AN UNACCEPTABLE IMPACT ON THE LOCAL AND/OR STRATEGIC TRANSPORT NETWORK
- (II) DEVELOPMENT FOR NON CLASS B USES IN EMPLOYMENT AREAS WILL ONLY BE PERMITTED WHERE THE FOLLOWING CRITERIA ARE MET:-
- (a) THE PROPOSED USE PROVIDES A COMPLEMENTARY BENEFIT TO THE EMPLOYMENT AREA;
 - (b) THE PROPOSAL WOULD NOT HAVE AN ADVERSE EFFECT ON THE PROVISION OF EMPLOYMENT LAND;
 - (c) ANY RETAIL ELEMENT MUST BE ANCILLARY TO THE MAIN BUSINESS USE;

- (d) THAT THE PROPOSAL WOULD NOT SIGNIFICANTLY AFFECT THE AMENITIES ENJOYED BY OCCUPIERS OF PROPERTIES ADJOINING THE EMPLOYMENT AREA;
- (e) THE PROPOSAL WOULD NOT CREATE AN UNACCEPTABLE IMPACT ON THE LOCAL AND/OR STRATEGIC TRANSPORT NETWORK
OR
- (f) THE SITE OR USE FORMS PART OF A WIDER REGENERATION PROPOSAL PROVIDING A MIXED USE SCHEME
OR
- (g) PROPOSALS FOR WASTE MANAGEMENT AND RECYCLING DETERMINED AGAINST THE ADOPTED HERTFORDSHIRE WASTE LOCAL PLAN.

Park Plaza Site

- 4.6.7 Park Plaza comprises 25 ha of largely open land north of M25 Junction 25 and adjacent to the A10. It is identified as one of two Key Sites in the County where priority should be given to meeting the needs of firms concerned with specialised technological activities or activities in the regional or national interest. Development of the site fulfils an Guidelines for development of the site are contained in the Council's planning brief which seeks a high quality business development and complementary uses. This could include a hotel, training facilities and ancillary uses for on-site employees.
- 4.6.8 During 2002, the Council have agreed two outline planning permissions covering the north and south parts of the site to enable development to come forward in a comprehensive manner and which sets out the necessary improvements to infrastructure. Detailed proposals will be assessed against policy EMP2.

EMP2 - PARK PLAZA EMPLOYMENT SITE

- (I) THE PARK PLAZA EMPLOYMENT SITE IS ALLOCATED FOR A COMPREHENSIVE HIGH QUALITY BUSINESS DEVELOPMENT (B1A AND B1B) TO ACCOMMODATE:
 - (a) COMPANIES IN THE HIGH TECHNOLOGY SECTOR AND/OR
 - (b) COMPANIES OR ACTIVITIES IN THE REGIONAL OR NATIONAL INTEREST

ANCILLARY USES TO BENEFIT ON-SITE EMPLOYEES OR COMPLIMENTARY DEVELOPMENT INCLUDING HOTEL AND TRAINING FACILITIES WILL ALSO BE PERMITTED.

- (II) MAJOR PROPOSALS FOR THE SITE WILL BE REQUIRED TO
 - (a) PROVIDE A TRANSPORTATION ASSESSMENT WITH DETIALS OF RELATED INFRASTRUCTURE IMPROVEMENTS INCLUDING PEDESTRIAN AND PUBLIC TRANSPORT ACCESS

- (b) INCORPORATE A HIGH STANDARD OF DESIGN AND APPEARANCE
- (c) DEMONSTRATE THAT THE DEVELOPMENT WILL MAKE A SIGNIFICANT CONTRIBUTION TO THE BOROUGH'S LOCAL ECONOMY AND BENEFIT THE LOCAL WORKFORCE.
- (d) BE COMATIBLE WITH THE COMPREHENSIVE DEVELOPMENT OF THE SITE
- (e) BE IN CONFORMITY WITH COUNCIL'S DEVELOPMENT STANDARDS

North East Hoddesdon Industrial Area

- 4.6.9 The North East Hoddesdon area is defined at Policy 15 of the Adopted Hertfordshire Structure Plan Review 1991-2011 as one of the six key employment sites in the county. This designation reflects its potential as an employment generating area of more than Borough wide significance.
- 4.6.10 The area is particularly suitable for general industry (B2) and warehousing (B8), being adjacent to rail and waterways links. Continuing higher levels of total and long-term unemployment compared with the rest of Hertfordshire indicate that bringing forward development on this Key Site is important for the future of the Borough's economy and work opportunities for its residents.
- 4.6.11 The land available for general employment purposes will need to have regard to the requirements of the energy utilities in the area and to safeguarding local nature conservation interests. The Key Site can also provide for the long-term relocation of inappropriately-sited businesses and industrial uses elsewhere in the Borough outside the allocated employment areas.
- 4.6.12 A significant constraint to delivering the potential of the North East Hoddesdon Key Site is the capacity of Essex Road which links the area to the A10 (see inset maps 28). Movement is restricted along Essex Road by a surface level crossing at the eastern end of Essex Road which is frequently closed during the day. Proposals to increase the level of services on this line to Stansted Airport will make this position worse. Policy EMP3 recognises that the capacity constraints on Essex Road means that development should be restricted until local road improvements are implemented.
- 4.6.13 The District and County Council are supporting a two stage scheme as the most viable means of improving the capacity constraints of Essex Road. The first stage involves a bridge over the railway to the north of the existing level crossing with stage 2 comprising the realignment of Essex Road between Pindar Road (West) and Dinant Road roundabout. The intention of the scheme would be to improve access from the Key Site to the A10 via the Dinant Link Road in Hoddesdon and reduce the threat of HGV traffic using Dobbs Weir Road into Essex. Significant progress has been made in bringing forward a bridging scheme, supported by the major landowners, subject to adequate development land being available to make the total project financially viable. Network Rail (formerly Railtrack) and the

Strategic Rail Authority have also recognised that a bridging scheme will be in the best interest of both the existing and future operational railway and the economic development of this important key employment site.

- 4.6.14 The Council is committed to supporting the Essex Road scheme but given that the possibility that public funding contribution is very limited, funding will have to be found from developer contributions. The landowners of the key site have agreed to support the cost of phase 1 of the scheme providing the bridge. However the Council will continue to seek contributions to deliver phase 2 of the project. Policy EMP4 therefore addresses the issue of securing financial contributions from development in the area.
- 4.6.15 In view of the current infrastructure constraints, it is essential that the developable area of the key site be maximised to improve the viability of the Essex Road Improvement Scheme. It is therefore proposed to extend the area of the key site south of Essex Road southwards to the River Lynch. A 2.5ha extension to the key site could provide an opportunity to create a further 350 new jobs. A development brief for this key site will be prepared by the Council and subject to public consultation.

EMP3 NORTH EAST HODDESDON KEY SITE

- (I) THE COUNCIL WILL PERMIT EMPLOYMENT FOR CLASS B USES ON THE N E HODDESDON KEY SITE AND THE PROPOSED EXTENSION AS INDICATED ON THE PROPOSALS MAP SUBJECT TO THE FOLLOWING CRITERIA.
- (a) COMPATIBILITY WITH THE COUNCIL'S DEVELOPMENT BRIEF
 - (b) CONFORMITY WITH THE COUNCIL'S LAYOUT, ACCESS AND PARKING STANDARDS
 - (c) THE INCLUSION OF MEASURES TO REDUCE THE IMPACT ON THE ENVIRONMENT OF THE ADJOINING LEA VALLEY PARK
- (II) THE COUNCIL WILL LIMIT DEVELOPMENT ON UNDEVELOPED AREAS OF THE KEY SITE TO THE EAST OF THE RAILWAY LINE UNTIL COMPLETION OF THE FIRST STAGE OF THE ESSEX ROAD IMPROVEMENT SCHEME IS IMPLEMENTED

EMP4 ESSEX ROAD IMPROVEMENT SCHEME

FINANCIAL CONTRIBUTIONS WILL BE SOUGHT TOWARDS THE IMPLEMENTATION OF THE ESSEX ROAD IMPROVEMENT SCHEME SERVING THE N E HODDESDON INDUSTRIAL AREA. CONTRIBUTIONS WILL BE SOUGHT FROM ALL DEVELOPMENT PROPOSALS COMING FORWARD WHICH WILL BENEFIT DIRECTLY FROM AN IMPROVED HIGHWAY SERVING THE AREA.

Employment Uses in the Town Centres

- 4.6.16 The Council is keen to support the vitality and viability of its town centres and to support and encourage employment uses within them. Proposals to create mixed use developments will be supported in the Borough's town centres provided this is not at the expense of residential accommodation.

EMP5 EMPLOYMENT USES IN TOWN CENTRES

- (I) WITHIN THE TOWN CENTRES DEFINED ON THE PROPOSALS MAP, THE COUNCIL WILL PERMIT USES WITHIN CLASS B1a AND B1b SUBJECT TO:
- (a) COMPATIBILITY WITH RETAIL AND RESIDENTIAL POLICIES;
 - (b) COMPATIBILITY WITH A TOWN CENTRE FRAMEWORK WHERE RELEVANT.
 - (c) ASSESSMENT AGAINST THE COUNCIL'S DEVELOPMENT STANDARDS
- (II) A CHANGE OF USE OF ACCOMMODATION ABOVE SHOPS TO B1 OFFICE AND RESEARCH AND DEVELOPMENT USES WILL BE PERMITTED PROVIDING THAT THE USE WOULD NOT IMPACT ON THE AMENITY OF NEIGHBOURING PROPERTIES OR RESULT IN THE LOSS OF EXISTING RESIDENTIAL ACCOMMODATION.

4.7 Borough-wide Employment Policies

Local Employment Sites

- 4.7.1 Outside the Boroughs defined Employment Areas, there are a number of other sites which provide, or are capable of providing local employment opportunities. These are generally Class B or Sui Generis uses. In recent years a number of these sites have been redeveloped for housing. In some cases, proposals for alternative uses have been advanced while employment uses remain in occupation, causing uncertainty to employers and the local workforce.
- 4.7.2 In order to maintain local job opportunities throughout the Borough, which can mean less travel to workplaces, it is considered necessary to control the redevelopment of local employment sites for alternative uses. Given the Council's economic development objectives and that the number of former employment sites are already allocated for housing use in this Plan, the Council will seek to retain local employment sites where demand exists and they are not adversely affecting residential amenity. This means ensuring that proposals for alternative development do not directly lead to the dislocation of existing industrial and business activities unless they can be adequately relocated locally.
- 4.7.3 Some older local employment sites may be unsuitable for continuing employment purposes because of their location, size or poor access. Where this is the case, alternative uses will be permitted if it can be shown there is no effective demand for the existing premises for industry, business or warehousing use. Lack of effective demand will normally be demonstrated by, for example, the vacancy of

comparable land and premises in the vicinity or by the lack of success in finding an occupier after extensive marketing.

EMP6 LOCAL EMPLOYMENT SITES

DEVELOPMENT OF LOCAL EMPLOYMENT SITES FOR ALTERNATIVE USES WILL ONLY BE PERMITTED WHERE:-

- (I) CONTINUED EMPLOYMENT USE WOULD CAUSE UNACCEPTABLE ENVIRONMENTAL PROBLEMS;
- (II) THE APPLICANT CAN DEMONSTRATE THAT
 - (a) THERE IS NO EFFECTIVE DEMAND FOR THE PREMISES, AND
 - (b) THERE IS NO REASONABLE PROSPECT IN THE MEDIUM TERM OF RE-USE OR REDEVELOPMENT TO MODERN STANDARDS OR
 - (c) THE CURRENT OCCUPIER CAN BE SATISFACTORILY ACCOMMODATED ON AN ALTERNATIVE EMPLOYMENT SITE WITHIN THE BOROUGH.
- (III) REDEVELOPMENT PROVIDES ESSENTIAL COMMUNITY BENEFITS.

Incompatible Employment Uses ('Bad Neighbour Uses')

- 4.7.4 Incompatible employment uses or 'bad neighbour firms' are those that have a particularly adverse effect on their environment. There are a number of such employment uses located outside the defined employment areas and while these firms have an important function in the local economy the Council does not wish to see the further development of such uses. Where activities cause severe disturbance, the council will where relevant seek to alleviate the situation through its planning enforcement and environmental health powers. In the case of a continued problem the Council will endeavour to secure the redevelopment of the site for a more environmentally acceptable use. The Council will therefore resist proposals for redevelopment or intensification of these uses.

EMP7 INCOMPATIBLE EMPLOYMENT USES

THE COUNCIL WILL ENCOURAGE PROPOSALS WHICH MITIGATE THE ADVERSE IMPACT OF AN INCOMPATIBLE EMPLOYMENT USE. DEVELOPMENT PROPOSALS WHICH INTENSIFY AN EXISTING INCOMPATIBLE EMPLOYMENT USE WILL BE RESISTED EXCEPT WHERE WOULD BE A NET IMPROVEMENT TO THE LOCAL ENVIRONMENT.

- 4.7.5 An increasing number of residents will choose or have the opportunity to work from home. Many small businesses and other non-residential uses are also started by people working in their own homes. The Council is keen to support home-working given its wish to help reduce the levels of out-commuting and encourage local enterprise. Home-working does not necessarily need planning permission depending on the nature and scale of the operation. However such uses can

expand to the point where they cause a nuisance to neighbours. Proposals will be assessed in accordance with the following policy where permission is required.

EMP8 HOME WORKING

- (I) IN ASSESSING PROPOSALS WHICH REQUIRE PLANNING PERMISSION FOR THE PART-USE OF RESIDENTIAL PROPERTIES FOR COMMERCIAL PURPOSES, THE COUNCIL WILL HAVE PARTICULAR REGARD TO THE FOLLOWING CONSIDERATIONS:
- (a) THE IMPACT OF THE PROPOSAL IN TERMS OF NOISE, SMELL AND GENERAL ACTIVITY;
 - (b) THE NUMBER, TYPE AND TIMING OF VEHICLE MOVEMENTS TO AND FROM THE PROPERTY AND ON SITE PARKING FACILITIES
 - (c) THE LEVEL OF EMPLOYMENT IN THE HOME RELATIVE TO THE SIZE OF PROPERTY
- (II) PROPOSALS WHICH RESULT IN THE LOSS OF A RESIDENTIAL UNIT, REDUCE ITS EFFECTIVENESS OR LEAD TO THE ESTABLISHMENT OF A COMMERCIAL ACTIVITY INDEPENDENT OF THE RESIDENTIAL UNIT WILL BE RESISTED.

Small Firms

- 4.7.6 Small businesses make up a significant proportion of the total firms in the Borough. There remains strong demand for small units often to accommodate new businesses. The Council is keen to encourage such provision as this helps to broaden the employment base, encourage entrepreneurship and provide a more balanced and stable local economy. The Council will permit in principle the development of small business/industrial unit accommodation within any of the employment areas and town centres.

EMP9 SMALL BUSINESS UNITS

WITHIN THE TOWN CENTRES AND EMPLOYMENT AREAS DEVELOPMENT OF SMALL EMPLOYMENT UNITS (B1a, B1b AND B1c) OF UNDER 235 SQ.M GROSS FLOORSPACE WILL BE PERMITTED.

THE CONVERSION OR SUB-DIVISION OF LARGER BUILDINGS TO FORM SMALL UNITS WILL BE SUPPORTED PROVIDED THAT APPROPRIATE ACCESS AND SERVICING ARRANGEMENTS ARE PROVIDED.

4.8 Training and Education

- 4.8.1 The support of facilities which provide life-long learning will be critical to improve the prosperity of the community and maximise employment opportunities enjoyed by local people. Structure Plan Policy 13 supports the inclusion of policies to support the land-use requirements of training and education facilities. This covers not only schools but the whole range of local and regional facilities which support

life-long learning such as training and business centres for adult and business education, private nurseries and Colleges of Further Education. There are also many community, leisure and institutional premises used for multiple purposes which regularly include education and training activities.

- 4.8.2 Analysis of the levels of qualifications and workforce skills indicates that these are lower than other districts in Hertfordshire. The shortfall in local skills, particularly in business and information technology must be considered as a contributory factor in the recent under-performance of the local economy since the recession. Expanding the Borough's training capacity is a key objective for this Plan. It links directly with maximising the benefits for the local workforce from opportunities created by the major employment land allocations in this plan at Park Plaza and N E Hoddesdon. Raising workforce skills will also help retain and attract opportunities to address the extent of out-commuting to London and neighbouring districts.

Hertford Regional College

- 4.8.3 Hertford Regional College is based at two main centres, Ware and Turnford and has in excess of 200 permanent academic staff, 500 part-time tutors and 200 permanent business support staff. During 2002, the college will cater for over 30,000 full and part time students. Four main teaching faculties cover courses in Computing, Technology and Business, Community and General Education, Service Industries and Art, Design and Media.
- 4.8.4 The larger of the campuses is located at Turnford. It plays a important role in the provision of further education and training in the area and is the only major facility of this kind in the Borough. The College here is centrally located in the urban area, close to public transport links and the housing allocation at Canada Fields. This site presents a unique opportunity to provide local training and community facilities in the future.
- 4.8.5 The College has recently enhanced its facilities to provide a IT centre and student centre but have indicated that significant investment is required over the period of this plan to ensure it remains a competitive and a quality provider of training. The condition and suitability of the present campus buildings is a matter of concern and a long-term programme of redevelopment is under consideration. This could include a comprehensive assessment of the facilities and accommodation provided at both its campus locations.
- 4.8.6 It is an explicit aim of the Council's Community Plan and Economic Development Strategy to support lifelong learning and improving qualifications and skills. The Council therefore intends to bring forward a planning brief which will specify the form, mix of uses and need for enabling development which could include housing to ensure that any development will be compatible with the needs of the College. Development would need to be of a form and layout so an open character of the site is retained as far as possible.
- 4.8.7 The Council have taken into account whether the needs of the college could be satisfactorily accommodated within the guidance in PPG2 'Green Belts' regarding

Major Developed Sites. The Council wish to support the long-term future of the college and in its view, the development potential of the college will remain constrained if development is restricted to the limited infill likely to be allowable under this guidance.

4.8.8 The Council have considered whether the finger of Green Belt in which the College is located therefore fulfils its objectives as set out in PPG2. Applying these tests, the Council consider it is no longer appropriate to retain this area in the Green Belt when development is continuous from north to south. In particular:

- Continuous urbanisation has already occurred along the A1170 corridor
- There are no settlements with separate identities which need to be prevented from merging with one another
- The site is already substantially developed and its release from the Green Belt will not represent encroachment into countryside
- Release of the site would not adversely affect the setting and historic character of settlements.

4.8.9 In the interest of encouraging access to the College and adjacent primary school on foot, the Council will seek to secure an improved footpath link between the College and the proposed residential area at Canada Fields.

EMP10 HERTFORD REGIONAL COLLEGE

(I) THE COUNCIL WILL PERMIT FURTHER DEVELOPMENT ON THE TURNFORD CAMPUS OF HERTFORD REGIONAL COLLEGE TO SUPPORT THE PROVISION OF IMPROVED AND ADDITIONAL FACILITIES FOR TRAINING, EDUCATION AND COMMUNITY USES.

DEVELOPMENT PROPOSALS WILL BE GUIDED BY:

(a) A PLANNING BRIEF SPECIFYING:

- (i) THE EXTENT, DENSITY AND MIX OF USES,
- (ii) AREAS TO BE RESERVED AS OPEN SPACE,
- (iii) IMPROVEMENT OF PEDESTRIAN LINKS TO EXISTING AND PROPOSED RESIDENTIAL AREAS
- (iv) PROVISION OF A GREEN TRAVEL PLAN INDICATING THE MEANS BY WHICH TRIPS BY MEANS OTHER THAN THE PRIVATE CAR WILL BE MAXIMISED
- (v) THE NEED FOR THE SITE TO BE DEALT WITH ON A COMPREHENSIVE BASIS,

(vi) THE MEANS OF ADDRESSING POTENTIAL ENVIRONMENTAL ISSUES

(b) COMPATIBILITY WITH THE LONG-TERM NEEDS AND OBJECTIVES OF THE COLLEGE.

4.9 Schools and Education Provision

4.9.1 Overall responsibility for education provision rests with the County Council as Education Authority. Similarly it has the option to deal with planning matters concerning schools under its control. However, it is essential for this Plan Review to support the enhancement of local education in terms of local quality and capacity of school provision. The Borough Council have sought early and continuing dialogue with the Local Education Authority (LEA) in the preparation of this Plan. This includes an assessment of current and future demand for school places taking into account proposed housing allocations and opportunities for the Local Plan to support the needs of individual schools within the County Council's long-term strategy. Where appropriate, contributions will be required from developers to enhance education and training facilities. In considering this provision which is the primary responsibility of the LEA, The Council will seek to ensure it does not prejudice the ability of the developer to provide for local community needs such as affordable housing.

4.9.2 Education and Training facilities are very significant generators of traffic and there has been a considerable increase in car usage between journeys from home and school or College. Congestion in peak hours is an important issue for parents and local residents and impacts on efficient movement through the Borough as a whole. Accessibility and movement issues will therefore be given particular consideration in the extension, location and operation of existing and new educational facilities.

Review of Secondary Education in Cheshunt

4.9.3 Since early 2000, formal consultations have been undertaken by the County Council on proposals to re-organise and develop additional secondary school provision in the Cheshunt area. The need for a review has arisen from regular admissions difficulties, increasing pupil numbers and overcrowding, particularly at St Mary's High School. Proposals have been submitted to the Council involving:

- (I) an expanded St Mary's School
- (II) expansion at Goffs and Turnford Schools.
- (III) improvements to facilities at Cheshunt School

4.9.4 The Borough Council is determined to co-operate fully with the Local Education Authority in providing the urgently needed enhancement of secondary schooling in the Cheshunt area. It is anticipated that this will progress in parallel with the continuing Local Plan Review process

St Mary's School

- 4.9.5 The primary element of the LEA's package of education improvements in the Cheshunt area is the provision of a larger replacement for St Mary's School. At the First Deposit Stage of the Review Plan, the County Council was proposing the use of land at Park Lane, held for some years as a "reserve school site". However, this option has since been found not to be sustainable. Therefore, the Borough Council and the County Council have conducted a joint search for an alternative site. This search took the form of a sequential approach. First, it was assessed whether the needs of the area could be catered for exclusively by the expansion of existing schools, where this is physically possible. Such plans would leave St Mary's as a 4-form entry school against 8-form entry at Cheshunt School. It is considered by the LEA that the school would thus struggle to compete and would ultimately become a weaker establishment. Hence, this option has been rejected by the LEA on the basis that it is considered desirable in educational terms to maintain all local schools at approximately the same size. The search was then extended to new sites. The built up nature of much of the Borough contained by the Green Belt means that open or even suitable previously-developed sites are unavailable. The only alternative, therefore, has to be land within the Green Belt
- 4.9.6 The tests applied to an assessment of Green Belt sites related, first, to impact upon the openness and character of the Green Belt through application of the five purposes of the Green Belt set out in paragraph 1.5 of PPG2 and, second, to sustainability criteria, with each site being tested against the other and the existing St Mary's School site.
- 4.9.7 The Borough Council is satisfied that the favoured site of the County Council, land at Bury Green Farm, represents in principle the most suitable option for school provision in the area and the least inappropriate location in terms of the Green Belt. In comparison with the existing school, this site has the potential to become a sustainable location if additional infrastructure is provided to ensure safe means of access. In assessing any proposals, the Council will place particular consideration on pupil and public safety and the impacts on local residents.

EMP11 REPLACEMENT OF ST MARYS HIGH SCHOOL

- (I) THE COUNCIL WILL SUPPORT IN PRINCIPLE THE RELOCATION OF ST. MARY'S HIGH SCHOOL TO A SITE AT BURY GREEN FARM AS IDENTIFIED ON THE PROPOSALS MAP. THE SCHOOL PROPOSALS WILL BE REQUIRED TO DEMONSTRATE:-
- (a) A DESIGN AND LAYOUT WHICH MINIMISES THE IMPACT OF BUILT DEVELOPMENT ON THE GREEN BELT;
 - (b) PROVISION OF SAFE PEDESTRIAN AND CYCLE ROUTES FROM ALL PARTS OF THE SCHOOL'S CATCHMENT AREA
 - (c) THE INCLUSION OF FULL DETAILS OF TRAFFIC MANAGEMENT AND INFRASTRUCTURE IMPROVEMENTS TO THE SURROUNDING

ROAD NETWORK TO ACCOMMODATE THE ADDITIONAL TRAFFIC GENERATED BY THE PROPOSAL.

- (d) THE INCLUSION OF MEASURES TO REDUCE THE ENVIRONMENTAL IMPACT OF THE NEW SCHOOL ON THE RESIDENTS OF THE BURY GREEN ESTATE.

- (II) DEVELOPMENT PROPOSALS SHOULD BE ACCOMPANIED BY A TRAFFIC IMPACT ASSESSMENT AND SCHOOL TRAVEL PLAN INDICATING THE MEANS BY WHICH SCHOOL TRIPS BY MEANS OTHER THAN THE PRIVATE CAR WILL BE MAXIMISED.

Land at Cheshunt School

- 4.9.8 The existing buildings at Cheshunt School have capacity for around 1100 pupils and the school is now operating close to its building capacity. The Council recognises that a number of the existing school buildings are in urgent need of repair and upgrading. The Council is aware that Cheshunt School has recently achieved Specialist College status in Technology which will provide a further need to improve and upgrade the school's facilities. The Council recognises that Specialist College status will facilitate both community access to IT, support opportunities to develop the local skills base in information and communication technology and offer other adult education opportunities. These aims are particularly important in addressing the economic development and training objectives set out earlier in this chapter. In addition, the Local Education Authority's package of secondary school education improvements for the Cheshunt area envisages expansion of Cheshunt School within the Plan period to 8 forms-of-entry (approx 1450 pupils) in order to meet locally generated needs. This will involve the construction of additional buildings comprising some 4000 sq metres gross floorspace. No further playing field space will be required.
- 4.9.9 The Council will support the upgrading and expansion of the school's facilities to assist bringing forward educational and community objectives and recognises that this will be difficult to achieve given the location of the site within the Green Belt. Accordingly, the Council proposes to revise the Green Belt boundary as set out in policy GBC1 of the Green Belt and Countryside chapter. This will remove Green Belt status from the area occupied by the school buildings and an area of unused land (approximately 2 Ha) between the school and the A10. The school's playing fields will be retained in the Green Belt and the Green Belt boundary will now match the edge of the built-up area to the east of the A10. In order to facilitate the educational and community objectives for Cheshunt School, the Council will be prepared to consider (following removal of the site from the Green Belt) an enabling residential development in the 2 ha area of unused land, subject to it being satisfactorily demonstrated that the land will not be required in future for educational purposes.

Nurseries and Creches

- 4.9.10 There is increasing demand for pre-school and childcare facilities within the Borough. This reflects the changing life and workstyles of parents, demographic trends and LEA strategies. Facilities can be provided in a wide variety of settings from purpose-built developments to conversions and part-use of community buildings. The Council will support provision of these facilities as there is currently a shortfall within the Borough. Where the proposal involves the part use or extension of a residential property, the facility should remain subordinate to the main residential use of the dwelling.
- 4.9.11 Because of the young age of children attending these types of facilities, and the growing trend for parents to return to full or part-time employment, there tends to be a high level of car movements generated by these uses. It will therefore be important to ensure that safe setting down and picking-up areas are provided which will not compromise highway safety. This might include a drop-off arrangement by minibus from the nearest sensible place. Proposals should also consider accessibility by pedestrians and public transport.

EMP12 NURSERIES AND CRECHES

THE BOROUGH COUNCIL WILL CONSIDER PROPOSALS FOR NURSERIES AND CRECHES AGAINST THE FOLLOWING CRITERIA :

- (I) WHETHER ADEQUATE PROVISION IS MADE FOR SAFE MOVEMENT TO AND FROM THE FACILITY
- (II) WHETHER SATISFACTORY PROVISION IS MADE FOR ACCESS ARRANGEMENTS WHICH SHOULD INCLUDE, WHERE APPROPRIATE:
 - (a) DROPPING OFF AND PICKING-UP AREAS
 - (b) PEDESTRIAN AND PUBLIC TRANSPORT LINKS.
- (III) WHETHER THE PROPOSAL WILL MATERIALLY HARM THE PRIVACY OR AMENITY OF ADJOINING RESIDENTS OR THE CHARACTER OF THE AREA.